

# The Importance of Career Development in Increasing Employee Motivation

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**Abstract:** Career development is a series of positions or positions occupied by a person during his working life through education and training in the corporate environment, which includes activities to prepare individuals to advance the planned career path. This study has a goal of the importance of career development in increasing employee motivation. The data collection technique in this study was a qualitative method using literature studies. While the analysis technique used in this research is to review six articles about the relationship between career development and work motivation. The results of this study concluded that a positive correlation was found between the two variables evenly in the results of previous studies. Career development is very important in increasing employee motivation. Increasing employee motivation through career development is very beneficial for employees. With career development, employees will be increasingly encouraged or motivated to work actively and make maximum contributions to the company so that they can achieve the desired position in their careers.

**Keywords:** Career Development, Employee Motivation

## 1 INTRODUCTION

A company generally needs factors to be able to advance the company, one of the factors that play an important role in the company is human resources. Human resources are people who can provide all their abilities, both in the form of energy, creativity, and talent for a company (Zulkarnaen, Fitriani, & Widia, 2018). Human resources, in this case employees, must be considered and treated properly because they are the main assets in a company (Agustini, 2019). Companies really need employees who can work well, diligently, and optimally. For this reason, management needs to pay attention to psychosocial aspects of employees such as work atmosphere, income, employee and family welfare, employee placement, performance appraisal, and continuing education. According to Mondy in Haryani (2013), one of the important roles in human resource management is a career development system that aims to attract, retain, and at the same time motivate employees to have a better work spirit. Career development is a series of positions or positions occupied by a person during his work period through the level of education and training in the company environment, which includes activities to prepare a person in pursuing a planned career path. Career development as an HR management activities basically has the aim of being able to improve and increase the effectiveness of job implementation by employees so that they are increasingly able to make the best contribution in realizing company goals (Syahputra & Tanjung, 2020). Career development is a continual process that requires personal effort on the part of the individual in order to achieve the aim of personalized career planning and organizational requirements (Priyono et al., 2017). With career development, employees will be motivated to achieve more and improve their performance in carrying out their work by making the maximum contribution to the company. This is in line with the research by Balbed & Sintaasih (2019) which shows that career development has a positive effect on employee motivation.

Increasing employee motivation through career development is very beneficial for employees. With career development, employees will be increasingly encouraged or motivated to work hard and make maximum contributions to the company so that they can achieve the desired position in their careers. So, it is hoped that companies will provide more career development by paying attention to opportunities for promotion and the need for mentors for informal

guidance, so that employees can master their jobs according to the responsibilities they receive (Pratiwi in Natalia & Netra, 2020). So if the company wants maximum results for the company, it is important to increase employee motivation by conducting career development for employees. Therefore, this article is written with the aim of knowing how important career development is in increasing employee motivation.

## 2 MATERIALS AND METHODS

The method used in this study is a qualitative method using literature studies. Habsy (2017) states that literature study is a method used to collect data or sources related to the topic raised in a study. Literature study contains a brief description of what has been learned, arguments, and established about a topic, and is usually organized chronologically or thematically (Widaningsih, 2014). The data sources used in this study were obtained from searching journal articles which contained information about career development and increasing employee motivation which were published from 2013 to 2023 using the database from Google Scholar and from available journal sites or articles. The data that has been obtained is then analyzed using descriptive analysis methods to produce a conclusion from the analysis.

## 3 RESULTS

The research results based on a review of Six articles on the relationship between career development and work motivation found that there is a close relationship between these variables. The positive correlation between the two variables is also evenly distributed in previous studies. This means that if an individual is in the influence of career development on increasing employee motivation, even though the subjects in each study are different. But the majority of subjects in related research are employees. After doing an article search science through the Google Scholar channel, PubMed and ScienceDirect and article research published between 2013 to 2023, i.e. as following

No	Title	Researcher's name	Purposes	Method	Result
1.	Pengaruh Perencanaan Karir, Pengembangan Karir Karyawan, dan Kompensasi terhadap Kinerja Karyawan pada Jambuluwuk Puncak Resort	R. Joko Sugiharjo and Rustinah. (2017)	Research purposes is for material consideration or decision support material for the problems faced by the Jambuluwuk company Puncak Resort is primarily concerned with employee career planning issues with employee career development to improve the quality of human resources, as well as fair compensation and according to the company's ability to optimize employee performance	Respondents in this study, 117 respondents were permanent and contract employees using quantitative descriptive approach. Therefore, the data analysis used is analysis statistics in the form of multiple linear regression tests.	.The findings of this research suggest that career planning, career development, and compensation have a positive impact on the performance of employees at Jambuluwuk Puncak Resort. This conclusion is supported by the results of the partial test (T test), which demonstrate the significant value of the three independent variables, thus confirming the initial hypotheses. In summary, the test results of this study indicate that career planning, career development, and compensation variables influence the performance of employees at Jambuluwuk Puncak

					Resort.
2.	Pengaruh Pengembangan Karir dan Motivasi Kerja terhadap Kepuasan Kerja Karyawan	Syaiful Bahri and Yuni Chairatun Nisa. (2017)	This study aims to find out if there is an influence career development and motivation for job satisfaction of BPJS employees. Employment of Belawan Branch Office	Data collection techniques in this study are documentation studies, interviews and questionnaires. While the data analysis techniques used quantitative descriptive approach and multiple regression analysis, classical assumption tests, hypothesis tests (t test and F test) and determination.	.The findings of this study can be summarized as follows: (1) Career development was found to have a positive impact on job satisfaction, indicating that it can enhance employee satisfaction with their jobs; (2) Motivation was not found to have a significant effect on job satisfaction; and (3) Both career development and motivation were found to have a significant influence on job satisfaction.
3.	Pengembangan Karir Karyawan dalam Manajemen Sumber Daya Manusia	Sugijono. (2016)	The research objective is to analyze and understand the importance of employee career development in the context of human resource management.	The research method uses a literature study, where researchers conduct a literature review to collect information related to employee career development, existing theoretical concepts, and relevant previous research. It helps in building the theoretical foundation of research	The growth and progress of an employee's career are influenced not only by the individual's own efforts but also by the guidance and support provided by leaders and the human resources (HR) department. Particularly, these entities play a crucial role in offering information about available career paths, facilitating training programs, and assisting with career planning for employees.
4.	How Talent Management, Motivation, and Career Development affecting the Employee Performance at PT Excelitas Technologies Batam?	Nur Fitri Arpiani and Andi Erna Mulyana. (2022)	The purpose of the study is to analyze how talent management, motivation, and career development affect employee performance at PT Excelitas Technologies Batam	The method used in this research is a mixed research method with a concurrent embedded model, where the research is carried out simultaneously between qualitative and quantitative with quantitative methods that dominate. This research using multiple linear	The advancement and development of an employee's career are impacted by more than just their personal efforts; they are also influenced by the guidance and support provided by leaders and the human resources (HR) department. These entities play a critical role in

				regression analysis method to process data from questionnaires obtained from respondents.	providing information regarding various career options, organizing training programs, and aiding employees in their career planning.
5.	Sustaining the Growth of Employee: Motivation and Career Development in Organization	Tuba Parvaiz and Ovais Ahmed (2016)	The purpose of this research is to evaluate the significance impact of motivation on employee growth with respect to career development and those factor which are broadly set in this research study.	There are mostly data have been collected from journal articles and digital of social sciences. The research is based on a quantitative paradigm and scrutinize the cases of every respondent who are directly responsible for this survey. An empirical study is carried out by close-ended questionnaire and survey conducted	The research study has shed light on the influential role of management attitude in developing motivation factors. The statistical findings have demonstrated significant and substantial outcomes regarding employee motivation. It is observed that employee motivation increases when favorable professional attributes have a positive impact on individuals within the organization. The predictors described in the study have revealed the manifested results of the work environment, which contribute to employee satisfaction through motivational assessment.
6.	Pengembangan Karir dan Motivasi Kerja serta Implikasinya terhadap Kinerja Pegawai	Arief Pramono (2020)	Study it aims to analyze the effect of career development and work motivation on employee performance at the Way Kanan District Manpower and Transmigration Office.	This study uses an explanatory research method with a quantitative approach. This study uses 36 Research respondents. There are three variables in this research	The data analysis results revealed the following findings regarding the hypotheses: Firstly, career development was found to have a significant influence on employee performance, accounting for 33.9% of the variance. Secondly, work motivation was found to have a significant effect on employee performance, explaining 30.8% of the variance. Lastly, both career development and work motivation together were found to have a combined influence on employee performance, accounting for 35.1% of the variance

## 4 DISCUSSIONS

Based on a literature review conducted by researchers, in outline According to Rival in Sugijono (2016) a career is defined as all related activities job/work position held a person and behavior, values as well aspirations throughout the life cycle in in work. Career path is sequential job position model that shape one's career. Objective A career is an upcoming position someone is trying to achieve it as part of his career. According to Nawawi in Sugijono (2016), career development as an activity human resource management aims to fix and improve the effectiveness of the implementation of work by employees to give more the best contribution in making it happen organization goals.

Career development is a formal attempt to upgrade and enhance capabilities expected to have an impact on development and broadening of horizons that opens up opportunities for get a position or job title satisfaction in one's life as an employee. According to Kaswan in Sugijono (2016), the meaning of Career development is reflected in work improvement ideas such as: earn more income, have greater responsibility, and gain status, prestige, as well greater power. Career reviewed from an objective perspective is a series of positions occupied by a person during his life, whereas from the perspective Career subjective consists of feelings where which one must aim at in work life, such as: attitudes, values, and someone's hope.

Work motivation refers to the provision of stimulation and enthusiasm to employees, encouraging them to exert their utmost efforts in fulfilling their responsibilities. It is the responsibility of leaders to instill enthusiasm and drive in their employees, thereby motivating them to become proactive leaders themselves. Understanding the desired motives of employees is crucial, as human motivation varies based on factors such as personality, ambition, education, and age (Pramono, 2020). The primary driving force behind human work engagement is the presence of needs that require fulfillment, encompassing both conscious and unconscious material and non-material physical and mental requirements.

According to Uno in Arpiani and Mulyana (2022) Motivation is the inner drive within a person that compels them to strive for positive changes. It is influenced by both internal factors, such as personal aspirations and values, and external factors, such as support and encouragement from others. The dimensions and indicators of work motivation can be described as follows : (1) Physiological needs, also known as basic needs, encompass necessities such as clothing, sustenance, and shelter. (2) Security needs pertain to the desire for safety, freedom from threats, and assurance of physical, mental, and psychological well-being. (3) The need for a sense of belonging relates to the longing for camaraderie, cooperation, and a sense of community within an organization. (4) Self-esteem needs involve the craving for recognition, respect, and acknowledgement of one's worth through symbols of achievement, status, and similar forms of validation from others. (5) Self-actualization represents the need for opportunities to acquire knowledge, participate in educational programs, and receive training provided by the organization, enabling personal growth and development.

Realizing how important career development planning is, organizations or companies need to provide career counselors for their employees. This is because career development planning is an inherent responsibility of the organization itself. However, each individual also needs to carry out career development planning personally by developing themselves. There are several aspects that need to be considered in career development, which are suggested by Notoatmodjo, Rival, and Sagala in Sugijono (2016), including the following (1) performance : Career development is always related to the achievements shown by an employee. If these employees show good performance, then they have the opportunity to develop their careers. (2) Commitment : The high level of loyalty and integrity of an employee is a consideration for leaders in developing their careers. (3) exposure : An employee who has good performance and a high level of commitment to the organization will be better known by superiors and this will affect their career development. In addition, the availability of employees to work outside working hours also provides a positive value. (4) Teamwork : The role of an employee in the team also influences their career development. Therefore, organizational leaders must be able to utilize their work team, especially those with specific skills, to support employee career development.

According to Notoatmodjo in Sugijono (2016) an employee definitely wants occupy a higher position or position tall. While the organization want that a position or position in the organization not only occupied by the same people, so in organizational development a job rotation is required and certain relating to employees who must promoted as needed career advancement. Thus then career development in an organization has two urgent interests viz for employees and for the organization. Career development for employees provide benefits to interests the employee himself which includes (1) an employee can optimally develop their potential abilities due to promotion in position or career requires more skills previously. (2) the higher the position or position of a person in an organization, the the bigger the challenge it faces and the greater the potential that is used to deal with it so people are growing the. Employees who never face challenges then can not develop their potential. (3) in carrying out the task or an employee's job have normal powers the higher the position, the higher the powers conferred. Give promotion or position as career development thereby delivering more authority employees compared to previous authority. (4) Authority is always followed by responsibility and don't let it powers conferred on an employee used with arbitrary or irresponsible answer.

## 5 CONCLUSIONS

The conclusion from this study is that career development is very important in increasing employee motivation. Organizations or companies need to provide career counselors for their employees and each individual also needs to plan personal career development by developing themselves. This article discusses the importance of career development for employees and organizations. This article emphasizes the benefits of career development for employees, such as the opportunity to develop their potential capabilities and gain more authority, and emphasizes the need for job rotation to prevent stagnation.

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