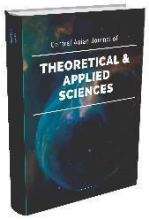

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Career Progression as a Mediating Variables in a Context of the Development of Critical Thinking, Opportunities, and Workplace on Performance Management Using Machine Learning Approach

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Abstract: *Perhaps one staff's responsibility is to prepare the institution's overall output to succeed and achieve its potential goals in a volatile market climate. The first step is to improve employee performance within the company; as we all recognize, employees are the most important capital to ensure high viability. This study aimed to increase employee engagement in Province. The business's results in 2019 that was not maximized will be used as a backdrop in this review. Employees with effective communication skills can finish the job correctly because work engagement can increase with motivation and a healthy working atmosphere. With job satisfaction as a mediating factor, this study aims to assess and evaluate the impact of social skills, rewards, and work climate on employee performance at P.T. State in Country. This study is an explanation study. The participants in this study are all full-time workers. Finally, we will examine the findings and explore alternative solutions enhancements to our model. The findings revealed that communication skills have the greatest effect on employee success, while the workplace environment has the least impact. Benefits that have the greatest impact on job satisfaction and communication skills have the least impact. Job satisfaction has been shown to have an important and beneficial effect on employee performance regarding communication skills, rewards, and work climate.*

Keywords: *Information and Communication Technology; ICT Knowledge; Transfer ICT Application; employee engagement; factor analysis; multiple linear regression.*

I. INTRODUCTION

Job performance is a concept that has been commonly used in information technology systems to motivate and retain employees to increase efficiency, which directly influences workplace results [1]-[2]. Job performance is very well-reported and written by specialists in the field of available capital, both academics and practitioners, over the last decade. It indicates that employers with employee engagement mostly have superior efficiency than organizations with low levels of employee engagement, even though it is a new study [3]-[5]. Employee engagement, in a nutshell, refers to intangible qualities such as dedication, happiness, inspiration, participation, and loyalty [6]. The Province is a private company based in Bandung, West Java, established in 1977. Province began as a small home business that created a limited number of wallets and bags [7]-[12]. P.T. Maju Sentosa, which began as a small business, has grown into a giant, with one large factory in Bandung manufacturing 77.000 wallets and bags per month daily.

The Province had developed a reputation in the Country, Malaysian, and Singaporean fashion industries, winning several prestigious awards, including the Pusat Desain Nasional's Good Design Prize. Province has a lofty ambition to become the Country business that dominates the Southeast Asian fashion industry [13]. Provincecurrently has 350 people working for it. According to the study, Province has two internal symptoms that contribute to a lack of employee involvement. The first is the average absence rate of employees, which rose by 0.97 percent from 2012 (1.61 percent) to 2013. (2.58 percent) [14]-[21]. The second is the employee turnover rate, which rose by 0.84 percent from 2012 (1.24%) to 2013. (2.08 percent).

Worker output directly impacts company growth, so it is critical to its success. Since human resources are a major factor in most of an organization's operations, its success is highly dependent on its current resources [22]. As a result, its most valuable asset is its human capital. Every company requires human resources with the necessary skills to complete the tasks delegated to them. According to Malik [1], human resources with dedication and accountability will boost results. Human resource management is a pillar that supports the pattern determination of objectives and policies in an organized manner and the organization's key demands. The efficiency of its human capital determines the effectiveness of the organization's goals. A company must increase its human resources' capability to be met; there must be a plan to implement a mature and accurate strategy. An organization's human resources can be tailored to meet the needs [23]-[27].

Every business faces issues with human resources, particularly in terms of results. Every company leader will make every effort to ensure that each activity is carried out to produce the best possible results [28]. To achieve the desired degree of effectiveness and reliability, the organization should implement a successful job or output system. As a result, the organization's success relies heavily on its good or poor results [29]-[35]. Where the performance of its workers determines the organization's success. State is a company that strives for excellence and, as a result, needs the assistance of skilled human resources [36]. To increase the organization's efficiency, Province requires high-quality human resources who are highly qualified and professional. The State was established on November 29, 2012, and it is a company specializing in financing guarantees based on syari'ah [37]-[41].

Employees in the State should have basic communication skills, which are especially important in achieving the company's goals. Since communication is a tool for facilitating company objectives, it should be given special attention. During the year 2019, the State's growth has slowed [42]-[49]. This can be seen in the still-unsatisfactory output of some divisions, which have seen a drop in grade and production achievements in the negative development [50]-[55].

Motivation is a factor that motivates workers to work harder to increase their efficiency [56]-[64]. In the absence of sufficient rewards, enhanced motivation, and integrity, an employee would be driven to complete the work that has been assigned to him and attempt to address any issues that arise [65]. Other factors that affect employee efficiency include the work atmosphere; employees can carry out their tasks to their full potential in a successful working environment. Employee efficiency at State has been suffering due to room conditions that do not meet one's needs [66]-[71]. It can be seen in the air circulation and lighting, which do not meet the needs of workers, resulting in undervalued working conditions (figure 1).

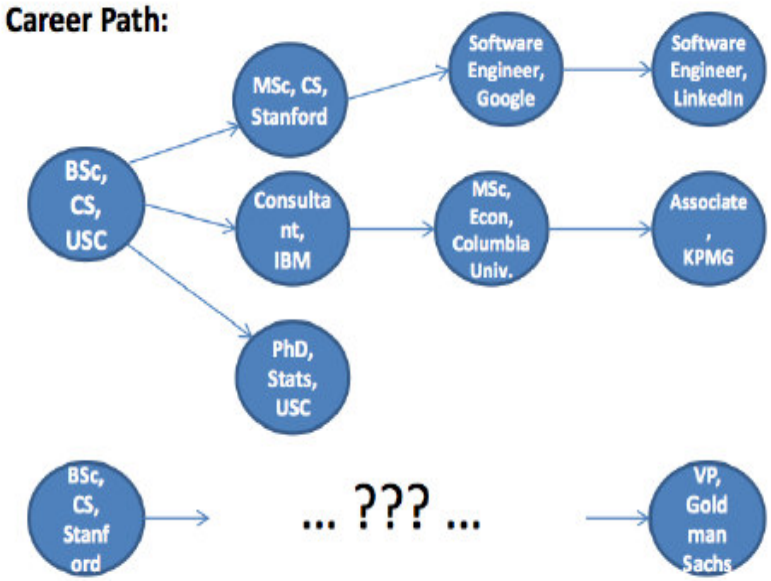

Fig. 1. Sample career paths

II. LITERATURE REVIEW

The study of employee engagement is relatively recent and has received little attention; however, experts have many descriptions of employee engagement. AON is an acronym that stands for employee commitment is a psychological condition in which workers have a vested interest in the company's success and are eager and motivated to go beyond and beyond the specified job requirements [72]-[89]. As described by the Institute for Employment Studies (2003), employee engagement is defined as an employee's positive attitude toward the organization and its values. And employee commitment is the degree to which workers are driven to contribute to organizational progress and put forth discretionary effort toward completing tasks critical to achieving organizational objectives [90-111]. Despite the many meanings, employee commitment is a psychological condition in which an employee has a positive attitude toward the company and its values, allowing them to perform at levels that surpass expectations [112-127].

Numerous research pieces of evidence have shown that employee engagement has a direct impact and significant role in the company over the last decades [128-145]. For example, research has shown that high employee engagement levels have higher efficiency, productivity, profitability, and satisfaction than low levels [146-166]. Organizations that effectively and efficiently identify and handle the key drivers of engagement can see improved success in this complex workforce climate [167-175]. The models are selected based on how well they meet the requirements [176-181]. The AON Hewitt model is used as the primary driver of employee engagement in this study, while the Mercer model determines the degree of engagement (figure 2).

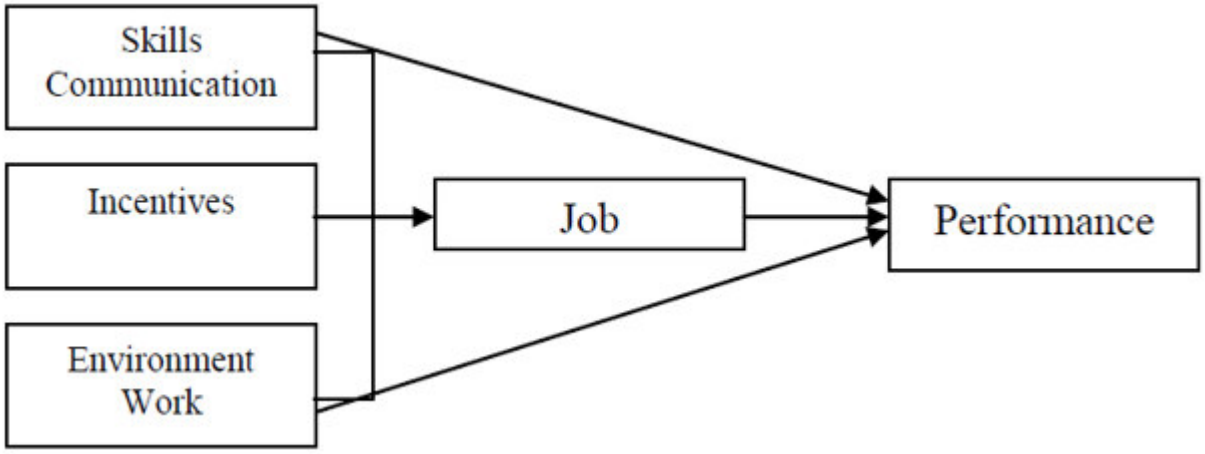

Fig. 2. Conceptual Framework

III. RESULTS AND DISCUSSION

Abilities have a powerful beneficial impact on State's success in the Country

Communication skills are influenced by fostering relations among organization members, giving and receiving information, determining the company's future path, and influencing every organization member to do their best in the organization [182-187]. Companies must evaluate improvements in employee attitudes and communication skills to provide workers with the required steps to increase individual and organizational efficiency [188-191]. Employees' collaborative job would be easier if they had a good working relationship with their coworkers. Unlike our interactions with the leadership and outside parties such as business associates, clients, and customers, we will meet colleagues or colleagues who work the most often. The strength of our interactions with them will be much higher. As a result, effective contact with coworkers is important. Employees value the kseperti team when interacting with their coworkers.

Furthermore, gaining confidence and working closely with business partners and clients cannot be accomplished in a single day or night. Anything required effort and sacrifice over a sufficiently long period. Communication skills are needed in this situation. All corporate partners, employers, and consumers should be handled as our employees would like to be treated. When they are confident in, trust in, and are pleased with our work, our office success would automatically be awesome. While we seldom speak with our bosses, managers, or the other company's management. However, excellent communication skills with superiors are also important. Employees who master this ability with goodwill find it easy to communicate their goals, thoughts, and opinions to its success. Not only that, but workers would better understand their contribution and the organization's standards for their success.

Workplace culture has a strong and important impact on State's success in the Country

The working environment should be conducive to making workers feel at ease and zealous in carrying out their responsibilities; these conditions will lead to job satisfaction. Employee efficiency can improve if work satisfaction can be achieved. One variable that influences an employee's efficiency is the work environment. Employees will feel more at ease if they have a healthy working atmosphere, decent services, a conducive workplace environment, and good relationships with coworkers and supervisors. Employees would be motivated to work more effectively if they feel at ease and support their social

community. Anything in her work environment can manipulate her in completing tasks that have been allocated to him. The work environment that has gained less attention will have a detrimental effect and degrade success. This is because the employee's ability to carry out duties will be diminished, resulting in a lack of spirit and a reduced ability to commit energy and thoughts to his job. The work environment is the setting in which workers carry out their duties. The working climate of the workforce would have a major impact on the agency's operations. The working climate would impact the workers, which will, in turn, impact the agency's competitiveness, either directly or indirectly. Employee efficiency would undoubtedly increase if the working environment is pleasant and satisfied. The working environment can influence employee behaviour and performance, both physical and non-physical.

Worker satisfaction has a strong and important impact on State's management decision-making in the Country

According to the test Path Coefficient, job satisfaction positively and substantially impacts State employee results. This suggests that is true, implying that job satisfaction affects State employees' efficiency; the happier employees are, the higher their performance. Job satisfaction is the most important factor affecting Province employees' results. Employees who have a high degree of job satisfaction have a good attitude toward their employment. Employee job satisfaction will bring nature and a healthy mindset to the workplace, allowing workers to perform better.

Human resource efficiency is one factor that is equally regarded in the market. Where it does have a significant impact on the company's results. Many interconnected factors play a role in improving the company's efficiency. Human resources are one of the most critical aspects that the organization must consider to achieve its goals (H.R.). Human resources with adequate results are needed to achieve the company's objectives. Province expects each employee to perform well in the tasks assigned to them. However, this cannot be achieved just in a clockwise direction. Also available are the attempts of PT Askrindo's management to improve the efficiency of its staff or human resources.

Meaningful work as an influencing factor has a significant positive impact on State employee results in the Country

According to the test Path Coefficient, an incentive-based work satisfaction has a positive and meaningful impact on State's employee results. This implies that Hypothesis 9 is true, implying that the greater the rewards, the higher the performance of State employees through job satisfaction and incentives to enhance employee performance. Good motivation directly impacts efficiency by supporting work satisfaction; this will trigger job satisfaction, which will motivate workers to behave positively, resulting in a good performance. Employees with high incentives will be satisfied because this is a service job where incentives are required to support the work and the basic salary. This is because the work requires marketing products and maintaining relationships with partners, so incentives are required to support the work. Employees are often required to have job satisfaction due to incentives, which can help inspire or enable them to be more enterprising in their work and aspire to enhance company efficiency continually. Incentives and job satisfaction will help workers perform better, so State can provide incentives to help employees perform better. The expectation that job satisfaction will boost the impact of incentives on results. The level of satisfaction affects determining the relationship between incentives and employee success. One of the most important aspects for the organization to consider is the availability of benefits. The incentive scale can also influence employee motivation; if workers do not receive rewards commensurate with the amount of the sacrifice made at work, they are less likely to feel happy that they are lazy to work and less likely to be excited to work without being motivated.

V. CONCLUSIONS

Workers who perform commendably ought to be perceived and redressed (compensated). Grants for extraordinary laborers, preparing or preparing, treatment, lawful, monetary guiding, self-improvement courses, English language courses, seminars on capability or other capacity to set off representatives to offer further to the association to assemble the most elevated result of Country workers in suggesting as follows: A decent work area's tone additionally gives solace in the workplace, and it ought to be tried consistently to increment back solace. Non-actual workplace conditions significantly influence work environment security measurements, which can be alleviated by guaranteeing security at each branch. The AI approach has been utilized to approve results all through the paper. A positive work environment will help efficiency while bringing down the gamble of burglary. Other Country factors, for example, logical/factual abilities or self-assurance, ought to be examined further.

Conflicts of Interest: The authors declare that they have no conflicts of interest to report regarding the present study.

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