Career Development Reviewed from Self-Efficacy on Life Insurance Employees

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Abstract   : *Career development has an impact on the progress of a company or organization. Therefore every company wants to strive to improve the career development of its employees. This study aimed to determine the relationship between self-efficacy and career development. In this study quantitative research methods are used and put forward a hypothesis namely that there was a positive correlation between self-efficacy and career development. A total of 187 agents of PT. Sequislife Life Insurance, Gatot Subroto branch, Medan which is the subject of this research. This Study used Product Moment correlation to analyzed data.. And the results of the study showed that the contribution given by the self-efficacy variable to career development was 26.7 percent and the rest 73.3 percent with a correlation coefficient of 0.517 and the relevant value of 0.000 (p <0.05). Then the conclusion was found that the hypothesis was accepted, namely there was a positive relationship between self-efficacy and career development.*

1   INTRODUCTION

Every time the era of globalization will always move, the advantages of technology and information have become some of the factors that cannot be separated from business people and companies. Knowledge-based assets will be better preserved than tangible assets such as buildings, property, machinery and others. The knowledge-based assets include relationships, patents, corporate image, credibility, market perception, vision, brand image and other specialized knowledge.

The way to maintain these assets, of course, the company must have human resources who are willing and able to preserve and inherit these assets. Human resource development can support companies to obtain workforce characteristics that are in sync with existing policies. Because HR development aims to increase the competence weight and skills of HR in performing their duties and functions optimally. HR experts view career planning and development as an effort to complement the needs of internal workers and to prevent a low work ethic among employees.
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2   LITERATURE REVIEW

Career development is a planned, organized and formal effort to achieve harmony between the career needs of the workforce and the needs of individuals in an organization, this is what Bernardin and Russel put forward (in Kaswan 2014). According to Marwansyah, career development is an action or self-development activity experienced by every human being to realize their personal career plans (in Marwansyah, 2012). Meanwhile, according to Gilley, a planned business consisting of organized activities or processes that results in joint career planning efforts between employees and the organization is the definition of career development (in Kaswan, 2014).

Increasing responsibilities, increasing the status of position or rank, increasing authority are all aspects of career development according to Flippo (in Flippo 2011). And there are several factors that can affect career

development, among others, self-efficacy, multiple role conflicts, corporate culture, education, social support, and job performance. And based on previous research (Imawati, et al., 2014) showed the influence of self-efficacy with career development on 749 job seekers who applied to outsourcing PT. Talent Building. With a result of 42.3% of the self-efficacy variable contributing to the self-efficacy variable.

In the business world, high quality human resources with good psychological factors are needed. And one of the psychological factors is self-efficacy. When an individual believes in his or her competence or ability to perform an action or task that makes it possible to achieve certain results, it is the definition of self-efficacy stated by Bandura (in Bandura, 1997). The same thing was stated by Alwisol (2009) which states that self-efficacy is about how well an individual can be useful in special circumstances and this is the individual's belief that he himself has the ability to carry out activities as expected. And according to Baron and Byrne (in Gufron, et al., 2016), self-efficacy is defined as an individual's consideration of his competence and ability to carry out an obligation, achieve targets, and handle obstacles and produce results.

According to Bandura (in Gufron, et al., 2016) all humans will have their own self-efficacy depending on these three dimensions, namely the level dimension, the dimension of strength and the dimension of generalization. Usually when a person has high self-efficacy, he usually believes in himself that he can carry out a predetermined task or target. And when the target has been achieved, of course, his career development will run because they will continue to set targets at work.

So that from the results of the discussion that has been stated, it is indicated that there is a significant and positive relationship between self-efficacy and career development. So it is assumed that if a person's self-efficacy is greater, career development will also be greater, or vice versa, if one's self-efficacy is getting smaller, career development will also be smaller. This study aims to determine the relationship between self-efficacy and career development.

3   METHODOLOGY

This study uses quantitative research. There are 2 related variables tested in this study, including the independent variable is self-efficacy and the dependent variable is career development. The population in this research is the insurance agent at PT. Sequislife Gatot Subroto branch, Medan which already has a AAJI (Indonesian Life Insurance Association) certificate totaling 187 agents. The sampling technique used was purposive sampling technique. A total of 70 insurance agents of PT. Generali Indonesia, Medan multatuli branch was the sample in the study. The data collection procedure used was designing a psychological scale with self-efficacy variables and career development with a Likert scale model that was composed and contained favorable and unfavorable statements. And to test the hypothesis used the Product Moment Correlation technique (Pearson Correlation) to analyze the data with the help of the SPSS 20.00 for Windows program analysis system to find out whether the data was normally distributed.

4   FINDINGS AND DIS CUSSION

An overview of the results of data analysis from the scale of career development and self-efficacy of insurance agents at PT. Sequislife cab. Gatot Subroto, Medan.

Based on table 1, it can be seen that in the career development variable there is 1 subject (0.53%) who has low career development, there are 99 subjects (52.95%) who have moderate career development, and there are 87 subjects (46.52%) who have a high career development. Then in the self-efficacy variable there are 2 (1.1%) subjects who have low self-efficacy, then 124 subjects (66.3%) who have moderate self-efficacy, and 61 subjects (32.6%) who have self-efficacy. -High efficacy.

Normality test with the Kolmogorov Smirnov test is used to see whether the research variables are normally distributed or not, but this must be in line with the rule of p > 0.05 so that the data can be said to have been normally distributed.

The normality test carried out on the career development variable obtained a KS-Z coefficient = 0.053 with a Sig of 0.200 for a two-way test and for the self-efficacy variable the KS-Z coefficient was obtained = 0.069 with a Sig of 0.030 for a two-way test, which means that the two variables the data is normally distributed.

When researchers want to find out whether the data on the distributed self-efficacy and career development variables have a linear relationship with the F test (Anova), then a linearity test must be carried out. The variable is declared linear or not by looking at p <0.05 then the distribution is said to be linear and if p > 0.05, the distribution is said to be non-linear. The results of the calculation obtained in the study are F of 75.818 with p = 0.000. Therefore it is concluded that the two variables have a linear relationship because the p obtained is p <0.05 and is sufficient for the Product Moment correlation analysis to be carried out.

Hypothesis testing has been carried out because the assumption test has been accepted. And the accepted hypothesis is a positive relationship between self-efficacy and career development. How to analyze the product moment in the SPSS 20 for windows program is used to assist the calculation process in research.

And based on the table 3, the results of the correlation analysis between self-efficacy and career development are obtained from the correlation coefficient of 0.517 with a sig of 0.000 (p <0.05). This case shows that there is a positive correlation between self-efficacy and career development. Therefore, it is concluded that if self-efficacy is higher, career development will also be higher and vice versa, if self-efficacy is lower, then career development for agents is also getting lower.

In obtaining research results, the coefficient of determination R Square (R^2) is 0.267. From these results, it is concluded that the contribution of 26.7 percent of the self-efficacy variable affects the career development variable and 73.3 percent is influenced by different indications or factors such as work performance, intelligence, talents, interests, family roles, society or other elements not described in this study.

5 CONCLUSION

From the results obtained in this study, it can be concluded that there is a positive relationship between self-efficacy and career development at the insurance agent PT. Sequislife Gatot Subroto branch, Medan with product moment correlation (r) of 0.517 with p of 0.000 (p <0.05), so that when self-efficacy is higher, career development is also higher and vice versa when self-efficacy is lower, then career development in agents is also getting lower.

For agents, it is expected that they must have confidence in their own abilities and are not affected by the conditions or pressures around which can reduce their self-efficacy. Agents are advised to make failure experienced as a trigger or whip for enthusiasm in pursuing the specified targets or goals.

For companies, it is expected that their superiors or leaders monitor and pay attention to their subordinates in order to have the opportunity to develop a career. Supervision can be done by conducting monthly evaluations of the agents' achievements, holding seminars or training to create a better person and still believe in themselves because this self-belief affects their career. It is also recommended regarding job promotion so that the agent will further improve his performance which will certainly affect his career development as well and of course this will have a positive effect on the company.

For future researchers, it is recommended to find different elements or factors that can affect career development with a higher correlation value which is not used in this study. And it is hoped that further researchers can use and compose simpler sentences in their research.

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TABLE

Table 1. Description of Research Subjects Based on Classification (N = 187)

Variable	Classification	Total	Precentage
Career Development	Low	1	0,53 %
	Moderate	99	52,95 %
	High	87	46,52 %
Self-Efficacy	Low	2	1,1 %
	Moderate	124	66,3 %
	High	61	32,6 %

Table 2. Normality Test Results

Variable	SD	KS-Z	Sig.	P	Information
Career Development	9,935	0,053	0,200	P > 0.05	Normal Distribution
Self-Efficacy	11,313	0,069	0,030	P > 0.05	Normal Distribution

Table 3. Hypothesis Test Results

		Career Development	Self-Efficacy
Career Development	Pearson Correlation	1	,517**
	Sig. (2-tailed)		,000
	N	187	187
Self-Efficacy	Pearson Correlation	,517**	1
	Sig. (2-tailed)	,000	
	N	187	187

**. correlation is significant at the 0.01 level (2-tailed).*