



Career Planning Analysis of Experience and Capability (Human Resource Management Literature Review)

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Abstract: The Literature Review article Career Planning Analysis of Experience and Capability is a scientific article that aims to build a research hypothesis on the influence of variables to 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) Career planning affects experience; 2) Career Planning affects Ability; and 3) Experience influence ability. Apart from these exogenous variables that affect endogenous variables, there are other factors including the variables Performance, Motivation and Education.

Keyword: Career Planning, Ability, Experience.

INTRODUCTION

Determining career goals is so that an employee can maintain continuity and existence in a company or organization. However, in carrying out Career Planning, there are related factors, namely Ability and Experience. With good planning, employees will be able to achieve their goals in their careers. Especially in the era of the industrial revolution 4.0, where in Indonesia the policy of hiring permanent employees has little chance, therefore one must determine his career planning well.

Formulation of the problem

Based on the background of the problems above, the researcher determines the formulation of the problem as follows:

1. Does Career Planning Affect Experience?
2. Does Career Planning Affect Ability?
3. Does Experience Affect Ability?

METHODS

The method of writing literature review articles is the library research method, which is sourced from online media such as Google Scholar, Mendeley and other academic online

media. In this research, literature review must be used consistently based on methodological assumptions. This means that a literature review must be used so that it does not raise questions that will be asked of researchers. Researchers use qualitative methods because they are exploratory (Ali, H., & Limakrisna, 2013).

RESULT AND DISCUSSION

Based on the background of the problem, problem formulation, literature review and previous research tables, the discussion of this research is as follows:

1. The Effect of Career Planning on Experience.

Experience work somebody could made ingredient consideration in plan type work and time do job . So that experience somebody very influence manager in plan career someone . Indicator experience work could seen from : Knowledge underlying skills , tools work , procedures and work process methods . If experience can be applied according to the indicators, namely: 1) how long does a person work,; 2) How many types of work or positions have he done; and 3) What is the period of working period, then career planning affects the experience possessed. The more a person has experience, the easier it will be for the individual to determine career planning. Experience is closely related to problems or conditions they have experienced, so experienced people are considered capable of overcoming existing problems, especially within the company.

Career planning affects experience, this is in line with research conducted by: (Al Hafizi & Ali, 2021) , (Wijaksono & Ali, 2019) , (Masruri et al., 2021) , (Harahap & Ali, 2020) , (Khalid , SA, & Ali, 2006) , (Doan & Ali, 2021) .

2. The Effect of Career Planning on Ability.

Ability is the expertise to carry out or carry out a job or task that is based on skills and knowledge and is supported by the work attitude required by the job. Thus the skill shows skills or knowledge in a professional manner in a particular field and excels in that field. Ability has a significant influence on career planning, ability can be seen from the ability to carry out or carry out tasks, make decisions according to roles and expertise, knowledge possessed with the aim of being able to carry out tasks given by superiors. (Khuzaimah, 2017).

Career planning affects ability, this is in line with research conducted by: (MR Putra et al., 2020) , (Mahaputra & Saputra, 2021) , (F. Saputra & Mahaputra, 2022) , (Desmiwerita & Saputra, 2019) , (EB Saputra et al., 2019) , (Hermawan, 2021) .

3. The Effect of Experience on Ability.

Someone who has quite a lot of experience at work, of course, has gone through various kinds of job *descriptions* . So that if they are placed in a position that they have worked before, then the individual's ability will affect their performance. Usually has an effective and efficient performance. In addition, experienced people always think well before making a decision.

Experience influences ability, this is in line with research conducted by: (Nofrialdi, 2022) , (Nofrialdi, 2021) , (Rahmayani & Nofrialdi, 2022) , (Werita & Nofrialdi, 2021) , (Kurniadi & Mahaputra, 2021) .

4. Framework of thinking

Based on the formulation of the problem above, the framework of this research is determined as follows:

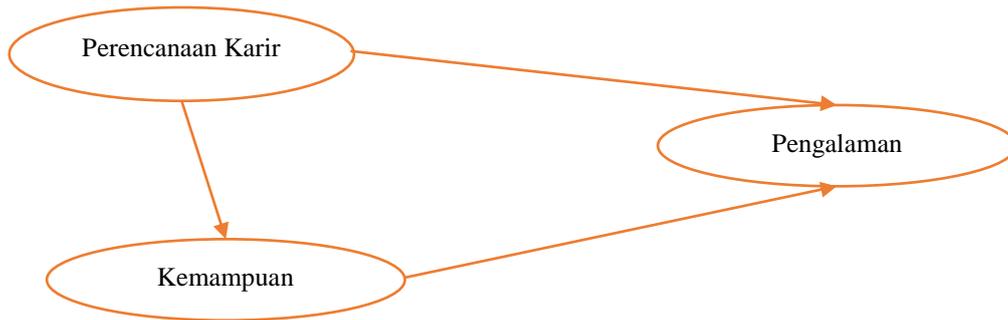


Figure 1. Framework of Thinking

This article discusses the Effect of Career Planning on Experience and Ability. There are several other factors that influence experience and ability, including:

- a. Leadership: (Assagaf & Ali, 2017) , (Riyanto et al., 2017) , (Mansur & Ali, 2017) , (Ali, Sastrodiharjo, et al., 2022) , (M & Ali, 2017) , (Ali, H., & Limakrisna, 2013) , (Ilhamalimy & Ali, 2021) , (DA Setyadi & Ali, 2017) , (Octavia & Ali, 2017) , .
- b. Education: (Larasetiati & Ali, 2019) , (Fahmi & Ali, 2022) , (Hernikasari et al., 2022) , (Ali et al., 2016) , (Wahono & Ali, 2021) , (Iryani et al., 2021) , (Hasyim & Ali, 2022) , (Thanh Nguyen et al., 2019) , (Widayati et al., 2019) , (S & Ali, 2022) , (Lawu et al., 2022) , (R. Putra et al., 2021) , (Arsad & Ali, 2021) , (U. Maharani & Ali, 2019)
- c. Work Motivation: (Kholisoh & Ali, 2020) , (Fauzi & Ali, 2021) , (Ali, Zainal, et al., 2022) , (Suleman et al., 2020) , (Maisharoh & Ali, 2020) , (A .Setyadi et al., 2017) , (EB Saputra, 2022) , (F. Saputra & Saputra, 2021) , (Zulhendra & Nofrialdi, 2022) .
- d. Emotional Control: (Paijan & Ali, 2017) , (Putri Primawanti & Ali, 2022) , (Mukhtar et al., 2016) , (Lathiifa & Ali, 2013) , (R. Putra & Ali, 2022) , (Sari & Ali, 2022) , (Kasman & Ali, 2022) , (Munawar & Mahaputra, 2022) , (Indrawan & Pratomo, 2021) , (Mahaputra & Saputra, 2022) , (Hazimi Bimaruci Hazrati Havidz, 2020) , (R. Saputra , 2022) , (Bastari et al., 2020) .
- e. Decision Making: (Ismail et al., 2022) , (Mukhtar et al., 2017) , (Djamaluddin, S., Rahmawati, D., & Ali, 2017) , (Chong & Ali, 2022) , (Chong & Ali , 2021) , (Suleman et al., 2020) .

CONCLUSION

Based on the literature review, the formulation of the problem and the discussion above, the following research conclusions are obtained:

1. Career Planning affects Experience.
2. Career Planning affects Ability.
3. Experience affects Ability.

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