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The Effect of Job Training and Career Development on Employee Performance at PT Sepuluh Sepuluh Indonesia in South Jakarta

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Abstract

The purpose of this study is to determine the influence of job training and career development on employee performance at PT Sepuluh Sepuluh Indonesia in South Jakarta. The method used is quantitative**.** The sampling technique uses saturated sampling where all members of the population are used as samples, thus the sample in this study is 80 respondents. Data analysis used validity test, reliability test, classical assumption test, regression analysis, correlation coefficient, determination coefficient and hypothesis test. The population in this study is employees at PT Sepuluh Sepuluh Indonesia in South Jakarta and the number of saturated samples is 80 respondents. The method of data collection is through questionnaires with *a likert scale*, observation, and literature study. The results of this study are that job training has a significant effect on employee performance with a determinationcoefficient of 38.2% and the hypothesis is obtained by calculating > ttable or (6,951 > 1,991). Career development has a significant effect on employee performance with a determinationcoefficient of 42.2% and the hypothesis is obtained by counting > table or (7,551 > 1,991). Simultaneous job training and career development had a significant effect on employee performance with a regression equation Y = 9.804 + 0.372X1 + 0.478X_2, nii coefficient of determination was 52.6% while the remaining 47.4% was influenced by other factors. The hypothesis test obtained the value of Fcal > Ftabel or (42.639 > 3.115).
Keywords: Job Training; Career Development; Employee Performance.

INTRODUCTION

Human Resource Management (HR) is a strategic approach in managing individuals in an organization in order to contribute effectively and efficiently in achieving organizational goals. HR management includes a wide range of activities, such as recruitment, training and development, performance evaluation, compensation, and industrial relations management. The main focus is on employee management to improve organizational performance by maximizing individual abilities and potential.

Employee job training or often referred to as *training* in these companies is often associated with the needs of new employees who are considered not able to adapt and really understand their work. In fact, job training actually does not recognize the limit of the length of work or even position, as revealed by the fact that training is the process of teaching new or existing employees about the basic skills they need to carry out their jobs. (Dessler, 2019:284)

Job training , according to experts, also refers to the process of developing employee skills, knowledge, and competencies that aim to improve performance and productivity in the workplace. This training can include a variety of methods tailored to individual and organizational needs, and aims to prepare employees to be more effective in carrying out their duties.

In addition to training, career development can also improve employee performance and increase job promotion opportunities for employees to be able to achieve a better career path in a directed manner. With the

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existence of a career path that must be achieved by every performance in a company, it will make them motivated to achieve the career as high and as well as possible.

Career development , according to experts, refers to an ongoing process to improve an individual's skills, knowledge, and experience to achieve their desired career goals. Career development focuses not only on improving technical abilities, but also on personal and professional development that supports an individual's success in his or her career journey.

Meanwhile, according to Sutrisno in "Career development is personal improvement made to achieve a career plan. Career development means that the organization/company/leadership has prepared a prior plan on how to develop the employee's career while working" In addition, the career development path in the company here is not clear. Employees don't have a definitive understanding of promotion opportunities or potential development in the long term. This has an impact on decreasing employee motivation and loyalty to the company. (Nissa & Sutrisno, 2024:56)

This condition can be seen from the fact that there are still employees who do not achieve work targets, increasing delays, and stagnation in annual performance assessments. Therefore, it is necessary to research more deeply the extent to which job training and career development affect employee performance at PT. Ten Ten Indonesia.

Based on observations at the research site, there is still a lack of employee performance in carrying out their duties and responsibilities in serving customers, the following data on direct complaints by customers that the author obtained at the research site can be presented by the author as in the table below:

Table 1: Customer Complaints at PT. Ten Ten Indonesia 2025

No.	Outlet Name	Types of Complaints		
		2022	2023	2024
1.	Sirloin (Italian-American Steakhouse)	- Tables that are not suitable for large meals. - Unsatisfactory service - -The presence of hair on one of the foods.	- Less than polite security - Less accurate meat doneness - The food is so salty.	- Had to wait almost 30 minutes for dessert ice cream - Immature bone marrow - Steak that cools too quickly.
2.	Silo (A Contimporary Japanese Grill)	- Food is too creamy and full - The price is too	- Desserts that don't live up to expecta	- Rice is too mushy - Estimation of meal times that

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No.	Outlet Name	Types of Complaints		
		2022	2023	2024
		expensive with the quality presented - Wet toilets that are not cleaned.	tions - Food takes too long to come - Less flavored sauce.	is too fast.
3.	Salt Sizzle (Rubbed Speciality Steakhouse)	- For a small place serving live cooking, it is very smoky. - Inappropriate level of maturity - Less responsive staff	- Underestimate guests - Overpriced steak - There is hair on one of the foods.	- Truffle sauce that is too liquid - Steak cools too quickly - - The pasta is too salty.
4.	Shiki (Modern Japanese Sukiyaki)	- Sukiyaki is too sweet - The price is overpriced.	- Very long food served - Vallet parking is very expensive.	- Complimentary matcha is highly liquid - Yakinikuju as the main course is very sweet.

Source : Pre-survey of employees of PT. Ten Ten Indonesia 2025

Based on the data mentioned above, it can be explained that, customers immediately submit complaints from the waiter if the results of the presentation are not in accordance with their expectations such as: The presence of hair in one of the food, impolite security, The level of doneness of the meat is not accurate, you have to wait almost 30 minutes, the rice is too soft and so on. This shows that employee performance is still not in accordance with expectations so that a bad precedent of service in the eyes of customers. In addition, the pre-survey data on performance can be presented by the author in this bawha:

Table 2: Results of Pre-Survey Employee Performance at PT. Ten Ten Indonesia 2025

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Yes	Employee Performance Aspects	Number of Correspondents	Yes		No	
			Quantity	%	Quantity	%
1	The quality of work meets the standards set by the company	30	14	47%	16	53%
2	The quantity of work reaches the target set by the company.	30	17	57%	13	43%
3	The work was completed on time.	30	18	60%	12	40%
4	The work is completed effectively.	30	16	53%	14	47%
5	The work is completed without the need for the help of others.	30	12	40%	18	60%

Source : Pre-survey of employees of PT. Ten Ten Indonesia 2025

Based on the results of a survey of 30 correspondents regarding employee performance aspects, a varied picture was obtained regarding the effectiveness of work in the company environment. In terms of work quality, only 14 respondents (47%) felt that they had met the standards set by the company, while 16 respondents (53%) felt that they had not met the standards. This shows that most employees do not feel confident in achieving their quality of work according to the company's expectations.

Furthermore, in the aspect of work quantity, namely the achievement of targets, there were more positive results with 17 respondents (57%) stating that they had reached the set target, while 13 respondents (43%) had not achieved it. This indicates that the

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majority of employees have been able to meet the workload quantitatively, although there are still some areas that need to be improved.

In terms of completing work on time, as many as 18 respondents (60%) stated that they completed the work on schedule, while 12 respondents (40%) did not. This shows that the time management of most employees is quite good, but there are still challenges for some others in managing work time.

However, when viewed in terms of the effectiveness of work completion, only 16 respondents (53%) stated that their work was completed effectively, while 14 respondents (47%) felt the opposite. This reflects an imbalance between task completion and the achievement of optimal results.

What is quite a concern is the aspect of independence at work, where only 12 respondents (40%) stated that they were able to complete work without the help of others, while the majority, namely 18 respondents (60%), still needed the help of other parties. This suggests that most employees are not yet working independently and are still heavily reliant on collaboration or additional direction. In improving employee performance, employee competency improvement must also be done. By providing training, it is hoped that it can improve the quality and quantity of employees in carrying out their work. The following training data can be presented by the author in the table below:

Table 3: Number of Job Training of PT. Ten Ten Indonesia

No.	Types of Training	2022	2023	2024
1.	Training Managerial		1	1
2.	Hospitality class	1	1	
3.	Meat training	1	1	1
4.	Wine training	1	1	
5.	Tea training			1
6.	English class		1	1
Total		3	5	5

Source : Pre-survey of employees of PT. Ten Ten Indonesia 2025

Based on the data mentioned above, it can be explained that, the provision of training in 2022 will only have 3 types of training, in 2023 it will increase to 5 types of training and in 2024 there will be no increase in only 5 types of training. In addition, not all employees get the opportunity to provide training, only supervisor levels and above get training. Meanwhile, the results of the pre-survey training can be presented by the author in the table below:

Table 4: Results of the Pre-Survey of PT. Ten Ten Indonesia 2025

Yes	Aspects of job training	Number of Correspondents	Yes		No	
			Quantity	%	Quantity	%
1	The purpose of the training followed is in accordance with the field of work.	30	16	53 %	14	47 %

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Yes	Aspects of job training	Number of Correspondents	Yes		No	
			Quantity	%	Quantity	%
2	The training materials I followed were in accordance with my work needs.	30	11	37 %	19	63 %
3	The training I attended used training methods that were appropriate to the topic being discussed	30	12	40 %	18	60 %
4	I actively participate in the implementation of the training program	30	20	60 %	10	30 %
5	The instructors I follow are able to interact well with me and the other participants.	30	17	57 %	13	43 %

Source : Pre-survey of employees of PT. Ten Ten Indonesia 2025

Based on the results of a survey of 30 correspondents, it was found that 53% of respondents stated that the purpose of the training was in accordance with their field of work, while 47% felt that it was not appropriate. However, only 37% rated the training materials according to their work needs, while 63% rated the opposite. This shows the need to evaluate the suitability of training materials with needs in the field. In addition, only 40% of respondents rated the training method according to the topic discussed, while 60% felt that the method was inappropriate. In contrast, participants' participation in the training was quite good, with 60% stating that they were actively involved in the implementation of the training, and only 30% did not.

In terms of instructor interaction, 57% of respondents felt that instructors could interact well, while 43% felt that it was not optimal. Overall, participation and interaction

went quite well, but training materials and methods still need to be improved to better suit work needs.

In addition to training, a variable that can affect performance is career development. The following career development data through promotion is as follows:

Table 5: Number of Career Development of PT. Ten Ten Indonesia

No.	Outlet Name	2022	2023	2024
1.	Sirloin	2 people	1 person	
2.	Silo	4 people		1 person
3.	Salt Sizzle	1 person	2 people	2 people
4.	Shiki	1 person	3 people	1 person

Source : Pre-survey of employees of PT. Ten Ten Indonesia 2025

Based on the data mentioned above, it can be explained that, in 2022 the promotion will be given to employees with a total of 8 employees, in 2023 the promotion will be given to employees with a total of 6 employees and in 2024 the promotion will be given to employees with a total of 4 employees. These results show that career development looks fluctuating or up and down, and this career development is also felt to be unfair to employees because appointments look subjective rather than objective.

Table 6: Results of the Pre-Survey of Career Development of PT. Ten Ten Indonesia 2025

Yes	Career development aspects	Number of Correspondents	Yes		No	
			Quantity	%	Quantity	%
1	I was involved in the personal career planning process by my boss or HRD.	30	13	43 %	17	57 %
2	My career mobility has increased since joining this company.	30	18	60 %	12	40 %
3	The training I received was in accordance with my career development needs.	30	14	47 %	16	53 %
4	I get support to innovate.	30	15	50 %	15	50 %

Source : Pre-survey of employees of PT. Ten Ten Indonesia 2025

Based on the results of a survey of 30 correspondents regarding the aspect of career development, there are several important findings. In terms of involvement in personal career planning, only 13 people (43%) stated that they were involved by their boss or HRD, while 17 people (57%) felt uninvolved. This shows that most employees feel that they have not been given the space to be actively involved in designing their career paths in the company. The aspect of career mobility, namely the increase in position since joining, showed more positive results, where 18 people (60%) admitted to experiencing a career increase, while 12 people (40%) did not. This indicates that most respondents have felt a career progression, although there is still room for improvement. In terms of the suitability of training with career development, only 14 people (47%) felt that the training they received supported their career development needs, while 16 people (53%) felt that they did not. This suggests that the training provided is not yet fully aligned with the individual's career development plan. Finally, regarding support for innovation, respondents' responses were evenly divided, namely 15 people (50%) felt supported, and 15 people (50%) felt not.

Method

This type of research is quantitative, according to Sugiyono (2020:8) argues that "quantitative research is a research method based on the philosophy of positivism, used to research on certain populations or samples, data collection using research instruments, quantitative or statistical data analysis, with the aim of testing predetermined hypotheses". This study is an empirical study that aims to examine the influence between job training and career development variables on employee performance at PT Sepuluh Sepuluh Indonesia in South Jakarta. The population and sample in this study amounted to 80 respondents, data collection using primary data by distributing questionnaires to respondents. The data analysis carried out includes: data instrument tests (validity and reliability), classical assumption tests (normality, multicollinearity, and heteroscedasticity), multiple linear regression tests, determination tests and hypothesis tests (t tests and F tests).

RESULTS OF RESEARCH AND DISCUSSION

Research Results

Validity Test

The validity test is used to determine whether the questionnaire is said to be valid or not. In this validity test, the researcher used SPSS version 26 with the following criteria:

a. If the calculated value > the table, then the statement item is said to be valid.
b. If the rcalculated value < rtable, then the statement item is said to be invalid.

The following are presented the results of the calculation of the validity test of each variable used by the researcher in this study, namely the variables of job training, career development and employee performance with the following details:

Validity Testing of Job Training Variables (X1)

Based on the results of the validity test, the following results were obtained:

Table 7: Testing the Validity of Job Training Statement Instruments (X1)

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Statement No	r count	r Table	Remarks
KX1-1	0,443	0,220	Valid
KX1-2	0,574	0,220	Valid
KX1-3	0,494	0,220	Valid
KX1-4	0,569	0,220	Valid
KX1-5	0,580	0,220	Valid
KX1-6	0,626	0,220	Valid
KX1-7	0,696	0,220	Valid
KX1-8	0,501	0,220	Valid
KX1-9	0,488	0,220	Valid
KX1-10	0,468	0,220	Valid

Source: Data Processing, 2026.

Based on the table above, if $r_{counts} > r_{table}$, it is declared valid and vice versa, if $r_{counts} < r_{table}$, it is declared invalid. In this study, the number of samples (n) to be tested was 80 respondents with a bidirectional significance level of 0.050 with the provision df = n-2, then df = 80 - 2 = 78, then the r table was obtained of 0.220. From the table above, it shows that the statement on the job training variable can be said to be valid because all statements have a calculated r value of > 0.220.

Validity Testing of Career Development Variables (X_2)

Based on the results of the validity test, the following results were obtained:

Table 8: Testing the Validity of Career Development Statement Instruments (X2)

Statement No	r count	r Table	Remarks
KX2-1	0,592	0,220	Valid
KX2-2	0,611	0,220	Valid
KX2-3	0,586	0,220	Valid
KX2-4	0,591	0,220	Valid
KX2-5	0,672	0,220	Valid
KX2-6	0,596	0,220	Valid
KX2-7	0,546	0,220	Valid
KX2-8	0,506	0,220	Valid

Source: Data Processing, 2026.

Based on the table above, it is known that all statement items on the career development variable are declared valid, this is evidenced by the value of $r_{calculated} > r_{of\ the\ table}$, (n-2) = 80 - 2 = 78 which is 0.220. Thus, the data is suitable to be forwarded as research data.

Validity Testing of Employee Performance Variables (Y)

Based on the results of the validity test, the following results were obtained:

Table 9: Testing the Validity of Employee Performance Statement Instruments (Y)

Statement No	r count	r Table	Remarks
KY-1	0,431	0,220	Valid
KY-2	0,454	0,220	Valid
KY-3	0,578	0,220	Valid
KY-4	0,646	0,220	Valid
KY-5	0,642	0,220	Valid
KY-6	0,408	0,220	Valid
KY-7	0,633	0,220	Valid

Statement No	r count	r Table	Remarks
KY-8	0,436	0,220	Valid
KY-9	0,603	0,220	Valid
KY-10	0,749	0,220	Valid

Source: Data Processing, 2026.

Based on the table above, it is known that all statements on the employee performance variable are declared valid, it is evidenced by the value of $r_{calculated} > r_{of\ the\ table}$, (n-2) = 80 - 2 = 78 which is 0.220. Thus, the data is suitable to be forwarded as research data.

Reliability Test

Reliability is an index that shows how reliable an instrument is. In this test, it was carried out by comparing the *Cronbach alpha value* obtained with the critical standard of 0.600 with the provision that it is said to be reliable if > from 0.600, and said to be unreliable if it is < from 0.600. The following is a table of instrument reliability results:

Reliability Test of Job Training Variables (X1)

Based on the results of the reliability test, the following results were obtained:

Table 10: Reliability Test of Job Training Variables (X1)

Reliability Statistics

Cronbach's Alpha	N of Items
,725	10

Source: SPSS 26 data processing

From the table above, it can be seen that the job training variable is said to be reliable, because the test obtained *a Cronbach alpha* value greater than 0.600, which is 0.725 > 0.600.

Reliability Test of Career Development Variables (X_2)

Table 11: Reliability Test of Career Development Variables (X2)

Reliability Statistics

Cronbach's Alpha	N of Items
,724	8

Source: SPSS 26 data processing

From the table above, it can be seen that the career development variable is said to be reliable, because the test obtained *a cronbach alpha* value greater than 0.600, which is 0.724 > 0.600.

Employee Performance Variable Reliability Test (Y)

Table 12: Reliability Test of Employee Performance Variables (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
,756	10

Source: SPSS 26 data processing

From the table above, it can be seen that the employee performance variable is said to be reliable, because the test obtained *a cronbach alpha* value greater than 0.600, which is 0.756 > 0.600.

Classic Assumption Test

This classical assumption test consists of a normality test, a heteroscedasticity test, and a multicollinearity test. The tool used to process the data is using the SPSS 26 program.

Normality Test

The normality test is carried out to find out whether the data population is normally distributed or not, the normality test is carried out by 2 (two) methods, namely: 1) Kolmogorov-Smirnov with the provision that if the significance value is > 0.05, the data is declared normal. 2) A graph with the provision that the data distribution points are said to be normal if the data

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or scattered points are around the diagonal line and follow the direction of the diagonal line, on the other hand, the data is said to be not normally distributed if the data spreads far from the direction of the line or does not follow the diagonal line. The test results are as follows:

Table 13: Normality Test Results One-Sample Kolmogorov-Smirnov Test

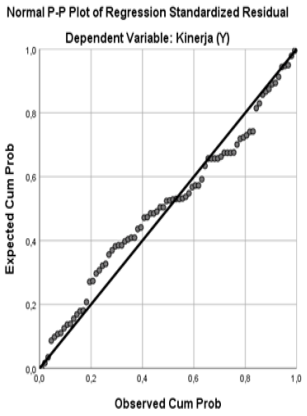
		Unstandardized Residual
N		80
Normal Parameters, b	Red	,0000000
	Std. Deviation	2,13484551
Most Extreme Differences	Absolute	,093
	Positive	,093
	Negative	-,093
Test Statistic		,093
Asymp. Sig. (2-tailed)		.083c

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.

Source: Data Processing, 2026.

From the table above, a significant *value (2-tailed)* of 0.083 can be obtained. Because the significance is more than 0.050 or (0.083 > 0.050), it is concluded that the data is normally distributed.

Furthermore, the normality test is also carried out using *a Probability Plot* (P-P Plot) graph which in principle normality can be detected by looking at the pattern of data distribution (points) on the diagonal axis of the graph or by looking at the histogram and its residuals or in other words following the direction of the diagonal line. The test results are as follows:



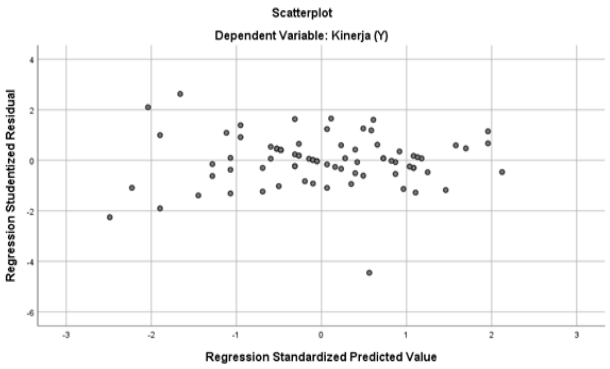
Source: Data Processing, 2026.

Figure 1: P-Plot of Normality Test

From the graph above, it can be seen that the dots are spread around the line and follow the direction of the diagonal line, so it can be concluded that the residual data from the variables of job training (X_1), career development (X_2) and employee performance (Y) studied are normally distributed data.

Heteroscedasticity Test

The heteroscedasticity test is to find out whether or not there is variance from the residual variance for all observations in the regression model. In this study, the heteroscedasticity test can be seen in the *scatterplot* graph as follows:



Source: Data Processing, 2026.

Figure 2: Scatter Plot Graph of Heteroscedasticity Test Results

In the *scatter plot image*, it can be seen that the dots are scattered randomly and irregularly, so it can be

concluded that there is no heteroscedasticity in this regression model.

Hypothesis Test

T test (Partial test)

To find out the influence between job training (X_1) and career development (X_2) on employee performance (Y) can be done with a t test (partial test). The provisions are as follows:

1) If the tcount > ttable means that Ho is rejected and Ha is accepted (there is an influence).
2) If the tcount > ttable means that Ho is accepted and Ha is rejected (no effect)

Partial Hypothesis Test for Job Training Variables (X_1)

The hypotheses that will be tested in this section are:

H01: There was no significant effect between job training on employee performance at PT Sepuluh Sepuluh Indonesia in South Jakarta.

Ha1 : There is a significant influence between job training on employee performance at PT Sepuluh Sepuluh Indonesia in South Jakarta.

The results of data processing using the SPSS Version 26 program, with the following results:

Table 14: Partial Hypothesis Test Results Between Job Training (X1) and Employee Performance (Y)

Coefficient

Models	Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1 (Constant)	15,659	3,541		4,422	,000
Job Training (X1)	,605	,087	,618	6,951	,000

a. Dependent Variable: Employee Performance (Y)

Source: Data Processing, 2026.

Based on the test results in the table above, the value of $t_{calculated} > t_{of\ the\ table}$ or (6.951 > 1.991), this is also strengthened by a significance value of < 0.05 or (0.000 < 0.05). Thus, H_{01} was rejected and Ha_1 was accepted, this shows that there is a significant influence between job training on employee performance at PT Sepuluh Sepuluh Indonesia in South Jakarta.

Partial Hypothesis Test for Career Development Variables (X2)

The hypotheses that will be tested in this section are:

H02: There was no significant influence between career development and employee performance at PT Sepuluh Sepuluh Indonesia in South Jakarta.

Ha2: There is a significant influence between career development and employee performance at PT Sepuluh Sepuluh Indonesia in South Jakarta.

The results of data processing using the SPSS Version 26 program, with the following results:

Table 15: Partial Hypothesis Test Results Between Career Development (X2) and Employee Performance (Y)

Coefficient

Models	Unstandardized Coefficients	Standardized Coefficients	t	Sig.

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		B	Std. Error	Beta		
1	(Constant)	17,932	2,961		6,056	,000
	Career Development (X2)	,695	,092	,650	7,551	,000

a. Dependent Variable: Employee Performance (Y)

Source: Data Processing, 2026.

Based on the test results in the table above, the tcal value of > $t_{of\ the\ table}$ or (7.551 > 1.991) was obtained, this was also strengthened by a significance value of < 0.05 or (0.000 < 0.05). Thus, H_{o2} was rejected and H_{a2} was accepted, this shows that there is a significant influence between career development and employee performance at PT Sepuluh Sepuluh Indonesia in South Jakarta.

Simultaneous Test (F Test)

Statistical F testing is a joint test of all its independent variables (job training and career development) against its dependent variables (employee performance). The statistical calculation of F from ANOVA is carried out by comparing the critical values obtained from the distribution table F at a certain significant level. The hypothesis formulation made is as follows:

H03: There was no significant effect between simultaneous job training and career development on employee performance at PT Sepuluh Sepuluh Indonesia in South Jakarta.

Ha3: There is a significant influence between simultaneous job training and career development on employee performance at PT Sepuluh Sepuluh Indonesia in South Jakarta.

As a comparison to see the significant effect, a significant level of 5% (0.05) was used and compared the F-calculation with the F-table with the following criteria:

1) If Fcalcul<Ftable means Ho is accepted and Ha is rejected
2) If Fcalcul>Ftable means Ho is rejected and Ha is accepted

The formula for finding the F value$_{of\ the\ table}$ is:

(df = k-1) = df1 = 3-1 = 2 and (df2 = n – k) = 80 - 3 = 77

So with a significance of 5% or 0.05, $F_{of\ the\ table}$ of 77 = 3.115 from the statistical table is obtained. Here are the results of the ANOVA test or the F test:

Table 16: Results of simultaneous tests (test f) between job training (x1) and career development (x2) on employee performance (y) NEW ERA

Models		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	398,752	2	199,376	42,639	,000b
	Residual	360,048	77	4,676		
	Total	758,800	79			

a. Dependent Variable: Employee Performance (Y)

b. Predictors: (Constant), Career Development (X2), Job Training (X1)

Source: Data Processing, 2026.

Based on the test results in the ANOVA table above, the value of $F_{was\ obtained}$ > $F_{calculation\ of\ the\ table}$ or (42.639 > 3.115) and strengthened with a significance of < 0.05 or (0.000 < 0.05). So it can be concluded that job training and career development together have a significant effect on employee performance at PT Sepuluh Sepuluh Indonesia in South Jakarta.

Discussion

After the findings in this case are known, it is then analyzed how well the data presents the results of the research raised, especially the ability to explain how good job training and career development are on employee performance. Furthermore, the results of this study will be discussed as follows:

The Effect of Job Training (X1) on Employee Performance (Y)

Based on the results of the analysis, the variables of job training research have a significant effect on employee performance as evidenced by the results of the$_{\text{t-test calculation}}$ = 6.951 while ttable = 1.991 (tcal > ttable) with a significant level of 0.000 < 0.05, then Ho1 is rejected and Ha1 is accepted. This research is in line with the research that has been conducted by the hypothesis test results showing that H0 is rejected and Ha is accepted, meaning that there is a significant influence between Training on Employee Performance (Kosdianti & Sunardi, 2021)

The Influence of Career Development (X2) on Employee Performance (Y)

Based on the results of the analysis, the career development variable has a significant effect on employee performance as evidenced by the results of the tcal test = 7.551 while ttable = 1.991 (tcal > ttable) with a significant level of 0.000 < 0.05, then Ho2 is rejected and Ha2 is accepted. This research is in line with research that has been conducted by Andriani & Mukminin (2022) where in their research it was concluded that career development has a significant effect on employee performance.

The Effect of Simultaneous Job Training (X1) and Career Development (X2) on Employee Performance (Y)

Based on the results of the Anova test, the value of Fcal > Ftabel or (42.639 > 3.115) and also strengthened with a significant value of < 0.05 or (0.000 < 0.05) was rejected, and Ha3 was accepted. So it can be concluded that job training and career development together have a significant effect on employee performance at PT Sepuluh Sepuluh Indonesia in South Jakarta. This research is in line with research that has been conducted by Nurdiyanti & Sepiani, 2025) where in the research it was concluded that job training and career development together have a significant effect on employee performance.

Conclusion

Based on the results of the description in each previous chapter, and from the results of the analysis and discussion of the influence of job training (X_1) and career development (X_2) on employee performance (Y), the following are as follows:

1. Partially, job training has a significant effect on employee performance, this is evidenced by the results of the hypothesis test obtained by t_{count} of > t table (6,951 > 1,991) and also strengthened with a significance of 0.000 < 0.05. So Ha_1 was accepted. Thus, it can be concluded that the job training variable has a significant effect on employee performance at PT Sepuluh Sepuluh Indonesia in South Jakarta.
2. Partially, career development has a significant effect on employee performance, this is evidenced by the results of the hypothesis test obtained by t_{count} of > t_{table} (7.551 >

1.991) and also strengthened with a significance of 0.000 < 0.05. So Ha_2 was accepted. Thus, it can be concluded that career development variables have a significant effect on employee performance at PT Sepuluh Sepuluh Indonesia in South Jakarta.

3. Simultaneous job training and career development have a significant effect on employee performance, this is evidenced by the results of the hypothesis test obtained by $F_{count} > F_{table}$ or (42.639 > 3.115) and also strengthened with a significance of 0.000 < 0.05. Hence Ha_3 is accepted. Thus, it can be concluded that the variables of job training and career development simultaneously have a significant effect on employee performance at PT Sepuluh Sepuluh Indonesia in South Jakarta.

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