

WORK EXPERIENCE AND ASSESSMENT OF WORK ACHIEVEMENTS TOWARD EMPLOYEE CAREER DEVELOPMENT IN THE INDUSTRIAL REVOLUTION 4.0

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ABSTRACT--Global developments are currently undergoing major changes that are proportional to the size of the industrial revolution. Technological advancements make automation possible in almost all fields. Meanwhile, the development of management in Human Resources Development in various parts of the world leads to an unimaginable level of interrelation with one another. Among the challenges facing the world today, perhaps the greatest is how to shape the fourth Industrial Revolution (also known as Industry 4.0) which began at the beginning of this century. The importance of work experience and performance appraisal related to employee career development is closely related to the industrial revolution 4.0. New technologies and approaches in the world of management that combine judgment and systems in a way that will fundamentally change humanity. The extent to which this transformation will have a positive impact depends on how we look at opportunities that arise along the way.

Keywords-- Work Experience, Job Performance Assessment and Employee Career Development.

I. INTRODUCTION

The term Indonesia 4.0 is no longer familiar to us. The beginning of this term is the occurrence of the industrial revolution throughout the world, is the fourth industrial revolution. Can be said as a revolution because, the changes that occur have a major effect on the world's ecosystems and ways of life. The 4.0 industrial revolution is believed to significantly improve the economy and quality of life.

The industrial revolution 4.0 has entered the world of industrial system digitalization. All data needed for production and management is entered into a digital system so that all interested parties can access it without searching for interested people. Previously, in Industry 3.0, the industrial world intensified in terms of automating production processes. Industrial machines are preferred by industry to replace human labor. This can have a positive effect by increasing output and product uniformity. However, the negative effect that occurs is the number

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of termination of employment by large industries and increasingly narrow employment opportunities for the community.

At present, the world is entering the era of the industrial revolution 4.0. or the fourth world industrial revolution where technology has become the basis of human life. Everything becomes infinite and unlimited due to the development of the internet and digital technology. This era has influenced many aspects of life both in the economic, political, cultural, artistic, and even to the world of education.

In 2015, Angela Merkel introduced the idea of the Industrial Revolution 4.0 at the World Economic Forum (WEF). Germany itself has invested C200 million to support academics, governments and business people to conduct cross-academic research on the industrial revolution 4.0. Not only is Germany doing serious research on the industrial revolution 4.0, but the United States is also mobilizing the Smart Manufacturing Leadership Coalition (SMLC), a non-profit organization consisting of producers, suppliers, technology companies, government agencies, universities and laboratories that aim to advance ways think behind the industrial revolution 4.0.

From a strategic and technological perspective, the transition to Industry 4.0 requires a comprehensive strategic road map that visualizes each step further on the route to a fully digital manufacturing company (Sarvari et al., 2018). Contemporary companies use technology roadmapping extensively as a framework to support future technology research and development that can maintain competitive advantage (Lee et al., 2013). Road mapping is an important method that has become integral to developing and producing strategies and innovations in many organizations. Therefore, it is clear that an accurate technology and strategic road map is needed to secure success in the digital transformation process required by Industry 4.0 (Vogel-Heuser and Hess, 2016).

Human resources are one of the important elements in an organization, because human resources are the main driving force in achieving organizational goals. The organization as a system will involve various resources and sources of funds which mutually support and support one another. Supporting facilities and infrastructure as well as adequate funding sources are another important element in moving the wheels of the organization, but without the support of reliable human resources, organizational activities will not run, so optimizing the achievement of organizational goals is impossible to achieve.

Every experience gained by a person will help him in providing specific skills and knowledge that are appropriate to the type of work he is engaged in. Someone who does this type of work repeatedly in a long period of time will make himself quite skilled in doing the work. So it can be said that experience is a fairly important factor in a job, especially work that requires expertise, skills, and initiative in creating, so that the goods or services produced are better viewed from the quality and quantity.

Career development has many uses regarding future careers to make it easier for employees to be more responsible in future career paths (Harlie, 2010: 14). The main factors in the development of a career consist of career paths, career functions, career planning and career development (Mangkuprawira, 2012: 181). Career development has an impact on employee performance, because career development is a formal approach undertaken by the company with the aim of guaranteeing employees in the company with the qualifications and abilities and experience precisely when needed (Kaseger, 2013: 75).

Career development is an important aspect that must not be forgotten in managing human resources (Sari and Sinulingga, 2011: 145). An employee who wants to develop his career needs to think about what performance

appraisal he has. The career planning and development program focuses on helping employees to achieve the essential competencies of career development, their knowledge, skills and abilities needed to make effective career decisions (Richard, 2014: 19). Career success carries a different meaning for each individual employee (Meriam, 2012: 25).

This performance appraisal is expected to provide a precise and accurate picture of the performance appraisal of each employee. The main use, and is the most important, which is to provide information that is very helpful in making decisions about issues concerning, promotion, compensation, "lay-off" and transfer (Heidjrachman and Husnan, 2008: 121).

II. LITERATURE REVIEW

Industry 4.0 is currently a top priority for many organizations, research centers and universities, however, the majority of experts in academia believe that the term Industry 4.0 itself is unclear, and manufacturing companies face difficulties when it comes to understanding this phenomenon, and identifying steps which is needed for the transition to Industry 4.0. Therefore, experts such as Liao et al. (2017), Santos et al. (2017), Ustundag and Cevikcan (2017) and Vogel-Heuser and Hess (2016) believe that Industry 4.0 can be defined based on design principles and technological trends. This presentation follows the grouping and tries to explicitly explain and define Industry 4.0 based on design principles and technological trends. Industry 4.0 design principles are what explicitly address the problem of obscurity.

Experienced workforce can immediately complete the task and work. They only need training and relatively short instructions. Conversely, workers who only rely on their educational background and the degree they carry, may not be able to do the assignments and work that is given to them quickly. They need to be given training that takes a lot of time and money, because the theories that have been obtained from the bench of education are sometimes different from practice in employment (Siswanto, 2012: 163).

According to Rivai (2006: 309), work performance appraisal is: "A function of motivation and ability to complete one's tasks or work should have a certain degree of willingness and level of ability".

Flippo (2014: 271) states that "Career can be defined as a series of work activities that are inseparable and provide position and meaning in one's life history.

Meanwhile, according to Sunyoto (2012: 165) there are three career definitions namely:

1. Career as a sequence of promotion or transfer (transfer) laterally to positions that require more responsibility or locations in or crossing the hierarchy of work relations during one's work life;
2. Career as a guide for jobs that form a clear pattern of systematic progress in his career;
3. Career as a person's work history or a series of positions held during the work life.

III. RESEARCH METHODOLOGY

According to Arikunto, (2006: 12) who proposed quantitative research is a research approach that is widely demanded to use numbers, starting from data collection, interpretation of the data, and the appearance of the results.

The population in this study were 240 people, where the sample was set as many as 80 people. The data collection techniques in this study are:

1. Literature study, helps in data analysis and as a theoretical foundation. Resources obtained through books, journals, and the internet.

2. Interview, directly interviewing the position holder by asking questions prepared in advance and recording the answers to be processed into information needed.

3. Questionnaire, is a list of questions aimed specifically at employees

Data analysis techniques using: validity test, reliability test, classic assumption test, using multiple linear regression models, T test and F test and the coefficient of determination.

IV. DISCUSSION

Adjusted R square results of 0.935 this means that 93.5% variation in Career Development as a dependent variable while the independent variable Work Experience (X1), and Job Performance (X2) while the rest (100% - 93.5% = 6.5%) is the dependent variable that can not be explained with the intention of not being scrutinized by the author and to further researchers to be able to continue the research.

Based on the results of the F test produces a F_{count} of 565,075 > F_{table} 3.12 and the significant probability is much smaller than 0.05 which is 0.00 < 0.05, then the regression model can be said that Work Experience and Job Performance Assessment simultaneously have a positive positive effect on Development Employee Careers

In Partial Tests

There is a positive and significant effect between work experience on career development. Based on the Work Experience Value of t_{count} of 8.216 > t_{table} 1.664 with a significant 0.000 < 0.05, meaning that partially there is a positive and significant effect of Work Experience on Employee Career Development

There is a positive and significant effect between Job Performance Assessment on Career Development at PT. Langkat Hijau Pratama. Based on the Career Development Value t_{count} of 10,753 > t_{table} 1,664 with a significant 0,000 > 0,05, meaning that partially there is a positive and significant effect of Job Performance on Employee Career Development

V. CONCLUSION

The results showed that work experience partially had a positive and significant effect of Work Experience on Employee Career Development. Then career development has a positive and significant influence on Job Performance.

VI. SUGGESTION

With the inclusion of the industrial revolution 4.0, it is better for companies to adjust the performance appraisal process and retain employees who have good learning desires, have good work experience and are able to adapt and meet their competencies to adjust to the needs and challenges of the industrial revolution era and for the next company must adjust HR management programs to meet the challenges of Industry 4.0 transformation. New

technologies such as Big Data and AI will automate most HR processes that produce an efficient and leaner HR team. The shared smart mobile application will attract the next generation of talent towards the organization and facilitate long-range interaction between teams. Changes in organizational structure and will be needed for the implementation of HR management in the era of the efficient industrial revolution 4.0 which will enable the HR department to play a more strategic role in overall company growth.

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