



Relationship of Communication Skills, Experience and Motivation to Career Planning (Literature Study of Human Resource Management)

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Abstract: The Literature Review article on the Relationship of Communication Skills, Experience and Motivation to Career Planning is a scientific article that is useful in building research hypotheses regarding the influence between variables that will be used in further research, within the scope of Human Resource Management. The method of writing this Literature Review article is the library research method, which is sourced from online media such as Google Scholar, Mendeley and other academic online media. The results of this Literature Review article are that: 1) Communication Skills are related to Career Planning; 2) Experience related to Career Planning; and 3) Motivation related to Career Planning. Apart from these 3 exogenous variables that affect the endogenous variables of Career Planning, there are other factors including Employee Performance, Education and Leadership Style.

Keywords: Communication Skills, Experience, Motivation, Career Planning

INTRODUCTION

Every student, both Strata 1, Strata 2 and Strata 3, is required to conduct research in the form of theses, theses and dissertations. Likewise for lecturers, researchers and other functional staff who actively conduct research and make scientific articles for publication in scientific journals. Based on the empirical experience of many young students and lecturers as well as other researchers, it is difficult to find supporting articles in research as previous research or as relevant research. Articles as relevant researchers are needed to strengthen the theory being studied, to see the relationship between variables and build hypotheses, it is also very necessary in the discussion section of research results. This article examines the influence of Communication Skills, Experience and Motivation on Career Planning, a Human Resource Management Literature Study.

Based on the background, the problems to be discussed can be formulated in order to build hypotheses for further research, namely:

1. Does Communication Skills is relate to Career Planning?
2. Does Experience is relate to Career Planning?

3. Does Motivation is relate to Career Planning?

LITERATURE REVIEW

Career Planning

According to Mathis (2006) career planning is planning that focuses on work and identifying career paths that provide logical progress for people between jobs in the organization. Supriatna (2009) defines career planning as a student activity that leads to future career decisions. The purpose of career planning is that students have a positive attitude towards future careers. Based on the previous definition, it can be concluded that career planning can be defined as a process used by a person to choose career goals and career paths to achieve these goals. As a process that aims to match individual career goals and abilities with opportunities to systematically fill them. (Ananda, 2019)

Career planning is an effort made by individuals to better understand and be aware of the skills, interests, values, opportunities, obstacles, choices and consequences in themselves that seeks to identify career-related goals and establish plans to achieve a goal. Dimensions or indicators of career planning are skills and training.

Career Planning has been studied by previous researchers, namely: (Mulyadi, Hidayati, & Maria, 2018), (Rimper & Kawet, 2014), (Ananda, 2019).

Communication Skills

According to (Robbins, Stephen P., 2016) states that communication helps the development of motivation by explaining to employees what to do, how well they are working, and what can be done to improve substandard performance.

According to (Darma & Supriyanto, 2017) Achmad (2014), communication is a process of transferring and exchanging messages, where these messages can be in the form of facts, ideas, feelings, data or information from one person to another. Sutrisno (2017), communication is a multi-meaning concept. The meaning of communication can be distinguished based on communication as a social process. Communication on this meaning is in the context of social science. Where social scientists conduct research using a communication approach that generally focuses on human activities and the link between messages and behavior. (F. Saputra, 2022b)

Communication Skills have been researched by previous researchers, namely: (Srirejeki, 2015), (F. Saputra, 2022b), (Astiti, Suminar, & Rahmat, 2018).

Experience

According to Siagian (2007: 52), work experience refers to how long a person has worked, how many types of work or positions he has done, and how many periods he worked for each job or position. Many organizations pay attention to work experience (seniority) as a basis for promotion requirements (career development) by looking at the following considerations: (a) as a reward for the services of an employee in terms of loyalty to the organization, (b) the assessment is objective because it is sufficient to compare years of service. the work of certain people who are considered for promotion, (c) encourage the organization to develop its employees, because the employees who have worked the longest will eventually be promoted by the organization.

According to Ranupandojo in Linda (2021) experience is a measure of the length of time or period of work that a person has taken to understand the tasks of a job and have carried it out well. The decision to place a person's position, which is supported by experience, can improve his performance and have an impact on increasing company performance.

Experience has been researched by previous researchers, namely: (Sudiarso, 2022), (Yanti & Suardika, 2020), (Romauli Situmeang, 2017), (Fahmi & Ali, 2022), (Mamangkey, Tumbel, & Uhing, 2015).

Motivation

According to (Wibowo, 2016) motivation is an encouragement to a series of processes of human behavior in achieving goals. Elements contained in motivation include elements of generating, directing, maintaining, showing intensity, being continuous and having a purpose.

According to (Rivai, 2014) Stating that "Motivation is a set of attitudes and values that influence individuals to achieve specific things according to individual goals". it takes action. Motivation indicators according to. Rivai (2014) namely: Power, work environment, compensation, reward and punishment.

Motivation has been studied by previous researchers, namely: (Bastari, -, & Ali, 2020), (Prayetno & Ali, 2017).

Table 1. Relevant Previous Research Results

No	Author (year)	Previous Research Results	Similarity with this article	Difference with this article
1	Nafuroh, dkk (2016)	The results of the study indicate that either simultaneously or partially the variables of Skills, Communication and Training have a significant influence on Career Development	Communication on Career Planning	Not researching on Communication Skills, Motivation and Experience on Decision Making. Do not use intervening variables
2	Setiadi, dkk (2016)	The results of this study found that communication has a positive effect on organizational commitment. Competence has a positive effect on organizational commitment. Career development is moderating the positive influence of communication on organizational commitment.	Communication on Career Planning	Not researching on Communication Skills, Motivation and Experience have an effect on Career Planning and Decision Making.
3	Afiq (2012)	Motivation and training variables have a significant effect on the career development of employees in the credit division of PT. Bank Rakyat Indonesia Tulungagung Branch either partially or simultaneously.	Motivation for Career Planning	Not researching on Communication Skills and Experience on Decision Making. Do not use intervening variables
4	Natalia, dkk (2020)	The results of this study found that career development has a positive and significant effect on employee work motivation. Work motivation has a positive and significant effect in mediating the effect of career development on employee performance.	Motivation for Career Planning	Not researching on Communication Skills and Experience on Decision Making.

5	(Wahyuni, 2018)	The results of the study found that motivation, perception, consumer attitudes had a positive and significant effect on purchasing decisions for Honda motorcycles	Motivation affects Decision Making	1. Communication affects purchasing decisions 2. do not use intervening variables
6	(Dyatmika, 2021)	Variable motivation has the most influential value in giving a direct influence on student behavior	motivation affects student behavior	The variable of persuasive communication through social campaigns does not have a significant influence, either directly or indirectly, on student behavior

RESEARCH METHODS

The method of writing scientific articles is the qualitative method and literature review (Library Research). Assessing theory and the relationship or influence between variables from books and journals both offline in the library and online sourced from Mendeley, Google Scholar and other online media.

In qualitative research, literature review must be used consistently with methodological assumptions. This means that it must be used inductively so that it does not direct the questions posed by the researcher. One of the main reasons for conducting qualitative research is that the research is exploratory, (Ali & Limakrisna, 2013). In the next stage, it will be discussed in depth in the section entitled "Related literature" or "library review" (Review literature), as the basis for formulating hypotheses and in the final stage these two literatures become the basis for comparing the results and findings. findings revealed in research. (H. Ali & Limakrisna, 2013)

DISCUSSION

Based on relevant theoretical studies and previous research, the discussion of this literature review article in the concentration of Human Resource Management includes:

1. Relationship of Communication Skills to Career Planning

Communication Skills affect Career Planning, where the dimensions or indicators of Communication Skills according to Hidayat (2016) are: 1) Organizational Perspective 2) Personal feedback 3) Organizational integration 4) Direct supervisor communication 5) Communication climate 6) Horizontal communication 7) Media quality 8) Subordinate communication.

From the point of view of the organization or institution, career development is the process of directing placement, transfer, employee development based on assessment, planned training activities and planned jobs. Therefore, a good career development includes personal career development and organizational career management. To design a career, communication skills are needed.

Communication Skills related to Career Planning, this is in line with research conducted by: (Srirejeki, 2015), (F. Saputra, 2022b), (Astiti et al., 2018).

2. Relationship of Experience to Career Planning

That motivation is the driving force that creates work enthusiasm with all efforts to achieve satisfaction. The motivation of these members can be in the form of encouraging

members to participate in various activities and take advantage of business units. (Hasibuan, 2016)

Experience related to Career Planning, this is in line with research conducted by: (Sudiarso, 2022), (Yanti & Suardika, 2020), (Romauli Situmeang, 2017), (Fahmi & Ali, 2022), (Mamangkey et al., 2015).

3. Relationship of Motivation to Career Planning

That motivation is the driving force that creates work enthusiasm with all efforts to achieve satisfaction. The motivation of these members can be in the form of encouraging members to participate in various activities and take advantage of business units. (Hasibuan, 2016)

Motivation is related to Career Planning, this is in line with research conducted by: (Andika, 2019), (F. Saputra, 2021), (Pangkey, Irfana, & Irsan, 2019), (Prayetno & Ali, 2020).

Conceptual Framework

Based on the formulation of the problem, theoretical studies, relevant previous research and discussion of the influence between variables, the framework for this article is obtained as follows:



Figure 1. Conceptual Framework

Based on the conceptual framework picture above, then: Communication Skills, Experience and Motivation are related to Career Planning.

Apart from the variables of Communication Skills, Experience and Motivation related to Career Planning, there are other factors related to Career Planning, including:

- 1) Employee Performance: (Syauket, Karsono, & Atmoko, 2022), (F. Saputra & Mahaputra, 2022a), (Kurniawan, 2020), (Kurniawan, S., & Zen, 2021), (Sjafrizal, Dwinarko, & Madonna, 2020), (Imaddudin, Sitanggang, Bachtiar, & Priyadi, 2022), (R. Saputra & Dhianty, 2022b), (Sulistyanto, Dwinarko, Sjafrizal, & Mujab, 2020), (Athalarik & Zahra, 2021), (Erviani, Suciati, & Pohan, 2019), (Ala, 2017), (Putra, Lawanis, Ala, & Bahtra, 2022).
- 2) Education: (Karsono, 2018), (Ali, Sastrodiharjo, & Saputra, 2022), (Lantu & Irfana, 2019), (F. Saputra, 2022b), (Kainde, Saimima, & Yurnal, 2021), (Atmoko & Noviriska, 2022), (Iksan, Imaddudin, & Athalarik, 2022), (A Zen, 2019), (Sumarno Manrejo, Moeljadi, Surachman, & Sudjatno, 2020), (Dhianty, 2022), (Dwinarko, 2019), (Riyani,

- Sitanggang, & Novrian, 2008), (Widiantoro, Nursyamsi, & Imaddudin, 2021), (Imaddudin & Susanto, 2020), (Sinthya, Dwinarko, & Pohan, n.d.), (Ala, Prawira, Prabowo, & Gemaël, 2021).
- 3) Leadership: (Kurniawan, S., & Zen, 2021), (Sumarno Manrejo & Ariandiyen, 2022), (R. Saputra & Dhianty, 2022a), (Nugraha, Rahmi, & Balsa, 2017), (Athalarik & Susanto, 2020).
 - 4) Organizational Culture: (Karsono, Suraji, & Sastrodiharjo, 2022), (F. Saputra & Mahaputra, 2022b), (Kurniawan, D., Putra, C. I. W., & Sianipar, 2021), (Andrian et al., 2021), (R. Saputra & Dhianty, 2022b), (Muzzamil, Fatimah, & Hasanah, 2021), (Irfana, T. B., Adam, H., & Mirza, 2018), (Sianipar, 2019), (Sumarno Manrejo, 2019), (Dhianty, 2018), (Sjafrizal et al., 2020), (Iksan et al., 2022), (Imaddudin, 2020).
 - 5) Commitment: (Hartadi, 2018), (F. Saputra, 2022a), (Ilhamalimy & Ali, 2021), (S Manrejo & Fitaningsih, 2021), (Agustian Zen, Sukaesih, & Malik, 2022), (Dhianty, 2021), (Soetoto, 2018), (Sumarno Manrejo & Sebayang, 2021), (Dhianty, 2021), (Sinaga, Madonna, & Novrian, 2020).

CONCLUSION AND RECOMMENDATION

Conclusion

Based on the problem formulation, theoretical study and discussion above, the researcher can conclude hypotheses for further research, namely:

1. Communication Skill is related to Career Planning.
2. Experience is related to Career Planning.
3. Motivation is related to Career Planning.

Recommendation

Based on the conclusions above, there are other factors that can be used to develop hypotheses in further research that related Career Planning, namely: Employee performance, education, leadership, organizational culture and commitment.

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