The Effect of Transformational Leadership and Training to Employe Performance Mediated through the Development of a Career (Case Studies : Pusdiklat Bssn)

Dicky Santosa Setiawan, Lenny Christina Nawangsari
Magister of Manajemen
Mercubuana University, Jakarta

Abstract:- The purpose of this research is to assess and explain the transformational leadership , training to the employee performance career development towards a center mediated through education and training siber board and the state.

A method of the research uses a quantitative approach, where the population in this research is 75 pusdiklat bssn. employees atThe questionnaire to respondents using likert scale on the questionnaire with 5 answers.

Data collection techniques using interviews and questionnaires.Surveying instrument the questionnaire was sent at random to employees pusdiklat bssn.Data analyzed by using smart pls (partial least square) 3.2.7.

versionThis research reveals that, transformational leadership training to employee performance mediated through career development have a positive influence that significantly to the leadership of transformational, training and performance, employees both directly and simultaneous.

Keywords:- Transformational Leadership , Training, Career Development and Performance Employees.

I. INTRODUCTION

Act no 5 years 2014 about of state civil apparatus which states that of state civil apparatus consisting of civil servants and government officials to work agreement pppk as a profession has the obligation to manage and develop itself for its performance on outcomes and improve the performance of the employees and apply the principle of merit in the implementation of the management, as part of basic values.

Based on the regulation the government no 46 years 2011 about work performance civil servants explained that work performance is the results of reached civil servants on a unit organization the mark work civil servants and behavior work .Assessment work performance consist of the following elements target work employees with weights 60 % and behavior work with weights 40 %.

Consisting of 75 employees (by october 2018) across 5 units of work in the fields of education and training in management , the education sector and technical training and functional, the evaluation and guarantee the quality of education and training, the common section, group the functional positions.

Based on the data civil servants at the achievement in 2016 and 2017 there are 3 of 5 a unit of work the number and the trend in the number of civil servants achievement it works worth under 76 or under good category declined the fields of education and training in management increased 9,09 % evaluation in the rate and the quality of education and training declining 9,09% the functional positions declined 4,98 % and to part the fields of education and technical training and functional increased 10,98% and in the fields of education and training in management increased by 10,41% rise caused by existence of the addition of employees from 2016 to 2017 so that have increased performance evaluation.

The results of interviews with analysts employees training on the common pusdiklat , as for the result of interview referred to , such as less evenly in the provision of training on each a unit of work , training that was meant for employees the subsection not well-organized , many factors that causes training in instasi decreased caused by lack of attention leaders for employees to undertake training.

To convince factors that affect the performance of employees pusdiklat bssn is leadership transformational , training and the development of a career so writers do pre-survey to 30. employees According to the survey above, pre show that leadership transformational, training and career development, ranked first, second and third.These results show that is to factor in the performance of employees pusdiklat bssn is a transformational leadership, training and career development.

Based on information that has been described above, so researchers need to do research by the theme "influence transformational leadership and training to employee performance mediated through the development of a career at the Pusdiklat BSSN".

II. THEORETICAL REVIEW

A. Transformational Leadership

Leadership in harfian derived from a lead.Said lead direct, wisdom and insight build or arrange, guiding and also shows or affect.Leaders have a responsibility both physically and spiritually to successful activity work from led, so that being a leader that is not easy and not everybody would have in common in running ke-pemimpinannya. Those who used formal authority to organize, directing, control the subordinate to the responsible, so that all piece of work to achieve the purpose of the company. are coordinated firs must be a leader who could grow and develop all the best in his subordinates.Simply a good leader is a man who helped develop others, so they no longer needs the leader that.

According to miftah thoha (2011: 9) leadership is the to influence the conduct of others , or art of influence human behavior either an individual as well as groups .Based on definisi-definisi above so , can be concluded that leadership is an activity to influence others and changing behavior to reach a joint purpose .In line with opinion.

According to veitzhal rivai , (in deddy (2012: 7) said that the theory which seeks to identify karekteristik typical (physical, mental, personality) who was associated with the success of leadership .The theory about leadership can classified into three different approaches to main, namely:

➢ Approach of the nature of this approach emphasis on personal qualities of the princes of.
➢ Approach personality behavior leader who oriented on their work apply supervision tight that it subordinate do their job using a procedure determined.
➢ The approach of the leadership of circumstantial is an approach to the chairmanship of which states that of fatah most powerful leaders understand more restricted in their behavior , and of situation of the prior to the use one transformational leadership that we are doing certain.

B. Training

Mathis (2017), training is a process whereby the person reached ability help reached a organizational goals. Hence, process is bound to various purposes organization, training is in a narrow manner and broad.In a restrictive manner, provide the training one specific and it can be seen knowledge and skills used in their work now.

According to payaman simanjuntak (2005) defines is part of human resources training investment (investment human) to upgrading and work skills, and thus increase the employee performance. Training usually performed with which adjusted with needs of curriculum, given a relatively short, to reduce a person with work skills.

According to sedarmayanti (2010: 170) general purpose employee training and development which is improving productivity organization through a variety of activities including:

➢ Develop knowledge, so work can be solved rationally
➢ Develop the skills and expertise so work can be completed more quickly and effectively.
➢ Develop the attitude giving rise to his willingness to cooperate with employees. Thus in principle the purpose of training and development of its employees are:

• Increase knowledge.
• Add skill.
• Change the attitude.

C. Career Development

According to sadili isyanto (2013: 76) defines career development was an attempt increase the technical ability, being based on theory, conceptual, and moral tens of thousands of workers in accordance with their needs a job couldid their positions through education and training development of the career.

according to mondy (2010: 228) career development is the approach formal that is used of a company to make sure that orang-orang with qualifying and by the experience of an exact pattern for its , available when needed.

From exposure to any of the various theories worked his from a variety of the people of the leaders about the development of , a conclusion can be drawn that the development carrier is the activity of workers in increase the competency for the sake of to achieving the stated objective of a career which was desirable to maximum efficiency and in a continuing way with a company as the insurer of the career development facilities.

Ahmad tohardi (2011: 281) , suggested there are three factors affect a career an employee of them are:

➢ Experiences in this context relating to the parties (seniority) someone employees, although until now is still much debated.
➢ education is a requirement to sit on an position , thus it can be said that education affect ease someone career.
➢ Achievements could have happened of the accumulation of experience, education and good working environment. But a good performance of course was a strong in the one, although there were limited education, experience.

D. Employee Performance

According to dessler (2010: 41) performance is an achievement which is the contrast between the work with established standards. An organization or company if want to move or flourish and are required to have employees. quality employees of quality is an employee whose performance can meet the target or target set by the

company. To obtain employee who have performed well then required the implementation of the performance.

According to sedarmayanti (2013: 260) the performance is translation of performance which means the results of a worker, a process management or an organization as a whole, where the results of the regulation should be can be shown the proof in concrete and can be measured (comparison with a standard as specified). According to mangkunegara (2011:67) work in quality and quantity of to reached by an employee in carried out in accordance with the responsibility of who is given.Of definition of above, can be concluded that performance was a result of working produced by a clerk in accordance with responsibilities based on the ability and expertise owned.The work reached by employees with full responsibility will be achieved the performance improvements effective and efficient.

Factors affect the performance is leadership and workplace. acroding to mangkunegara (2010: 72), said that factors affect performance calculated as follows:

- quality work.
- quantity work.
- cooperation.
- responsibility.
- initiative for civil.

civil servants performance evaluation of regulated in government regulation no 46 years 2011 performance assessment of civil, aims to ensure objectivity training civil servants who were based on performance system and systems careers.

SKP assessment covering the aspects of quantity, the quality, time, and characteristic of in accordance with, the nature of, and the type of activities in each unit of work. The quantity prosentase covering the output divided output target. Is the quality of prosentase per target the quality. The assessment prosentase time the time divided the target time. The charge is the cost of prosentase plan costs have been divided. Every agency in preparing and set a technical activities in accordance with their characteristics, of the nature of, the type of activity, and needs each duty. The work of covering the aspects of: orientation service, integrity, commitment, discipline, cooperation, and leadership.

E. Theoretical Framework

Irene m.Kakui (2016) show the results of that leadership transformational give a positive influence and significantly to. career development And linda rasins (2007), dimas indira saputra (2015) showing the results of that training giving a positive influence and significantly to career development And alex anlesinya (2014), ramzan muhammad (2014) showing the results of that leadership transformational did not give a positive influence and significantly to employees performance and avi widita krishna murti (2015), neelam tahir (2014) showing the results of that training give a positive influence and

significantly to career development and Oduma (2014), neelam tahir (2014) frans van de van (2017) which showed that the existence of a positive influence and significant between the development of a career with the performance employees and Oduma (2014) which showed that career development able to mediate variable transformational leadership on variables employee performance. and Neelam Tahir (2014) which showed that career development able to mediate the training to variable the employee performance.
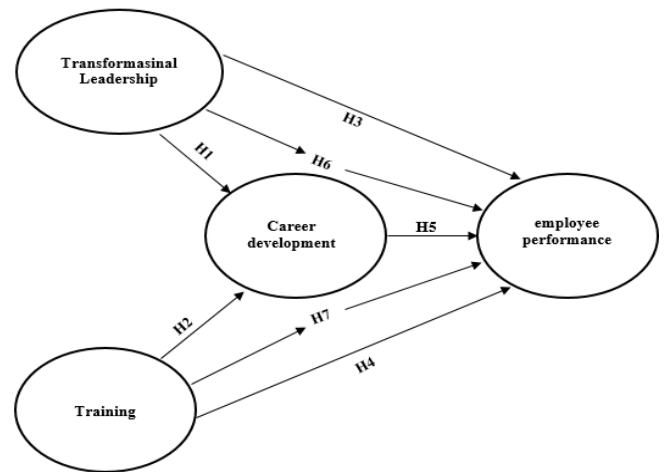

Fig 1:- Inter-Variable Relationship Model

- *Hypotheses*
  The hypotheses of this research are as follows:

- H1:leadership transformational having an effect on the career development.
- H2:training having an effect onthe development career.
- H3:leadership transformational having an effect on performance employees.
- H4:training having an effect on the performance of employees.
- H5:career development having an effect on performance employees.
- H6:leadership transformational having an effect on performance employees in mediation with career development.
- H7:training having an effect on performance employees in mediation with career development.

III. RESEARCH METHODOLOGY

The type of research that is used is quantitative research using a primary data in the form of survey. To obtain complete data, relevant and complete each other, besides primary data in the form of survey, researchers used secondary data in the form of the value of the performance and the result of interviews with employees analyst training on the common pusdiklat. As well as the results interview employees analyst training on the common pusdiklat.This research designed for purpose to be able understand, explain and analyze the correlation between independent variable against dependent variable.

Detailed information about a variable to being measured using as dimensions and indicators .The number of an item can be seen in table 1 the independent variable (exogenous) which is measured both the scale in likert , the leadership of transformational (x1) and training (x2) , while using three dependent side variables (endogenous) career development (y1) as well as the employee performance (y2).

Variable	Dimension	Indicator	No. Item
Transformasinal Leadership (X1) Veitzhal Rivai, (2012)	1) cooperation and a good relationship.	a) build cooperation with subordinate. b) motivate inferiors.	1 2
	2) capability of being effective.	a.)finished the task on time. b) came on time to the office.	3 4
	3) leadership of a participative.	a) decision making by deliberation. b) can solve the issues quickly. c) able to research a problem that is in a job.	5 6 7
Training (X2) Garry Desller, (2011).	1) instructor.	a) qualification that adequate. b) motivation participants.	8 9
	2) participants.	a) zeal follow the training. b) desire to understand.	10 11
Career Development (Y1) Mejia Et Al & Ardan (2012).	1)the phase planning.	a) corresponding positions. b) target career. c) level career.	14 15 16
	2) the phase briefing.	a) career opportunities. b) information career opportunities. c) planning career.	17 18 19
Employe performance (Y2) PP 46 Tahun 2011.	1) target employees work.	a) the quality of the work. b) quantity of work. c) The accuracy of the completion of a job.	23 24 25
	2) behavior in work.	a) service orientation. b) Integrity. c) commitment.	26 27 28

Table 1:- Variable Measurement

> *Population and Sample*

The population in this research is the whole all employees pusdiklat bssn 75 people. While for sampling techniques used are saturated. Saturated sample research which is making the entire population as the number of samples because there are not many. This study used 75 people status the employe pusdiklat bssn.According to sugiyono (2013: 116)

> *Method Analysis.*

This study using regression analysis (partial least square) or we call PLS to test a hypothesis that seven proposed in this research. Each hypothesis will be analyzed using software smartpls 3.2.7 version to test the relationship between variables. The approach of partial least square (PLS) is distribution free (do not assume certain berdistribusi, data could include, nominal, category the ordinal of, interval and the ratio of). Partial least square (PLS) compared with a different approach and especially the method of maximum likelihood, partial least square (PLS) more generally for working with small amounts of assuming zero intercorrelation between residuals and variable. according to Ghozali (2016) explained that pls is analysis techniques that are soft modeling for not assume data must be with the measurement of a specified scale, which means the number of small samples (under 100).

IV. RESULTS AND DISCUSSIONS

The analysis of data arranged in descriptive of any obtained. variableThis research obtain 75 respondents civil servants pusdiklat bssn, based on the research there are 10 women employees in of as much as 13,3%, while 65 employees man with as much as 86,7%. Based on the educational background, there are 49 employees high school with 65,33%, there is an 1 employee with 1,33 % who obtains D3, 15 employees or 20% who obtains S1, and there are 10 karyawan who obtains S2 with 13,33% in addition, based on work experience, the highest figure is by

working time more than 5-9 years,equivalent to 36 employees.

Statistic analysis descriptive of used to grasp a tendency the answer the questionnaire or how far a response the smallest number of respondents based on the choice of category by using a scale likert of the scale of 1 (at all did not agree) until 5 (definitively agreed) to statement variables. Based on data that has accumulated, so to understand the answer to every variable research and the results show as follows:

- variables transformational leadership that we are doing having ra average 3,84 .It is worth exploring further in general that transformational leadership felt employees pusdiklat bssn enough according to the tasks and functions but it still could be increased again.
- variables training having average 3.85 .This indicates in general that the role of training felt employees pusdiklat bssn enough but there still needs to be improved in order employees have the skill either to a job.
- variables career development having average 3,62 This shows that career development in pusdiklat bssn pretty good but need to be increased again.
- variable the employee performance have an average point of 4,01.This indicates that the employee performance pusdiklat bssn good however need improved again.

The measurement of a model evaluation (outer model) do to fathom validity and reliability of indicators that connects with variable latent. Test the validity of converging carried out by looking at the reliability of, individual items, internal consistency, reliability and variance average. are extracted The evaluation of the validity of converging of an investigation items individuals can be measured by the value of the loading factors. The loading factors standard judging a correlation between each item is the indicator. The value of loading factor used in this research which is bigger than 0.5 so that if the value of loading factor is smaller than 0.5 model calculations on the outcome of measurement (outer) model will be expelled from the model.

Convergent evaluation validity of a check average variance extracted (AVE) discussed how enormous the variant variable manifest that can be owned by model latent, the more large variant variable manifest conceived by model latent, will be bigger representation of variable manifest model latennya. evaluasi convergent validity that examination average variance extracted (AVE) can be seen from the ave based on the results of data processing by smartpls version 3.2.7.

Variable	Nilai Average Variance Extracted (AVE)
Transformational Leadership	0.648
Training	0.646
Career development	0.597
employee performance	0.553

Table 2:- The Mean Value of Average Variance Extracted (AVE) for Each Variable

On the table above is known that the value of ave to all the variables to have value greater than 0.5 The evaluation of convergent validity of the internal examination consistency reliability can be seen from the value of cronbachs those obtained from alpha and composite reliability (CR) who will be shown through table 3. following Table will be presented the result from the calculation of smartpls Version 3.2.7.

Variable	Cronbach's Coefficient Alpha	Composite Reability (CR)
Transformational Leadership	0.908	0.927
Training	0.891	0.916
Career development	0.884	0.910
employee performance	0.801	0.858

Table 3:- Cronbach's Coefficient Alpha Dan Composite Reliability (CR) Value

As seen in table known that the value cronbachs coefficient alpha for variables leadership transformational, training, career development and performance employees more than 0.6 or near to 1 and with the composite reability (CR) more than 0.7. To all the variables this research more than 0.80 or near to 1.Values table has been than its standard, Each of more greater than 0.6 and larger than 0.7, so that all variable to research expressed reliabel. For the evaluation of model structural (inner model) or test hypothesis in the study is done several steps, as evaluate the coefficients the value, evaluation r2 value, size effect f2, Validating the whole structural model by using goodness of fit index (gof). As well as running test (Q2). based on the smartpls version 3.2.7 using bootstraping and it reveals results for the coefficient of the pathway that explain the relationship between variable as indicated in table below:

	Original Sample (O)	T Statistik (O/STDEV)	P Values
Transformasinal Leadership (x1)> Career development (y1)	0.250	2.417	0.014
Transformasinal Leadership(x1)>employee performance (y2)	-0.183	0.297	0.551
Training(x2)>Career development (y1)	1.131	12.613	0.000
Training(x2)>employee performance(y2)	0.835	1.693	0.021

Table 4:- Path Coefficient Test Result

To evaluate the value of R2 based on the calculation on using calculate smartpls version 3.2.7 algorithm the results of the value of R2 is 0.876 for variables employe performance and 0.292 for variables the career development. Value R2 indicates that the determination exogen variable fairly high against endogenous. The influence of simultaneous variable leadership transformational, training to career development can be done by counting f count or f statistics using formulas as below .

a. $R^2 = 0{,}876$ (PK)

$$F\ hitung = \frac{\frac{R^2}{(k-1)}}{1 - R^2/(n-k)}$$

$$F\ hitung = \frac{\frac{0.876}{(4-1)}}{1 - 0{,}876/(75-4)}$$

F hitung = 0.292 / 0.0017
F hitung = 171.76

b. $R^2 = 0{,}292$ (KP)

$$F\ hitung = \frac{\frac{R^2}{(k-1)}}{1 - R^2/(n-k)}$$

$$F\ hitung = \frac{\frac{0.292}{(4-1)}}{1 - 0{,}292/(75-4)}$$

F hitung = 0.97 / 0.0099
F hitung = 97.9

Value f table in alpha 0.05 namely 2.73 This means f count greater than f table (2.73)

The purpose of testing GOF is a combination of validation performance model measurement (outer model) with a model structural (inner model) obtained through calculation manual as follow:

$GoF = \sqrt{AVE\ x\ R^2}$ $GoF = \sqrt{0.611x\ 0.114}$ $GoF = \sqrt{0.069}$
GoF = 0.263

note : AVE = (0.648+0.646+0.597+0.553)/4 = 0.611
R square = (0.873 x 0.262) / 2 = 0.114

The results of the goodness of fit (GOF) show as much as 0,483 (large scale). Based on the result we can conclude that the two models are very good because the value GOF bigger than 0,36 (a large scale gof).In addition, predictive test relevance (Q2) also are being tested to validate the results with the following:

$Q^2 = 1- [1-R1^2] [1-R2^2]$
$= 1- [1- 0{,}876] [1-0{,}292]$
$= 1- 0{,}087$
$= 0{,}913$

Based on the calculation on Q2 above this, can be obtained information that value predictive relevance was 0,913 In this research, can concluded that variable latent endogenous having value Q2 greater than 0 (zero), so that variable latent exogenous as an explanatory variable able to predict variable endogennya namely performance employees .In other words that this model are believed to have predictive relevance very high because the value of Q2 almost at 1.

The testing of hypotheses from the above of the influence of between variables exogenous leadership transformational (x1), (x2) on variables endogenous career development (y1) whether parsil and also leadership transformational (x1), (x2) and career development (y1) on variables endogenous performance employees (y2) , and also the following concerned with the effects mediation or influence mediation in this career development.

	T Statistik (O/STDEV)	T Tabel	P Values
Transformasinal Leadership(x1)->Career development(y1)	2.417	1.667	0.014
Training (x2) -> Career development (y1)	12.613	1.667	0.000
Transformasinal Leadership(x1)->employee performance (y2)	0.297	1.667	0.551
Training(x2)->employee performance (y2)	1.693	1.667	0.021
Careerdevelopment (y1)->employee performance (y2)	3.221	1.667	0.001

Table 5:- The Impact of Independent Variables to the Dependent Variable partially

The statistic results are provided on the table above for structural model with the hypothes as follows:

➢ Hypothesis 1 - leadership transformational an effect on career development.
Obtained the coefficient of 0.250 and t count (2.417) bigger than t table (1,667) with p 0.014, then h1 accepted (p smaller than 0,05) and h0 denied, the leadership of transformational positive influence significantly to career development.

➢ Hypothesis 2 - training an effect on career development.
Obtained the coefficient of 1,131 and t count (12,613) bigger than t table (1,667) with p 0.000, then h2 accepted (p smaller than 0,05) and h0 denied, training significant positive impact on developing Career.

➢ Hypothesis 3 - leadership transformational not an effect on employee performance.
Obtained the coefficient of -0.183 and t count (0,297) smaller than t table (1,667) with p 0.551, then h3 denied (p smaller than 0,05) And h0 rejected , transformational leadership not effects positive significant at the employee performance.

➢ Hypothesis 4 - training an effect on the performance of the employee.
Obtained the coefficient of 0.835 and t count (1,693) bigger than t table (1,667) with p 0.021, then h4 accepted (p smaller than 0,05) and h0 denied, training significant positive effect on performance employees.

➢ Hypothesis 5 - Career development an effect on the employee performance.
Obtained the coefficient of 1.236 and t count (3,221) bigger than t table (1,667) with p 0.001, then h5 accepted (p smaller than 0,05) and h0 denied. Career development significant positive effect on employees performance.

➢ Hypothesis 6 - leadership transformational an effect on performance employees in mediation with career development.
Obtained the coefficients the of -0.183 and t count (0,297) were less than t table (1,667) with p of 0.551 so can be concluded that indirect effect leadership transformational of the performance of employees with mediated by variable career development is significant with mediating (full mediation).

➢ Hypothesis 7 - training an effect on performance employees in mediation with career development.
Obtained the coefficients the of 0.835 and t count (1,1693) were greater than t table (1,667) with p of 0.021 so inferred indirect effect between training to performance employees with mediated by variable career development is significant with mediating (partial mediation).

Furthermore, the discussions and interpretations based on the variables that related to the theory as well as review are as follows:

➢ *Effect of Transformational Leadership on Development Career (Hypothesis 1)*
Concluded that that the variable leadership transformational on the development career significant, because Leader gives support to the his servants to do career development to occupy a high position.

Based on the observations made in the field is leadership that was done in PUSDIKLAT BSSN very helpful to development career employees it is like do training for career development and training for employee performance.

➢ *Effect of Training on Career Development (Hypothesis 2)*
Concluded that variable training to career development significant and concluded that training have had a positive impact and significant impact on career development , in career development training

are very important thing to get to the title better, so can make performance his better.

Based on the observations made in the field is training with influential career development where is the training that was done in PUSDIKLAT BSSN aims to the development of a career that even better for employees bssn or another government institutions that uses services PUSDIKLAT BSSN.

➢ *Effect of Transformational Leadership on the Performance Employees (Hypothesis 3)*

Concluded that the variable transformational leadership on the performance insignificant and concluded that the leadership of which was conducted by a superior not proved successful in target to business who became issue a challenge that has been determined.

Based on the observations made in the field is a transformational leadership does not affect employees in performance, because the target of outcome participants who have been determined by leader bssn, with outcome participant who follow education and training as many 250 people from government agencies or institutions own bssn, with average value pasing grade as specified by the leadership of bssn is 80, with a target that has been determined by leadership did not significantly to employee performance deemed too high.

➢ *Effect of Training on Employee Performance (Hypothesis 4)*

Be concluded that the variable training to employees significant performance and can be concluded that the training led to a positive and significant employee, on performance the training that all this time in the can in helping to do the performance of the employees have a role maximum.

Based on the observation made in field is training had a significant effect on of employee performance , the training that was provided It is completely appropriate with the task will be done employee BSSN.

➢ *Effect of Career Development on Employees Performance (Hypothesis 5)*

Concluded that career development on performance of employees significant and concluded that career development have had a positive impact and significant of the performance of employees, in this case development career prove the higher a position will make work employees the higher performance his servants.

Based on the observation made in field is develop a career had a significant effect on employee performance, of what happens to employees BSSN, career development very influential in employee performance because of the corner of compensation also is increasing and also the spirit in performance increased own.

➢ *Effect of Leadership Transformational on Employees Performance in Mediation With Career Development (Hypothesis 6)*

Concluded that variable the direct effect leadership transformational of the of employees performance to concluded that indirect effect leadership transformational of the performance of employees with mediated by variable career development is significant and performed (full mediation).

Based on the observation made in field is transformational leadership had a significant effect on the employee performance mediated with the development career, Where the fact of employee performance is very good If leadership transformational mediated by career development, for being an enormous influence to the employee performance itself And compensation will be better.

➢ *Effect of Training on Employee Performance in Mediation with the Development Career (Hypothesis 7)*

Concluded that the direct influence training to the employee performance significant and indirect effect on performance of training employees with career development Also significant, means hypothesis 7 done by (partial mediation).

Based on the observation made in field is training impact on performance it help to know a job who want to do by employee , and the mediated is career development where training also affected to career development.

V. CONCLUSIONS AND RECOMMENDATIONS

Based on the results of the research and discussion in the previous chapters, some conclusions can be stated as follows:

➢ Transformational leadership positive influence significantly to career development with an indicator capability of being effective the most powerful.
➢ Training positive influence significantly to career development with an indicator of the purpose training of the most powerful influence.
➢ Transformational leadership does not affect positive significantly to employees performance with an indicator of cooperation and good relations the most powerful.
➢ Training significant positive effect on employees performance with an indicator of the purpose training of the most powerful influence.
➢ Career development significant positive effect on employees performance with an indicator of the planning the most powerful.
➢ Career development mediate transformational leadership on employees performance and having significant influence.
➢ Career development mediate training with the performance and having significant influence.

➢ Based on the discussion and conclusions above, researchers would give several recommendations for the future research, those are:

● A leader should be an example for inferiors in it is like a task assigned by up to was finished on time, a good leader and seen inferiors have good affect on work done, that employees more resistant to occupation requiring vigilance, the priority scale, planning, and a fast finish.

● To do more exercise of high concentration of work requiring, and of the worth of daily training can be used in a job.

● Need to regulations set as internal information accurate in it for its career development it very affect the career development dan employee performance evaluate

● Do this evaluation of the quality and the performance of who carried out by leader, that way can see employees who are productive.

Expectations from the authors so that further research can be deeper into the variables that affect performance. The significance of the influence of career development opens up the possibility of other influences of career development on other variables.

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