



Career Adaptability for Employees at the Regional Planning, Research and Development Agency (BAPPEDA) of Bengkulu Province

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ABSTRACT

The purpose of study in general is to get an overview and explanation of Career Adaptability For Employees At The Regional Planning, Research And Development Agency (BAPPEDA) Of Bengkulu Province. This study is a qualitative descriptive study. The informants in this study were employees at the Regional Planning, Research and Development Agency of Bengkulu Province. The technique of determining informants in this study used purposive sampling. Data analysis in this model consists of four interacting components, namely data collection, data reduction, data presentation and drawing concluding and verification. The results showed that career adaptability for employees at the Regional Planning, Research and Development Agency of Bengkulu Province tends to be low. This is because the attention tends not to have attention because employees have not yet prepared themselves for future development of their work and have not had a far-reaching vision in carrying out their duties. There are still those who have not been disciplined, have not been diligent in carrying out their duties, and have not had high responsibility and the curiosity of employees at the Bappeda of Bengkulu Province tends to be low because employees have no desire to know about their jobs and career opportunities for themselves to be low because employees still lack information in pursuing careers and anticipating problems that occur. Suggestions For Employees At The Regional Planning, Research And Development Agency (BAPPEDA) Of Bengkulu Province should be able to further increase their attention in preparing themselves for their career development, must have a clear future vision, be more disciplined, more diligent, increase their sense of responsibility for their work, can continue to seek information on career opportunities in carrying out work and prepare to anticipate the problems that occur in carrying out the work.



INTRODUCTION

The Regional Planning, Research and Development Agency (Bappeda) is a supporting element of the Regional Government which has the task of assisting the Governor in determining policies in the field of regional development planning as well as their assessment and implementation. The Regional Development Planning Agency was formed based on needs, developments and progress in the Government Sector as well as current technological advances, in order to help regional governments carry out development, especially in the Government Sector.

One of the government's efforts to advance regional development in Bengkulu Province is to establish regulations regarding the establishment of a regional development planning agency (BAPPEDA) for Bengkulu Province as a regional apparatus. Therefore, the existence of a regional development planning agency (BAPPEDA) is very necessary to organize and implement development evenly and fairly with the widest possible autonomy. For this reason, the regional government is making efforts so that development can run as optimally as possible without any obstacles.

Bappeda Bengkulu Province is one of the government organizations/institutions tasked with assisting government administration in Bengkulu Province in accordance with instructions from the regional head in office, and functions as development planning. In a government organization there are superiors and subordinates, to achieve organizational goals requires good cooperation between superiors and subordinates. One of the

elements in this government organization is HR. Human Resources at Bappeda must have competence and good relationships in running government organizations, Bappeda needs quality human resources/employees, while employees need. Apart from cooperation, work motivation and career development opportunities for employees are also needed which can provide good performance to the organization and have a positive impact on the effectiveness of the organization's work so that organizational goals can be achieved (Hasibuan, 2008: 17).

Employees who are capable, capable and skilled do not guarantee good work productivity if work morale and discipline are low so that the efficiency of organizational implementation depends on the management and utilization of humans, which is why every manager must be able to work effectively with humans, and must be able to solve various problems. various problems related to human resource management.

Information obtained by researchers from the personnel department of Bappeda shows that there is a mismatch between the field of education and the positions and duties carried out by employees. This of course means that the knowledge and skills possessed do not support employees in carrying out their duties and carrying out their main duties and functions as well as their career adaptability. The results of the researcher's observations show that there are still officials who have never attended education and training to be promoted to structural positions, even though this education is one of the requirements for occupying a higher position. Education and training for promotion include level II



INTERNATIONAL JOURNAL OF POLICY AND PUBLIC ADMINISTRATION



leadership training, level III leadership training, and level IV leadership training. This, of course, causes officials not to fully understand the implementation of their duties related to their position.

Based on the researcher's observations, it appears that employees of the Bengkulu Province Regional Planning, Research and Development Agency have not prepared themselves for future developments. Apart from that, in controlling themselves, there are still employees who are not disciplined, not diligent, and do not have high levels of responsibility. Likewise, employee curiosity is still lacking because employees do not want to know about their work and career opportunities from the work they do and employee self-confidence is still lacking because employees are still lacking in seeking information in pursuing a career and anticipating problems that will occur.

Based on the description contained in the background of the problem above, what this research aims to answer is how the career adaptability of employees of the Bengkulu Province Regional Planning, Research and Development Agency is seen from attention, control, curiosity and self-confidence.

LITERATURE REVIEW

1. State Civil Apparatus (ASN)

Prior to the enactment of the ASN Law, statutory regulations in the field of personnel were Law Number 8 of 1974 concerning Personnel Principles, as amended by Law Number

43 of 1999 concerning Amendments to Law Number 8 of 1974 concerning Personnel Principles. , do not know and explain the terms of understanding regarding ASN. The terms and understanding regarding ASN are normatively only known and formulated in the provisions of Article 1 point 1 of the ASN Law, which states as follows:

"State Civil Service, hereinafter abbreviated as ASN, is a profession for Civil Servants and Government Employees with Employment Agreements who work in government agencies".

2. Career

According to Mathis and Jackson (2002:62), career is a sequence of positions related to work that a person occupies throughout his life. Career is a pattern of experience based on work (work-related experiences) which stretches throughout the work journey experienced by each individual/employee and can be broadly detailed into objective events.

Utomo and Sugiarto (2007:33) explain that career is an employee's work journey within an organization. This journey started when he was accepted as a new employee and ended when he no longer worked in the organization. In the opinion of Triton (2005) career is a chronology of activities and behaviors related to work and a person's attitudes, values and aspirations for all jobs or positions, both which he has done and is currently working on. Hasibuan (2008) states that development is a Efforts to improve employees' technical, theoretical, conceptual



and moral abilities in accordance with job or position requirements through education and training.

Mondy (2000:32) explains that career development includes career planning and career management. Understanding career development in an organization requires an examination of two processes, namely how each individual plans and implements career goals and how the organization designs and implements career development/career management programs.

In general, the aim of all career development programs is to match employee needs and goals with the career opportunities available in the company now and in the future. This is in line with Rivai's (2004:22) opinion that well-designed career development will help determine their own career needs and match employee needs with company goals. The career development goals put forward by Mangkunegara (2000:29) are as follows:

- a. Assists in achieving individual and company goals
- b. Shows the relationship between employee welfare
- c. Help employees realize their potential abilities
- d. Strengthen the relationship between employees and the company
- e. Proving social responsibility
- f. Help strengthen the implementation of

company programs

- g. Reduce turnover and staffing costs
- h. Reducing professional and managerial obsolescence.
- i. Activate analysis of all employees
- j. Activate a thought (view) over a long period of time.

RESEARCH METHODS

Sugiyono (2014:41) defines qualitative research methods as naturalistic approaches conducted in natural settings, allowing phenomena to unfold naturally. The study focuses on variables, which are attributes varying among individuals or objects. In this research, the independent variable is employees' career adaptability. Conceptually, implementation involves executing organizational objectives through management theories, while career development entails rewarding and promoting skilled, long-serving employees. Data are gathered from primary sources like interviews and observations, as well as secondary sources such as organizational documents. Techniques like observation, interviews, and documentation facilitate data collection, while qualitative descriptive analysis guides data interpretation. Data validity is ensured through credibility, transferability, dependability, and confirmability tests, ensuring scientific rigor and reliability.



RESULTS AND DISCUSSION

1. Research result

The results of the research show that the career adaptability of employees of the Regional Planning, Research and Development Agency of Bengkulu Province tends to be low because employees tend to lack attention because employees have not prepared themselves for future developments in their work and do not have a far-sighted vision in carrying out their duties, Control towards employees tends to be uncontrolled because there are still employees who are not disciplined, not diligent in carrying out their duties, and do not have high levels of responsibility, and employee curiosity tends to be low because employees do not have a desire to know about their work and career opportunities for themselves and employee self- confidence. tends to still be low because employees still lack information in pursuing a career and anticipating problems that may occur.

2. Discussion

The research results show thatThe career adaptability of Bengkulu Province Regional Planning, Research and Development Agency employees tends to be low. This is because employees of the Bengkulu Province Regional Planning, Research and Development Agency tend not to have attention because employees have not prepared themselves for future developments in their work and do not have a far-sighted vision in carrying out their duties, controlling themselves as employees of the

Planning, Research and Development Agency. The Bengkulu Province region tends to be uncontrolled because there are still employees who are not disciplined, are not diligent in carrying out their duties, and do not have high levels of responsibility, the curiosity of employees of the Regional Planning, Research and Development Agency of Bengkulu Province tends to remain low because employees do not have a desire to know about their work and Career opportunities for themselves, and the self- confidence of employees of the Regional Planning, Research and Development Agency of Bengkulu Province tend to be low because employees are still lacking in seeking information in pursuing a career and anticipating problems that may occur.

Therefore, to employeesThe Regional Planning, Research and Development Agency of Bengkulu Province should be able to increase its attention in preparing itself for career development, must have a clear vision for the future, be more disciplined, more diligent, increase its sense of responsibility towards its work, be able to continue to seek information about career opportunities in carry out work and prepare oneself to anticipate problems that occur in carrying out work.

Savickas & Porfeli, (2012) explain that the source of career adaptability is the strength of individual self-regulation or a person's self-capacity which is used to solve unfamiliar, complex and unclear problems found in work tasks, work transitions and trauma. emerged from work. Furthermore, according to Simamora (2006) explains the career



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development process in a formal approach taken by organizations to ensure that people with the right qualifications and experience are available when needed. So that career development can be said to be a condition that shows an increase in a person's status in the organization along the career path that has been determined in the organization concerned.

Career adaptability is also an individual psychosocial factor (Savickas, 2013). These individual psychosocial factors can include parental background, mental abilities, education, skills, personality, maturity and opportunities. Career adaptability is a transactional ability of individuals with their environment (Savickas & Porfeli, 2012). This makes career adaptability an individual capital that comes from the accumulation of competence and knowledge originating from education and experience (Savickas & Porfeli, 2012).

Career adaptability is strongly related to the individual's role and contextual factors so that cultural conditions and the context of the individual's place influence the individual's adaptation (Savickas & Porfeli, 2012). In determining an individual's career, it is also influenced by individual psychosocial factors. These individual psychosocial factors can include parental background, mental abilities, education, skills, personality, maturity and opportunities (Savickas, 2013).

Career adaptability is used by individuals to be able to choose appropriate actions in facing changes in the work environment, work transitions or work trauma. An individual's

ability to adapt can help individuals face new demands in the world of work and diverse work environments (Savickas, 2013). Career adaptability can also help individuals reflect on their main goals in the organization they currently occupy (Savickas, 2013). Individuals who are unable to adapt to the world of work or new work environments may experience difficulties in individual aspects and their relationship with work.

Career planning focuses on the individual/employee, while career management focuses on the organization. The benefit of career planning for employees is that each individual/employee can understand and identify the desired career goals. Meanwhile, the benefit for the organization is that it can communicate career opportunities to employees and obtain a better match between employee aspirations and organizational opportunities.

Human resource development aims to produce a logically connected and comprehensive framework to develop an environment where employees are encouraged to learn to develop (Sedarmayanti, 2008). Simamora (2006:15) explains that human resource development is a continuous effort to improve the quality of human resources in the broadest sense, through education, training and coaching.

CONCLUSION

Based on research findings and discussions, it can be concluded that the career adaptability of employees of the Bengkulu Province Regional Planning, Research and



Development Agency tends to be low. This is because:

1. Employee attention

The Bengkulu Province Regional Planning, Research and Development Agency tends not to pay attention because employees have not prepared themselves for future developments in their work and do not have a far-sighted vision in carrying out their duties.

2. Control over employee self

The Bengkulu Province Regional Planning, Research and Development Agency tends to be uncontrolled because there are still employees who are not disciplined, not diligent in carrying out their duties, and do not have high levels of responsibility.

3. Employee curiosity

The Regional Planning, Research and Development Agency of Bengkulu Province tends to lack curiosity because employees do not want to know about their work and career opportunities for themselves.

4. Employee confidence

The Bengkulu Province Regional Planning, Research and Development Agency tends to be less confident because employees still lack information in pursuing careers and anticipating problems that may occur.

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