

## The Influence of Career Development On Employee Performance At Bank BSI MOJOKERTO Supporting Branch Office

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**Keywords:** BSI Bank, career development, employee performance.

*Received : 4 june 2022*

*Revised : 5 june 2022*

*Accepted: 5 june 2022*

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### ABSTRACT

Three Sharia banks BSM, BNI Syariah, and BRI Syariah merged to become BSI Bank, a new financial institution. The significant issues that BSI is facing will compel management to change and devise a number of initiatives, beginning with enhancing digital technology, enhancing risk management, enhancing human resources (HR), and improving business processes. Research must be done at BSI Bank, which is essentially a merged bank. about professional development to observe the HR department's performance at BSI Bank. This study employs quantitative descriptive analysis, which describes or illustrates the obtained data in its original form. Correlational study is the method used in descriptive quantitative research. According to the study's findings, the career development variable has a t count of  $-0.019 < t \text{ table } 2.01954$ , and its significance is  $0.985 > 0.05$ . This demonstrates that the employee performance variable is unaffected by the career development variable..

### I. INTRODUCTION

Bank Syariah Indonesia (BSI) emerged as a result of the merger between three Sharia-compliant banks: Bank Syariah Mandiri (BSM), BNI Syariah, and BRI Syariah. This consolidation positioned BSI as the 6th largest bank in Indonesia. The integration process was complex due to the distinct organizational cultures and regulatory frameworks inherent in each of the merging institutions.

The Sharia Bank merger is an important consolidation momentum for sharia banking to be able to present a Sharia Bank that is strong in capital and able to compete in the national banking industry. Apart from that, the sharia bank resulting from the merger has the opportunity to be in the ranks of BUKU

4 by increasing its economic scale so that it can contribute significantly to the national economy ( Anonymous, 2020).

The significant obstacles BSI faces will compel management to change and devise a number of plans, beginning with enhancing business procedures, bolstering risk control, bolstering human resources (HR), and bolstering digital technology.

An important actor in supporting the company's existence in advancing quality and performance management is the assignment of human resources. Human resources are an element in an organization or company that has an important role, where the progress and decline of an organization depends on the roles played by the people within it.

At BSI bank, which is actually a merged bank, research needs to be carried out regarding career development to see how human resources are at BSI bank.

## **II. METODOLOGY**

This study employs quantitative descriptive analysis, which describes or illustrates the obtained data in its original form. Correlational study is the method used in descriptive quantitative research. Investigations into the existence of a relationship, its degree of intimacy, and its significance are known as correlation studies. Research on correlation examines two or more variables, specifically the degree to which changes in one variable are connected to changes in other variables (Sugiyono, 2015).

Primary data is data obtained directly from sources, in this case the researcher obtains data or information directly using predetermined instruments (Sugiyono, 2015). Data was taken from all 45 BSI KCP Mojokerto employees

## **III. RESULTS AND DISCUSSION**

### **A Brief History of Indonesian Sharia Banks**

Indonesia has the potential to lead the Sharia banking sector because it is the nation with the largest Muslim population worldwide. Strong stakeholder support and rising public knowledge of halal issues are crucial for the growth of Indonesia's halal industrial ecosystem. Sharia banks are included in this.

Sharia banks play a vital role within the halal industrial ecosystem by serving as financial intermediaries for a wide range of economic activities. Over the past three decades, Indonesia has witnessed significant growth and development in the Sharia banking sector. Each year, positive trends are observed in terms of network expansion, service quality improvements, and product innovation. The increasing momentum for growth is evident in the proactive business strategies adopted by Sharia banks. However, such limitations are not applicable to state-owned Sharia banks, including Bank Syariah Mandiri, BNI Syariah, and BRI Syariah.

On 19 Jumadil Akhir 1442 H, corresponding to February 1, 2021, Bank Syariah Mandiri, BNI Syariah, and BRI Syariah officially merged to form Bank Syariah Indonesia (BSI). This consolidation aims to integrate the strengths of the three institutions, thereby enhancing capital capacity, expanding the customer

base, and offering more comprehensive financial services. The government supports Bank Syariah Indonesia in collaborating with its parent institutions (Mandiri, BNI, and BRI) as well as through the Ministry of State-Owned Enterprises (BUMN), to strengthen its competitiveness on a global scale.

The primary objective behind the merger of the three Sharia banks is to establish a Sharia-compliant financial institution that garners public trust and pride, with the broader aim of stimulating national economic growth and improving societal welfare. The formation of Bank Syariah Indonesia also serves as a testament to the modern, holistic, and beneficial characteristics of Sharia banking in Indonesia, embodying the principle of Rahmatan Lil 'Aalamiin (a mercy to all creation).

### Career Development Variables

It is reasonable to believe that the questionnaire in this study is consistent if  $\alpha > r_{table}$ , and not inconsistent if  $r_{count} < r_{table}$ . This study's R table has  $N = 45$  and a 5% significance level of 0.2429.

Reliability Statistics	
Cronbach's Alpha	N of Items
,887	10

It is clear that the career development variable's alpha value, which is greater than the  $r_{table}$  value, is 0.887. Therefore, the career development variable questionnaire can be considered dependable.

Table 1: Results of Multiple Linear Regression Analysis

### Employee Performance Variables

In this study it can be assumed that if  $\alpha > r_{table}$  then the questionnaire is consistent, conversely if  $r_{count} < r_{table}$  then the questionnaire is not inconsistent. The R table in this research is  $N = 45$  with a significance of 5% found 0.2429.

Reliability Statistics	
Cronbach's Alpha	N of Items
,915	10

In the employee performance variable, it can be seen that the alpha value is 0.915 and this is greater than the  $r_{table}$  value. So it can be concluded that the questionnaire on employee performance variables is consistent.

Table 1: Results of Multiple Linear Regression Analysis

Coefficients <sup>a</sup>					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-10,262	1,971		-5,206	,000
career development	-,001	,028	-,001	-,019	,985

a. Dependent Variable: employee performance

The career development variable has a significance of 0.985 > 0.05 and t count - 0.019 < t table 2.01954. This shows that the career development variable has no influence on the employee performance variable.

## CONCLUSION

After testing several hypotheses contained in this research, it can be concluded that career development has no influence on employee performance. This shows that BSI bank employees at the Mojokerto sub-branch office do not care about career development in carrying out their work.

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