SELF-EFFICACY, CAREER DEVELOPMENT, AND COMMITMENT TO EMPLOYEE PERFORMANCE

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ABSTRACT

This research aims to determine the influence of self-efficacy, career development, and commitment on employee performance at PT. Global Jaya Perkasa Pekanbaru City. The sample of this research is 50 employees who work at PT. Global Jaya Perkasa Pekanbaru City. Determination of the sample using the census method or saturated sampling. The data analysis technique used was the multiple linear regression method with SPSS Windows 21. The results showed that self-efficacy had a significant negative effect, partially or simultaneously, on employee performance. Still, career development and commitment have a significant positive effect on employee performance. Considering the career development and commitment variables, it has a significant positive effect and greatly contributes to employee performance. So the PT. Global Jaya Perkasa Riau is advised to focus on career development and commitment to improve and maintain good employee performance. And for variables with a significant negative effect such as self-efficacy so that they pay more attention and improve it, they provide comfort and a pleasant impression to fulfill employee performance.

Keywords: Self-Efficacy; Career Development; Commitment; Employee Performance

EFIKASI DIRI, PENGEMBANGAN KARIR, DAN KOMITMEN TERHADAP KINERJA KARYAWAN

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh efikasi diri, pengembangan karir, dan komitmen terhadap kinerja karyawan di PT. Global Jaya Perkasa Kota Pekanbaru. Sampel dalam penelitian ini adalah 50 karyawan yang bekerja di PT. Global Jaya Perkasa Kota Pekanbaru. Penentuan sampel menggunakan metode sensus atau pengambilan sampel jenuh. Teknik analisis data yang digunakan adalah metode regresi linier berganda dengan SPSS Windows 21. Hasil penelitian menunjukkan bahwa efikasi diri memiliki pengaruh negatif yang signifikan, baik secara parsial maupun simultan, terhadap kinerja karyawan. Namun, pengembangan karir dan komitmen memiliki pengaruh positif yang signifikan terhadap kinerja karyawan. Mengingat variabel pengembangan karir dan komitmen, keduanya memiliki pengaruh positif yang signifikan dan sangat berkontribusi terhadap kinerja karyawan. Oleh karena itu, PT. Global Jaya Perkasa Riau disarankan untuk fokus pada pengembangan karir dan komitmen untuk meningkatkan dan mempertahankan kinerja karyawan yang baik. Sedangkan untuk variabel yang memiliki pengaruh negatif signifikan seperti efikasi diri, agar lebih diperhatikan dan ditingkatkan, dengan memberikan kenyamanan dan kesan yang menyenangkan untuk memenuhi kinerja karyawan.

Kata Kunci*: Efikasi Diri; Pengembangan Karir; Komitmen; Kinerja Karyawan*

INTRODUCTION

The current period's intense competitiveness necessitates constant improvement in each employee's performance. Continuous improvement in employee performance will affect the company's ability to survive in a highly competitive market. Companies can take the following actions to preserve employee performance: evaluate, and make meaningful improvements that will benefit the business.

The object of this research is the Official Motorcycle Dealer for sales, service, and spare parts located at Jl. Soebrantas, Panam.

Thus, it is becoming more widely acknowledged that employee performance is the most crucial factor in a company and employees should receive attention from leadership to establish long-lasting and harmonious relationships with them. As a result, it is becoming more widely acknowledged that employee performance is the most crucial factor in a business and that all employees should receive attention from leadership to preserve long-lasting and cordial relationships with them. Employee performance is a function of ability and motivation, where ability consists of the skills, training, and resources needed to perform a task, and motivation is described as the inner strength that drives individuals to act on something.

Prioritize that performance or work results, both quality and quantity, achieved by employees in a certain period in realizing their work duties by the responsibilities given to them, with good employee performance, will support the achievement of a company's goals. The organization needs to implement several strategies to increase performance, including encouraging employees to be highly committed to the business and willing to perform their jobs accurately and successfully. One way to do this is to increase work discipline, career development, and commitment to employees to increase productivity and achieve predetermined goals. So the assumption usually put forward is that the factors above greatly influence employee performance. The higher the level of the factors above, the higher the employee's performance will be.

Employee performance must be paid attention to in the company so that it can run according to the goals expected by management for employees because by managing employees well, employees will feel satisfied at work. The company can use this as excellent feedback to achieve company goals. The table above shows that employees have not been able yet to achieve the expected targets. The results of this work will certainly have side effects on the performance provided to customers. It can be seen that in 2018 it was resolved with a percentage of 98.80%, in 2019 with a percentage of 95.30%, and in 2020 with a percentage of 97.70%, a slight increase compared to the previous year. A percentage of 98.60% will be the peak in 2021. However, the return of units will reduced by 98.30%. The work carried out is less than optimal, causing customer complaints, which means there are still many who are not working optimally. With various dynamics occurring, hopes to achieve the vision and mission have not yet been fully realized, so employee optimization at PT. Global Jaya Perkasa Pekanbaru City is still not showing optimal results. Making employees reach their full potential presents a challenge for businesses, as it will help ensure that work gets done on time in the future.

The self-efficacy factor interpreted in a scientific context was first introduced by Bandura. Bandura is the figure who introduced the term self-efficacy. Where Bandura gives the meaning that self-efficacy is an individual's belief regarding one's ability to carry out tasks or actions to achieve certain results. According to Bandura, self-efficacy is one of the abilities that every individual regulates. The concept of self-efficacy also refers to the perception of an individual's ability to organize and implement actions in displaying certain skills (Hidayat, 2015). Previous research by (Sari & Chandra, 2020) states that the self-efficacy variable has an insignificant positive effect on performance, and research before by (Indarwati et al., 2022) states that the self-efficacy variable has a significant positive impact on performance. However, this is different from previous research (Kaseger, 2013) expressed that the self-efficacy variable had no significant effect on performance, and the research before (Wahyuningtyas & Kirana, 2022) stated that the self-efficacy variable had a noteworthy impact on performance.

Career development factors are essential in developing and paying attention to human resources. Career development supports the effectiveness of individuals, groups, and organizations in achieving goals and creating employee job satisfaction, PT. Global Jaya Perkasa will feel satisfied at work if the aspects of the work and itself are supportive. Each employee's perception of career development can be different depending on the employee's perspective on career development. Previous research by (Nuriyah et al., 2022) claimed that factors related to job growth significantly impair performance, and research before by (Dermawan et al., 2022) states that career development variables have a noteworthy positive impact on performance. However, this is different from previous research by (Massie et al., 2015) states that career development variables have no significant effect on performance, and research before by (Pramudya et al., 2022) states that career development variables show a noticeable impact on performance.

According to (Nadapdap, 2017), employee commitment to the company is needed so that the company's performance can be more effective so that the company's goals are realized. (Jumiyanti et al., 2018)said that the higher the satisfaction obtained, the less likely employees are to leave and the impact on employee performance will increase. Besides that, another factor that influences performance is employee commitment to the company. Previous research by (Hendri & Kirana, 2021) states that the commitment variable has an insignificant negative effect on performance, research by (Setyorini et al., 2021) states that the commitment variable has a significant

positive influence on performance. In contrast research, (Suhardi et al., 2021) declared that the commitment variable had no significant effects on performance, and research before by (Wiratama et al., 2022) explained that the commitment variable had a substantial impact on performance.

Based on the phenomena and previous research above, researchers are interested in seeing the relationship between the influence of self-efficacy, career development, and commitment on the performance of employees PT. Global Jaya Perkasa Pekanbaru City.

LITERATURE REVIEW
Theoretical basis
Self-Efficacy

Bandura is credited with introducing self-efficacy interpretation in a scientific framework. It was Bandura who first used the term "self-efficacy. "Bandura defines self-efficacy as a person's belief in competence to perform activities or behaviors to attain specific outcomes. According to Bandura, self-efficacy is one of the abilities that every individual regulates. The concept of self-efficacy also refers to the perception of an individual's ability to organize and implement actions in displaying certain skills (Hidayat, 2015). (Ghufron & S, 2010) Indicators of self-efficacy refer to aspects of self-efficacy, namely level, strength, and generality. Looking at these three aspects, there are several indicators of self-efficacy, namely: (1) Each individual is confident in their ability to overcome their difficulties, (2) The confidence that each individual has in dealing with difficulties when working, (3) Each individual is diligent in completing the work assigned, (4) Each individual can face obstacles in achieving goals, (5) Each individual can use experience as a step to achieve success.

H1: Self-Efficacy Has a Positive Influence on Employee Performance at PT. Global Jaya Perkasa Pekanbaru City.

Career Development

Career development is a series of activities throughout life that contribute to the exploration, consolidation, success, and fulfillment of a person's career. (Zainal, 2014) explains that career development is a process of increasing individual work abilities to achieve the desired career. It can be assumed that career development is a personal activity that makes it easier for employees to plan their future careers at the company so that the company employees can develop themselves to the maximum. (Zainal, 2014) Explains that there are several indicators in career development, namely as follows: (1) Career needs, (2) Training, (3) Fair treatment in a career, (4) Career information, and (5) Promotion.

H2: Career Development Has a Positive Influence on Employee Performance at PT. Global Jaya Perkasa Pekanbaru City

Commitment

Commitment in an organization is a form that arises from the willingness, sincerity, and awareness of individuals who are always within the organization to manifest the amount of effort, motivation, and trust in realizing the vision, mission, and goals. Commitment in an organization is also interpreted as a form of loyalty shown by employees and wanting to be part of that organization. (Busro, 2018) Explains that there are three indicators of commitment, namely: (1) Employee capability, (2) Employee loyalty, and (3) Employee pride in the organization.

H3: Commitment has a positive influence on employee performance at PT. Global Jaya Perkasa Pekanbaru City

Employee Performance

Performance is the result obtained by an organization, whether the organization is profit-oriented or non-profit-oriented, which is produced over some time. More emphatically, performance is the result of work that has a strong relationship with the organization's strategic goals, customer satisfaction, and economic contribution. It further states that performance is a description of the level of achievement of the implementation of an activity/program/policy in realizing the goals, objectives, mission, and vision of the organization as stated in the formulation of an organization's strategic scheme (strategic planning) (Fahmi, 2015). (Afandi, 2021) Explains that there are several performance indicators as follows: (1) Quality of work results, (2) Accuracy, (3) Initiative, (4) Honesty, (5) Creativity.

Conceptual Framework

Based on the background and problem formulation that has been put forward, the writing formulates the research paradigm can be seen in Figure 1.
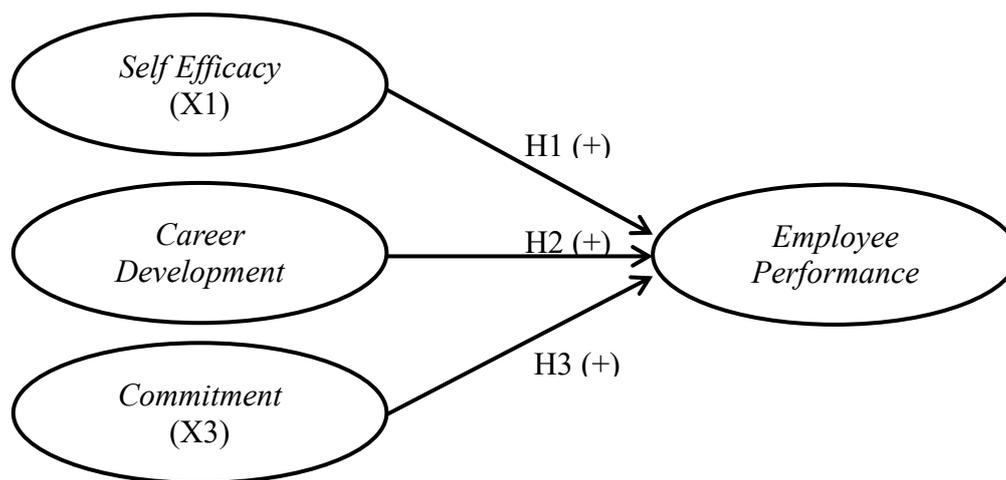
Source: Processed Data, 2023
Figure 1. Theoretical Framework

RESEARCH METHODS

Population and Sample

This research activity was at PT. Global Jaya Perkasa Jalan HR Soebrantas Km. 10.3 No.1 Pekanbaru City, Riau 28294, for three months starting from March 1, 2023, to May 31, 2023. The population in this research is all 50 employees at PT. Global Jaya Perkasa Pekanbaru City. From the population above, this research will use the saturated sampling method, the entire population will be the research sample. The data analysis technique in this research uses descriptive analysis and multiple linear regression analysis with SPSS Windows 21.

Multiple Linear Regression Analysis

Multiple linear regression analysis is a linear relationship between two or more independent variables (X1, X2, X3,…….Xn) and the dependent variable (Y). This analysis is to know the direction of the relationship between the independent variable and the dependent variable, whether each independent variable is related to the dependent and whether each independent variable is positively or negatively related. The data used is usually on an interval or ratio scale. The multiple linear regression equation is as follows: $Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$. Where: Y: Employee Performance, a: Constant, b_1, b_2, b_3: Regression Coefficient, X1: Self Efficacy, X2: Career Development, X3: Commitment, and e: Error.

RESEARCH RESULTS AND DISCUSSION

Descriptive Analysis of Respondent Data

The respondents in this research were all teachers who worked at PT. Global Jaya Perkasa Pekanbaru City. The characteristics of these respondents are divided based on the respondent's age, the respondent's gender, the respondent's marital status, the respondent's occupation, the respondent's education, and the respondent's length of service.

Descriptive Analysis of Research Variables

Based on Table 1, it shows that of all the indicators the highest average value is 3.68, which means PT. Global Jaya Perkasa has each of its employees able to use tailored work experience to achieve success in their work. And the lowest average value is 3.20 which means that PT. Global Jaya Perkasa Has Each of Its Employees Have Diligence in Completing All the Work Covered. So, the average score of all these variable indicators is 3.42, which indicates that the self-efficacy variable is a variable that is considered good by the respondents in this study. Variable X2, Based on table 1 above, it shows that of all the indicators the highest average value is 4.12, which means PT. Global Jaya Perkasa provides short training as a self-introduction before focusing its employees on work. And the lowest average value is 4.04 which means that PT. Global Jaya Perkasa Provides Treatment in Careers Without Differentiating One Employee from Another. So, the average score of all these variable indicators is 4.08, which indicates that the career development variable is a variable that is considered good by the respondents in this study. Variable X3, Based on table 1 above, it shows that of all the indicators the highest average value is 4.40, which means PT. Global Jaya Perkasa Has Each of Its Employees Feeling Proud of PT. Global Jaya Perkasa During the Working Period Valid. The lowest average value is 4.16 which means that PT. Global Jaya Perkasa has each of its employees feel proud of the company for its facilities and salaries that meet employee expectations. So, the average score of all these variable indicators is 4.26, which indicates that the commitment variable is a variable that is considered very good by respondents in this study. Variable Y, Based on table 1 above,

demonstrates that of all the indicators, the one with the highest average value is 4.30, indicating that the leaders of PT. Global Jaya Perkasa exhibit exceptionally high levels of honesty in the performance of their duties. Additionally, the lowest average value of 4.22 indicates that PT. Global Jaya Perkasa's executives exhibit good innovation in carrying out their assigned tasks. So, the average score of all these variable indicators is 4.25, which indicates that the performance variable is a variable that is rated very highly by respondents in this study.

Table 1. Characteristics of Respondents Based on Age, Gender, Marital Status, Employment, Education, and Years of Work of Respondents

| Age	Amount	Percentage
< 21 Years Old	6	12%
21 – 24 Years Old	16	32%
25 – 29 Years Old	17	34%
> 30 Years Old	11	22%
Total:	**50**	**100%**
Gender	**Amount**	**Percentage**
Man	35	70%
Woman	15	30%
Total:	**50**	**100%**
Marital Status	**Amount**	**Percentage**
Married	20	40%
Not Married	30	60%
Total:	**50**	**100%**
Length of work	**Amount**	**Percentage**
< 3 Years	11	22%
3 – 5 Years	18	36%
6 – 10 Years	12	24%
> 10 Years	9	18%
Total:	**50**	**100%**
Education	**Amount**	**Percentage**
Junior High School	-	-
Senior High School/ Vocational School	25	50%
Bachelor	25	50%
Total:	**50**	**100%**

Source: Processed Data, 2023

Validity and Reliability Test
A questionnaire is employed in this example as the tool, and the validity test is used to determine its validity. The indicator for the validity test is the corrected item-total correlation value, if the corrected item-total correlation value is > 0.30, it shows that the instrument used is valid and to measure reliability using the Cronbach Alpha Coefficient (α) statistical test. If a variable has an α value > 0.60 then the variable is said to be reliable (Ghozali, 2021).

Normality Test
This normality test was carried out on the regression residuals. This test is carried out using the P-P Plot graph. The results of normality testing in this study can be seen in Figure 2.
Based on Figure 2 above, it is observable that the points that represent the research data are spread around the diagonal line (not scattered far from the diagonal/straight line). Thus, it can be concluded that the data in this study is normally distributed.

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: TOTALY1
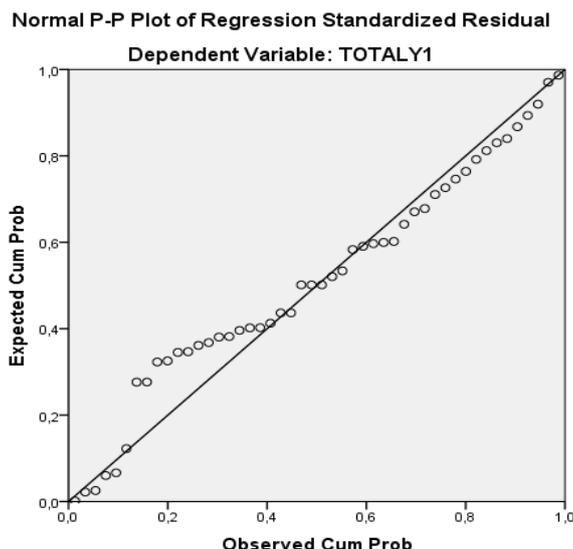
Figure 2. Normality Test Results

Table 2. Kolmogorov-Smirnov Test Results for Research Variables

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		50
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	1,54677107
Most Extreme Differences	Absolute	,135
	Positive	,105
	Negative	-,135
Kolmogorov-Smirnov Z		,955
Asymp. Sig. (2-tailed)		,322
a. Test distribution is Normal.		
b. Calculated from data.		

Based on Table 2, it is observable that the Kolmogrov-Smirnor Z value for the Employee Performance (Y) variable is 0.955 with Asymp. Sig (2-tailed) 0.322 > 0.05, meaning that the data is normally distributed, so the sample data is good and suitable to use in the study.

Multicollinearity Test

Symptoms of multicollinearity do not occur if the VIF value is not greater than 10 and the tolerance value is less than 0.10 (Ghozali, 2013). If the VIF value < 10 and Tolerance > 0.1, it is stated that multicollinearity does not occur.

Table 3, Multicollinearity Test Results of Research Variables

Variabel	Tolerance	VIF	Information
Self Efficacy (X1)	0.442	2.262	No Multicollinearity
Career Development (X2)	0.344	2.909	No Multicollinearity
Comitment (X3)	0.486	2.057	No Multicollinearity

Based on Table 3 shows that the VIF value of each variable in the study has a value smaller than 10 and a Tolerance value greater than 0.1. This means that the data in this study is free from symptoms of multicollinearity and can be further analyzed using multiple linear regression.

Heteroscedasticity Test

If there are points that form a regular pattern, such as wavy, widening, then narrowing. On the other hand, heteroscedasticity is the spread of the dots without making a specific pattern below and above the number 0 on the Y axis (Clouds Shape). Figure 3 shows the results of heteroscedasticity testing in this research.
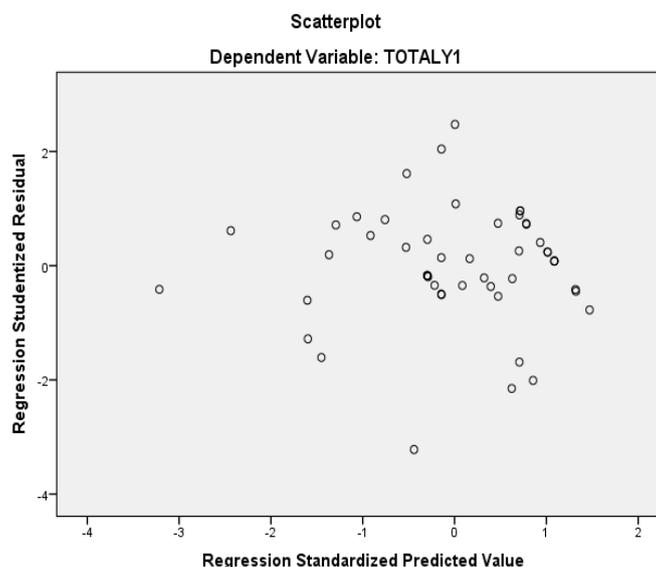

Figure 3. Heteroscedasticity Test Results

In Figure 3, can be seen that the points are spread randomly both above and below the number 0 on the Studentized Residual Regression axis. This means that the regression model in this study is free from symptoms of heteroscedasticity and further analysis can be carried out.

F test
Simultaneous testing, or the F test, is required to evaluate the research hypothesis, which claims that the factors of motivation, organizational culture, work environment, and job satisfaction concurrently have a significant impact on teacher performance. The F-count result is 70,941 while the F-table value is 2,802 (f 0.05 (3 -1) (50-3)). It means that the F-count is 70.941 > F-table 2.802, and the significant value is 0.000 < alpha 0.05, so therefore H0 is rejected and H1 is accepted. This indicates that variables like commitment, career growth, and self-efficacy all significantly influence how well employees do at PT. Global Jaya Perkasa Pekanbaru City. In other words, this research model is worthy of being continued.

Coefficient of Determination
The coefficient of determination (R2) measures how far the model's ability (Motivation, Organizational Culture, Work Environment, and Job Satisfaction) is in explaining variations in the dependent or dependent variable (Teacher Performance). R2 value is 0.811, this shows that employee performance variables are affected by variables including self-efficacy, career development, and employee performance commitment by 81.1% while the remaining 18.9% are influenced by other variables not observed in this research. The variable with a great influence is the career development variable, which means that this variable plays a crucial role in improving employee performance at PT. Global Jaya Perkasa Pekanbaru City.

Multiple Linear Regression Test
When determining how changes in the independent variable affect the dependent variable, multiple regression analysis is used to assess how each increase or reduction in the independent variable would affect the dependent variable (Sugiyono, 2013).

Table 4. Multiple Linear Regression Analysis Test Results for Research Variables

Model	Unstandardized Coefficients (B)	Sig.	Keterangan
(Constant)	1.873	0.284	-
Self Efficacy (X1)	-0.256	0.037	Negative Significant
Career Development (X2)	0.771	0.000	Positive Significant
Commitment (X3)	0.251	0.005	Positive Significant

Self-Efficacy, Career Development, and Commitment to Employee Performance (Surya Safari SD, Teddy Triyanda, Layla Hafni, dan Sri Indrastuti)

Source: SPSS Processed Data, 2023

Based on Table 4, the partial test results can be explained as follows:
Y= a+b₁X₁ + b₂X₂ + b₃X₃
Y= (-0.201) + 0.510 + 0.110 + 0.068 + 0.237

The multiple linear regression equation is explained as follows, the coefficient value of the self-efficacy variable (X1) has a negative sign and the magnitude is -0.201, meaning that if the other independent variables have the same value and self-efficacy increases by one unit, then employee performance will increase by -0.201. A negative coefficient means a negative relationship exists between employee performance and self-efficacy; the higher the self-efficacy, the less influence it will have on employee performance. The coefficient value of the career development variable (X2) has a positive sign. It is 0.771, meaning that if the value of the other independent variables remains constant and career development decreases by one unit, employee performance will decrease by 0.771. The coefficient of career development value means that there is a significant positive relationship between employee performance and organizational culture, the higher the career development, the more influence it will have on employee performance. The coefficient value of the commitment variable (X3) has a positive sign and the magnitude is 0.251, meaning that if the value of the other independent variables is constant and commitment decreases by one unit, then employee performance will decrease by 0.251. A positive coefficient means a significant positive relationship between employee performance and commitment, the better the commitment and the greater the employee's performance.

Uji Hipotesis (Uji T)
The results of partial testing in this study can be seen in Table 5.

Table 5. Hypothesis Test Results (T Test)

Variabel	Unstandardized coefficients		Standardized Coeficients	Hypothesis	t/F table	t/F count	Sig.	Result
	B	**Std. Error**						
Constant	1.873	1.727				1.084	0.284	
Self-Efficacy (X1)	-0.256	0.119	-0.201	-	2.014	-2.147	0.037	sig
Carer Development (X2)	0,771	0.097	0.841	+	2.014	7.936	0.000	sig
Commitment (X3)	0251	0.084	0.266	+	2.014	0.000	0.005	sig
Anova					70.941		0.000b	sig
Adjusted R2					0.811			

Source: SPSS Processed Data, 2023

Then t-table = 2.014. (0.05/2=0.025) and n – k – 1 (50 – 4 – 1 =45)

The partial test results can be determined as follows from Table 5 above. The influence of the self-efficacy variable on employee performance shows that the partial test results show that the t-count for the self-efficacy variable is -2.147 smaller than the t-table of 2.03 or a significant value. 0.037 is smaller than the alpha of 0.05, which means Ho is rejected and Hi is accepted. It is reasonable to assume that the self-efficacy variable has a notable negative (-) effect on employee performance. The influence of the career development variable on employee performance shows that the partial test results show that the t-count for the career development variable is 7.936, which is greater than the t-table of 2.014 or a significant value of 0.000 is smaller than the alpha of 0.05 means Ho is accepted Hi is rejected. It is reasonable to assume that the partial career development variable has a significant positive (+) effect on employee performance. The influence of the commitment variable on employee performance shows that the partial test results show that the t-count for the commitment variable is 2.986 which is greater than the t-table of 2.014 or a significant value of 0.005 which is smaller than the alpha of 0.05 which means Ho is accepted Hi is rejected. It is reasonable to assume that partially the commitment variable has a significant positive (+) effect on employee performance.

The Influence of Self-Efficacy on Employee Performance
With descriptive results stating that "PT. Global Jaya Perkasa has each of its employees have perseverance in completing all they are responsible for." So it is also supported by the highest descriptive result "PT. Global Jaya Perkasa has each of its employees able to use work experience that has been adapted for failure and success at work," which shows that the self-ability variable is a variable that is considered good by respondents in this study.

Assuming that respondents view the self-efficacy variable favorably. Following an examination of the multiple linear regression data, which demonstrates the impact of the self-efficiency variable on worker performance at PT. Global Jaya Perkasa in Riau. In line with the analysis of the results of multiple linear regression which shows the influence of the self-efficiency variable on employee performance at PT. Global Jaya Perkasa Riau. The results of the hypothesis test (t-test) on the self-efficacy variable have a significant negative effect on employee performance.

Previous research by (Sari & Chandra, 2020) has proven in which states that the self-efficacy variable has a positive and insignificant effect on performance, and Previous research by (Indarwati et al., 2022) states that the self-efficacy variable has a significant positive impact on performance. However, this is different from previous research (Kaseger, 2013) which stated that the self-efficacy variable had no significant effect on performance, and the earlier research (Wahyuningtyas & Kirana, 2022) which stated that the self-efficacy variable had a noteworthy impact on performance.

Even though employees have confidence in their abilities and overcome a difficult situation, This could have an important effect on how well the employee performs. The respondents' responses indicate that workers continue to anticipate a higher standard of well-being. As a leader, it is advisable to improve welfare within the company, such as fostering a sense of family within the company and providing rewards or bonuses if there are other contributions such as innovations in completing work for the company so that it can increase employee confidence in the company, not only for work according to the contract, but as an interest. And the skills of employees at work.

The Influence of Career Development on Employee Performance
With descriptive results stating that "PT. Global Jaya Perkasa Provides Treatment in Careers Without Differentiating One Employee from Other Employees." Therefore it is too supported by the highest descriptive result "Other PT. Global Jaya Perkasa provides short training as a self-introduction before focusing its employees on work," indicating that the career development variable is a variable considered favorable by respondents in this research. This is proven based on the results of descriptive research, on the presumption that respondents think favorably of the career development variable.

The analysis of multiple linear regression data shows the influence of career development variables on employee performance at PT. Global Jaya Perkasa Riau. The results of the hypothesis test (t-test) on the career development variable have a significant positive effect on employee performance.

Previous research (Nuriyah et al., 2022) has demonstrated that career development variables have a significant adverse effect on performance, and research before by (Dermawan et al., 2022) stated that career development variables have a noteworthy positive impact on performance. However, this is different from previous research by (Massie et al., 2015) states that career development variables have no significant effect on performance, and research before by (Pramudya et al., 2022) states that career development variables have a substantial impact on performance.

Career development is crucial for companies because it can improve employee performance and productivity. Employees with the skills necessary to do their jobs well will feel more confident and happy at work. Therefore, as a leader, it is recommended that you pay more attention to this aspect of career development so that career development can encourage employee productivity while working. It automatically enhances the company's operational processes. To boost profits, the corporation can produce more goods or sell them more aggressively.

The Effect of Commitment on Employee Performance
With descriptive results stating that "PT. "Global Jaya Perkasa has each of its employees feel proud of the company for its facilities and salaries that meet employee expectations." Then it is also supported by the highest descriptive result "PT. Global Jaya Perkasa Has Each of Its Employees Feeling Proud of According to PT. Global Jaya Perkasa During the Valid Working Period, the commitment variable is one that the study's respondents thought was excellent."

This is proven based on the results of descriptive research, with the assumption that the commitment variable is considered good by respondents. In line with the results of multiple linear regression analysis findings the influence of commitment variables on employee performance at PT. Global Jaya Perkasa Riau. The results of the hypothesis test (t-test) on the commitment variable have a significant positive effect on employee performance.

As proven in previous research by (Hendri & Kirana, 2021) which states that the commitment variable has an insignificant negative effect on performance, research by (Setyorini et al., 2021) states that the commitment variable has a significant positive impact on performance. In contrast, previous research, (Suhardi et al., 2021) claimed that the commitment variable had no significant effect on performance, and research before by (Wiratama et al., 2022) explained that the commitment variable had a noteworthy impact on performance.

Commitment is very significant because commitment can bind someone to remain loyal to work by carrying out existing goals and rules, but currently, Numerous workers or employees lack dedication. , as company leaders the commitment of these employees should be paid more attention because The commitment of employees

can later influence their performance. High employee commitment will make employees more enthusiastic to work optimally and be more responsible for their work to achieve their company's hopes and goals.

CONCLUSION

This research aims to determine the influence of self-efficacy, career development, and commitment on employee performance at PT. Global Jaya Perkasa Pekanbaru City. From the formulation of the proposed research problem, the data analysis that has been carried out, and the discussion presented in the previous chapter, several conclusions can be drawn from this research as follows. The research results show that the self-efficacy variable has a substantial detrimental impact on employee performance at PT. Global Jaya Perkasa Pekanbaru City. This means that the lower the self-efficacy of each employee, the lower the performance of that employee to the company, and vice versa. The research results of the study indicate worker output at the variable for career development significantly improves at PT. Global Jaya Perkasa Pekanbaru City. This implies that better career development based on employees' demands will affect and impact workers' performance at PT. Global Jaya Perkasa, Pekanbaru City. The results of the research demonstrate that dedication significantly improves worker performance at PT. Global Jaya Perkasa Pekanbaru City. Thus, it follows that the better the work commitment given by employees, the better impact it will have on employee performance at PT. Global Jaya Perkasa, Pekanbaru City. Several restrictions were received while carrying out this research, such as time constraints during the preparation of this thesis which narrowed the researcher's space, so that it could influence the research results that the author carried out. Therefore, by distributing questionnaires, the author uses a research instrument that can shorten research time. Numerous more variables remain unutilized, even though the reality is that they also affect customer satisfaction, this can be seen from the R adjuster value which is still not an appropriate value.

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