



Effect of Mutation and Career Development on Performance through Work Motivation at the Class I Airport of Juwata Tarakan

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ABSTRACT

Improved performance would be influenced by work motivation, high motivation would improve the performance because work motivation was encouragement that influenced by mutation policy and employee career development. The research objective was to find out mutation effect, carrer development to the work motivation and performance on class I airport of Juwata Tarakan.

Population and sample in the research was 141 employees with 60 people as sample. Sampling technique used sampling probability with simple random sampling technique. Data analysis used in the research consisted of statistic descriptive analysis and path analysis with

Populasi dan sekaligus sebagai sampel pada penelitian ini adalah seluruh karyawan yang berjumlah 141 orang dengan jumlah sampel sebanyak 60 orang. Teknik pengambilan sampel menggunakan probability sampling dengan teknik simple random sampling. Data analysis techniques used in this study consist of descriptive statistical analysis and path analysis with tools of SPSS application program (Statistical Package for the Social Sciences) version 22 for Windows.

The results showed that the mutation significantly influenced the motivation at the Class I Airport Juwata Tarakan with the significance of $0.137 > 0.05$ and $t_{count} 1,509 < t_{table} 2,000$ rejected. Career development had a significant effect on motivation at Class I Airport of Juwata Tarakan with significance $0,026 < 0,05$ and $t_{count} 2,291 > t_{table} 2,000$ received. Mutation significantly affected the performance at the Class I Main Airport Juwata Tarakan with the significance of $0.038 < 0.05$ and $t_{count} 2.122 > t_{table} 2,000$ received. Career development had a significant effect on performance at the Class I Juwata Tarakan Airport with the significance of $0.000 < 0.05$ and $t_{hitung} 5,672 > 2,000$ accepted table. Motivation significantly influenced the motivation at the Class I Juwata Tarakan Airport with significance $0,021 < 0,05$ and $t_{count} 2,378 > t_{table} 2,000$ received. Mutations and career development had an indirect and significant impact on performance after work motivation at the Class I Juwata Tarakan Airport, based on the magnitude of the

coefficient variable, the direct influence was greater than the indirect effect. Thus, it can be concluded that the motivation is not proven intervening variables that mediate the effect of mutations on performance at the Class I Juwata Tarakan Airport.

INTRODUCTION

Mutation and career development was a factor that influenced performance. With mutation and clear career development, it could encourage employee to improve performance as company need, so the company and employee goals could run together in order to reach the goals.

In March 2016, the inauguration of the new terminal of Class I Tarakan Airport by President Joko Widodo, after the inauguration of Juwata Airport has an area of 12,440 m² with a run length of 2,250 meters, and capable of serving 40 flights per day with passenger capacity of 2,000 people per day. This is a new start for Tarakan Airport to improve the service and quality of Human Resources. Through the official website of the Ministry of Transportation of the Republic of Indonesia www.dephub.go.id dated December 29, 2016 the head of Juwata Airport (UPBU), Hemi Pamurharjo said that the development of infrastructure combined with professional management by qualified human resources will surely produce good output for the community. HR plays an important role in airport management and operation. For that, repair and refinement continue to be done by Juwata Airport. Improving the quality of human resources is currently being intensively conducted through various training programs. With the improvement of facilities and infrastructure hence required qualified employees and good performance in large quantities then made mutations from various regions to fill the shortage of employees in Tarakan. In addition, the development of airports in some areas of North Kalimantan also triggered the increase of mutations to some areas such as Tanjung Selor and Malinau. In connection with the mutation on July 21, 2017 the Minister of Transportation inaugurated 401 new officials from the ministry of transportation ranging from high officials to executing officials. The inauguration of officials this time is large in number because most of the rotation of office to improve organizational performance and renew morale that must answer the challenges and demands related to the duty and transportation of transportation.

Career development system at Class I Juwata Tarakan Airport had been regulated and stipulated in Regulation of the Minister of Transportation of the Republic of Indonesia Number: PM. 46 of 2012 concerning the career pattern of the ministry employees of pertunbungan. With such regulations the employee had been bounded and must obey and executed in accordance with the rules. As for career development at the Class I Juwata Tarakan Airport for the two are internal and external. For internal, there were policies from local offices while for external policies from higher office halls. Every employee wanted a faster career to develop from that specified by the agency. In line with that at the Class 1 Juwata Tarakan Airport is an institution that has a lot of human resources and quality. Through good Career Development would maintain the quality of employees by improving sustainable performance.

The purpose of this study is as follows: to determine the effect of mutation, career development on work motivation and performance at the Class I Juwata Tarakan Airport.

REVIEWED LITERATURE

Mutation

Mutation or transfer is the process of moving a person to a new position with the same level (level) and compensation. Mutations can be performed within the internal scope of the part, interdivision, or interunit within a parent company geographically located in a different location. (Edison dkk, 2016).

Transfer or mutation by Mondy (2008) is the lateral displacement of an employee within an organization. According to Simamora (2001) transfer is the transfer of an employee from one job to another whose salaries, responsibilities, and or organizational ladder are relatively similar.

Mutations or transfers according to Wahyudi in the book Badriyah (2015) is the transfer of work of someone who has the same level of level of job position before experiencing a job change. New salary compensation, duties, and responsibilities are the same as before. For Hasibuan (2013) a mutation is a

change of position / position / place / work done either horizontally or vertically (promotion / demosi) within an organization.

Career Development

The process to be traversed by employees with a series of stages, each stage was marked by development, activity, and different relationship (Sinambela, 2016). According to Sunyoto (2012), career development is a process to identify potentials of employee career and material and apply correct ways to develop the potentials. Generally, career development process started by evaluating employee performance. While I Komang A (2012), career development is personality development which is done by someone in order to achieve a career goal and improvement of personality department in order to work plan as the path or organization stage.

According Handoko (2014), career development was efforts of an employee to achieve a career goal, these activities may be supported by personality development or not.

Work Motivation

According to Luthans (2006), terms motivation came from Latin *movere*, which meant move. It was a prove of definition of motivation as process which is started by d

According to Luthans (2006), the term motivation came from the Latin word *movere*, which meant to move. This meaning is evidence of a comprehensive definition Motivation was a process that began with physiological or psychological deficiencies that drive behavior or impulses that are destined for purpose or incentive. Munandar (2004) Motivation is a process whereby needs encourage a person to perform a series of activities that lead to the achievement of a particular goal. If the goal is achieved it will satisfy or meet those needs.

Robbins and Judge (2008) defined motivation as a process that explains the intensity, direction, and perseverance of an individual to achieve his goals. Motivation or drive to work is very decisive for the goal achievement, humans should be able to grow the highest motivation of work for employees in the company. And motivation is the impetus to a series of processes of human behavior on the achievement of goals, while the elements contained in motivation include elements of generating, directing, keeping, showing, intensity, continuous and the purpose (Wibowo, 2011).

Performance

According Sinambela (2016) performance is the willingness of a person or group to perform an activity and refine it in accordance with its responsibilities with the expected results. Wirawan (2010) suggests performance is the output generated by the functions or indicators of a job or a profession within a certain time. While Edison et al (2016) performance is the result of a process that refers and is measured over a specified period of time under predefined terms or agreements.

METHOD

Definition of Variable Operational

1. Mutation (X1)

Mutation or transfer is the process of moving a person to a new position with the same level (level) and compensation. Mutations can be made within the internal scope of the section, interdivision, or interunit within a parent company geographically located in a different location. Indicator of Mutations by Hasibuan in Alsyani (2015) is:

- a. Experience, Have experience in accordance with the field, Have a number of experiences that support the work and highly experienced.
 - 1) Mutations add my experience to support my work
 - 2) I have experience and high fly experienced so that I can apply elsewhere.
- b. Knowledge, understand well the main tasks and functions, know the policies about mutation and the purpose of mutation.

- 1) From mutations, I can measure how much my skills and knowledge in working
 - 2) I understand every policy taken by the company is well considered
 - c. Needs, the need for certain agencies, the suitability of mutations with the needs, and needs in accordance with the field.
 - 1) I get great facilities and compensation when mutation
 - 2) I feel needed in a new place and according to my field.
 - d. Skills, competence in accordance with the field, have skills in another fields, have a skill that can be relied upon.
 - 1) I can work in accordance with the procedures set by the company
 - 2) The skills I have are needed by the company
 - e. Responsibility, Responsibility for duties and obligations, Responsible for all decisions.
 - 1) I can take full responsibility for my work
 - 2) The sanction to the undisciplined employee for me is a mutation
2. Career Development (X2)
- Career development is a personal improvement that a person does in order to achieve a career plan and improvement by the personnel department to achieve a work plan according to the path or ladder of the organization. According to Bernardin (2003) in Nugroho & Kunartinah (2012) there are two dimensions of measurement towards career development, namely:
- a. Organizational career development, including career information and career programs, training and development opportunities, career diversity, own career responsibilities, realistic career development and development opportunity benefits.
 - 1) I understand clearly the career path that is prepared by the company.
 - 2) I am given the same opportunity to improve my career skills to a higher level
 - 3) Compensation is one of the factors driving me to improve my career
 - 4) Working well and achieving, I have opportunities or opportunities for career development
 - b. Individual career development included searching for career information and career plans, building career goals and development, interest in skills and abilities
 - 1) For me to occupy an important position in the company is the peak of one's career
 - 2) Positions that I have now are in accordance with the results of work achievements so far
 - 3) The training and development that I follow is beneficial for my future career development.
 - 4) My work spirit improved as my career grew well.
3. Work Motivation (I)
- Job motivation is a process whereby needs encourage a person to perform a series of activities that lead to the achievement of a particular goal. If the goal is achieved it will satisfy or meet those needs. Achievement motivation theory from McClelland explains the development of dimensions and indicators of achievement motivation in Darmayanti, Bagia & Suwendra (2014), namely:
- a. Need for achievement
 - 1) Awarding employees who are achievers motivate me to improve performance
 - 2) The work I am currently doing is very challenging to provide maximum performance
 - 3) My work always gets praise and appreciation from my boss
 - 4) I have the same opportunity to develop skills related to my work
 - b. Need for power (need for power)
 - 1) I am often involved in the decision-making process by superiors
 - 2) I feel more respected by colleagues in the office for my current position.
 - 3) I am able to set an example for colleagues in the corporate environment
 - 4) Positions that I achieve, can add spirit to work
 - c. The need for affiliation (need for affiliation)
 - 1) I am always included in important activities in the company
 - 2) I prefer to finish work in team work with colleagues
 - 3) I can adjust to co-workers in the company environment
 - 4) The social life in my current work environment is great

d. Performance (Y)

Performance is the willingness of a person or group to perform an activity and refine it in accordance with its responsibilities with the expected results. According to Dessler in Alsyani (2015) includes the following indicators:

a. Quality of work is the insurance, accuracy, and can be accepted for the work done.

1) Skill I have according to the job I do

2) I can quickly adjust to any new decisions the company takes.

b. Productivity is the quantity and efficiency of work produced within a certain period of time.

1) The level of achievement of work volume that I produce has been in accordance with the company's expectations

2) I give priority to the work which is the priority of work

c. Job knowledge is the skills and practical / technical information used on the job.

1) I am able to do the job well.

2) I am mastering the field of tasks that I do

d. Attendance is the extent to which the employee is on time, observing the specified break / meal period and whole attendance records

1) Come to the office on time is my priority

2) I can apply my discipline in completing the work

e. Independence is the extent to which work is done with or without supervision.

1) I can finish my job well without being supervised

2) My task is done without asking for help to colleagues.

Sampling Technique

Population and also as sample in this research is all employees amounted to 141 people with total sample counted 60 people. Sampling technique in this research is by using probability sampling with simple random sampling technique.

Analysis Tools

Data analysis techniques used in this study consist of descriptive statistical analysis and path analysis. In the calculation of data processing, researchers use a tool in the form of SPSS application program (Statistical Package for the Social Sciences or Package Statistics for Social Sciences) version 22 for Windows.

RESULTS AND DISCUSSIONS

Regression Analysis

Multiple Regression Analysis Equation I

The influence of work mutation and career development on motivation at Class I Airport Juwata Tarakan was done by multiple linear regression technique. The following output data processing results:

Table 1. Multiple Linear Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	6,327	7,578		0,835	0,407
Mutation	0,380	0,252	0,248	1,509	0,137
Career Dev.	0,626	0,273	0,376	2,291	0,026
R					0,586
R ²					0,343
Adj R ²					0,320
F					14,884
sig					0,000

Table 1 showed that regression equation for work mutation and career development to the work motivation as follows:

$$I = 6,327 + 0,248 x_1 + 0,376 x_2 + e_1$$

The above analysis equation can be interpreted as follows:

1. Constant value (a) of 6.327 which means if the variable value of work mutation and career development is zero / no change / fixed, then the work motivation of the first Class I Juwata Airport Tarakan still has a value of 6.327.
2. The value of coefficient (beta) variable work mutation of 0.248 indicated if the mutation variables change by one unit will result in changes in variable motivation of 0.248 units.
3. The coefficient (beta) value of career development variables of 0.376 indicates if career development variables change by one unit then it will result in changes in motivation variable of 0.376 units.

Path Analysis

The formulation of the second problem and the second hypothesis proved that the influence of mutation and career development on the performance of the Class I Juwata Airport Tarakan employees through work motivation tested by path analysis. From the analysis results obtained output results as follows:

Tabel 2 Path Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1,760	2,955		0,595	0,554
Mutation	0,211	0,100	0,212	2,122	0,038
Career development	0,628	0,111	0,581	5,672	0,000
Motivation	0,122	0,051	0,188	2,378	0,021
R					0,877
R ²					0,770
Adj R ²					0,757
F					62,338
Sig					0,000

From table 2 showed that regression equation for work mutation, career development and work motivation on performance as follows:

$$Y = 1,760 + 0,212 x_1 + 0,581 x_2 + 0,188 I$$

The equation above can be interpreted:

1. The value of constant (a) of 1.760 which means if the variable value of work mutation and career development zero / no change / fixed, then the motivation of employee Main Class I Main Airport Juwata Tarakan still has a value of 1.760.
2. The value of coefficient (beta) variable work mutation of 0.212 indicates if the mutation variables change one unit will result in changes in performance variables of 0.212 units.
3. The coefficient value (beta) of career development variables of 0,581 indicates if career development variables change one unit then it will result in change of performance variable equal to 0,581 unit.

Determination Coefficient

The result of determination coefficient between Work Mutation and Career Development on Work Motivation can be seen in the following table:

Table 3. Determination Coefficient of Work Mutation and Career development on Work Motivation

R	R Square	Adjusted R Square
0,586 ^a	0,343	0,320

Adjusted R Square value of 0.320 thus work mutation and career development can only explain the variation of work motivation variable by 32% and the rest is explained by other factors outside the variable studied in this research. The amount of variance that can not be explained by job satisfaction variable is:

$$e_1 = 1 - R^2 = 1 - 0,320 = 0,68$$

The result of determination coefficient between Work Mutation, Career Development and Work Motivation on performance can be seen in the following table:

Table 4. Determination coefficient between Work Mutation, Career Development and Work Motivation on performance

R	R Square	Adjusted R Square
.877 ^a	.770	.757

The adjusted value of R Square is 0.757 and close to 1, thus the work mutation, career development and work motivation are able to explain almost all variations of the performance variable so that the regression model is fit or good. Based on the value of Adjusted R Square can also be interpreted mutation work, career development and work motivation can affect the performance of 75.7%. And the rest is explained by other factors outside the variables studied in this study. The amount of variance that can not be explained by job satisfaction variable is:

$$e_2 = 1 - R^2 = 1 - 0,757 = 0,243$$

Having known the variance value of both equations, it is known value of coefficient of determination (R^2):

$$\begin{aligned} R^2 &= 1 - (e_1 \times e_2) \\ &= 1 - ((0,68)^2 \times (0,243)^2) \\ &= 1 - (0,462 \times 0,059) \\ &= 1 - 0,027 \\ &= 0,973 \text{ atau } 97,3\% \end{aligned}$$

The determination coefficient test (R^2) is obtained from the result of 0.973 or 97.3% which means variability of performance variable of the main Class I Main Airport Juwata Tarakan can be explained by mutation variable, career development and work motivation 97,3%, while the rest influenced by variable others not examined.

F Test

F-test results between work mutation and career development on work motivation can be seen in the following table results:

Table 5 Table F-Test ANOVA

Model	F	Sig.
1 Regression	14,884	0,000 ^b
Residual		
Total		

From statistical test of F (F test) in table 5 got F count equal to 14,884 and significance at 0.000. Since the value of F arithmetic is greater than F table (3.16) and the number of significance is much smaller than 0.05 then the regression model can be used to predict the dependent variable, or in other words the variable of work mutation and career development, the interaction of work mutation with motivation work and interaction of career development with work motivation have positive and significant influence to employee motivation variable. Result of F - test between work mutation and career development to work motivation can be seen result in following table:

Table 6. Table F - Test ANOVA

Model	F	Sig.
1 Regression	62,338	0,000 ^b
Residual		
Total		

From statistical test of F (F test) in table 6 obtained F count equal to 62,338 and significance at 0.000. Since the value of F arithmetic is greater than F table (3.16) and the number of significance is much smaller than 0.05 then the regression model can be used to predict the dependent variable, or in other words the variable of work mutation, career development and motivation, the interaction of work mutation with work motivation and career development interaction with work motivation have positive and significant influence to employee performance variable.

T Test

Effect of work mutation on work motivation

Hypothesis 1 stated that work mutations have a significant effect on employee motivation. On table 1 we can see the tcount of 1.509, while the t value of the table on the significant 95% ($\alpha = 0,05$) and the degree of freedom 60 ($n = 60$) equals 2,000 (see table t distribution), then $tcount < \alpha = 0.05$. While the level of significance of $0.137 > 0.05$. This means that H_0 is accepted and H_a is rejected. This meant that work mutations had a positive but not significant effect on work motivation at the Class I Juwata Airport Tarakan.

Effect of Career Development on Work Motivation

Hypothesis 2 stated that career development has a significant effect on employee work motivation. On table 1, we can see the value of t arithmetic of 2.291 while the value of t table at 95% significant ($\alpha = 0,05$) and degree of freedom 60 ($n = 60$) equal to 2,000 (see table distribution t), then $t arithmetic > t table$ ($\alpha = 0.05$). While the level of significance of $0.026 < 0.05$. This meant H_a is accepted and H_0 is rejected. This means that career development has a positive and significant impact on work motivation at the Class I Juwata Airport Tarakan.

Influence work mutation to performance

Hypothesis 3 stated that work mutation influenced significantly to the employee mutation. In table 2 we can see the value of t arithmetic of 2.122 while the value of t table at 95% significant ($\alpha = 0,05$) and degree of freedom 60 ($n = 60$) equal to 2,000 (see table distribution t), then $t_{\text{arithmetic}} > t_{\text{table}}$ ($\alpha = 0.05$). While the level of significance $0.038 < 0.05$. This means H_a is accepted and H_0 is rejected. This means that work mutations have a positive and significant effect on the performance of employees at the Class I Juwata Airport Tarakan.

Influence of career development to performance

Hypothesis 4 stated that career development has a significant effect on employee performance. In table 2 we can see the t value of 5.672 while the value of t table at the significant level of 95% ($\alpha = 0,05$) and degree of freedom 60 ($n = 60$) equals 2,000 (see table distribution t), then $t > t_{\text{table}}$ ($\alpha = 0.05$). While the level of significance $0.000 < 0.05$. This meant H_a is accepted and H_0 is rejected. This meant that career development had a positive and significant impact on the performance of employees at the Class I Juwata Airport Tarakan.

Influence of motivation to performance

Hypothesis 5 states that work motivation significantly affects employee performance. In table 2 can be seen t value counted 2.378 while the value of t table at a significant level of 95% ($\alpha = 0.05$) and degree of freedom 60 ($n = 60$) equals 2,000 (see table distribution t), then $t > t_{\text{table}}$ ($\alpha = 0.05$). The significance level is $0.021 < 0.05$. This means H_a is accepted and H_0 is rejected. This means that the motivation of work has a positive and significant effect on the performance at the Class I Juwata Airport Tarakan.

Intervening Test

To prove that work motivation variable can be a variable that mediate between mutation and career development to performance, hence will be calculated direct and indirect influence between work mutation and career development to performance. If the indirect effect of work mutation on performance through work motivation is greater than the direct effect of mutation and career development on performance, then work motivation can be a mediating variable between work mutation and career development on performance.

Table 7. Result of Path Regression Conclusion

Relationship Direction	Regression		ϵ
	Beta	Sig	
$X_1 \rightarrow I$	0,248	0,137	0,68
$X_2 \rightarrow I$	0,376	0,026	
$X_1 \rightarrow Y$	0,212	0,038	0,243
$X_2 \rightarrow Y$	0,581	0,000	
$I \rightarrow Y$	0,188	0,021	

Table 8. Direct and Indirect Influence

Influence Direction	Direct Influence	Indirect Influence	Total
$X_1 \rightarrow Y$	0,212		
$X_2 \rightarrow Y$	0,581		
$X_1 \rightarrow I \rightarrow Y$		$0,248 \times 0,188 = 0,047$	$0,212 + 0,047 = 0,259$
$X_2 \rightarrow I \rightarrow Y$		$0,376 \times 0,188 = 0,071$	$0,581 + 0,071 = 0,652$

Based on the picture and table 8 can describe the direct or indirect influence of mutation and career development variables on performance as follows: The effect of mutation on performance through work motivation is obtained from multiplication of influence of mutation variable to performance that

is 0,047. These results indicate that work motivation is capable as intervening variable of mutation influence on performance. Direct influence between mutation to performance with coefficient equal to 0,212 bigger than indirect influence between motivation through work motivation with coefficient equal to 0,047, so direct influence more dominant than indirect influence. The influence of career development on performance through work motivation is obtained from the multiplication of the effect of career development variables on the performance of 0.071. These results indicated that work motivation is able as an intervening variable of career development influence on performance. The direct influence of career development on performance with coefficient of 0,581 is bigger than indirect influence between career development through work motivation with coefficient equal to 0,071, so direct influence is more dominant than indirect influence.

DISCUSSION

Influence of Mutation to Motivation on Class I Juwata Airport Tarakan

Result of t test calculation in this research, work mutation had positive impact but not significant to performance. The value of t count was 1.509 with a significance level of 0.137. This is in accordance with the research conducted by Farianda (2008) but in the research, mutations affected the motivation significantly. Motivation was a passion inside and outside of a person that caused the person to take action. Someone took action to reach the goal. Motivation questioned how to encourage subordinate work passion, so they wanted to work hard by giving all the ability and skills to realize the company's goals. Correspondingly, Siagian (2016: 172) stated that mutations or assignments could be an invaluable opportunity to develop in the framework of self-actualization.

Influence of Career Development to Motivation on Class I Juwata Airport Tarakan

The results obtained from t test in this study can be stated that career development had a positive and significant impact on motivation. The value of t count was 2.291 with a significance level of 0.026 (sig <0.05). This meant the better application of career development, the employee motivation increased. The results of this research were shown in the statement of the training questionnaire that had helped to improve the ability to carry out the work so that employees worked hard in order to get appreciation and acknowledgment of their work according to the career development goal proposed by Caruth and Pane in Sinambela book (2016), namely Encouraging growth, Developing new skills, Reduced saturation, Satisfy employees expectations and Increase the level of achievement. The result of the research approved that there was a positive influence of career development on employee motivation at Class I Juwata Airport Tarakan. The results of this study were also consistent with research conducted by Nugroho & Kunartinah (2012) and Dewi & Utama (2016) who stated that career development had a positive and significant effect on employee motivation. Dessler (1984: 547) explained that all staffing activities, planning and career development can be used to meet the needs of companies and individuals in such a way that both parties gained benefit, the company benefits by enhancing the performance of a more dedicated workforce, and employees benefit from a richer and more challenging career.

Influence of Mutation to Performance on Class I Juwata Airport Tarakan

The value of t count was 2.122 with a significance level of 0.038 (sig <0.05). This showed that mutations had a positive and significant effect on the performance at the Class I Juwata Airport Tarakan. The result of this research was consistent with result of Hasibuan research (2013). The effect of mutation on employee performance at Regional Development Planning Board of Rokan Hulu Regency turned out there was a positive relationship, where the change of value in mutation category was followed by change of value in employee performance category. Alsyani (2015) mutations had a significant and significant impact on the performance of Staff in Post-graduate of Andalas University. To improve employee performance, the Class I Airport of Juwata Tarakan, when the mutation was done, it will create a balance between the workforce and the existing positions in the organization, so as to ensure stable employment conditions, open opportunities for career development and to increase knowledge and employee experience.

Influence of Career Development to Performance on Class I Main Airport of Juwata Tarakan

The t-test value of career development on performance was 5,672 with significance level was 0,000. It meant that career development had a positive and significant effect on employee performance at the Class I Main Airport of Juwata Tarakan. This meant that the increasing and decreasing of employee performance was influenced by the rising of Turunya Mining career. With career development, employees will feel that their knowledge and experience grew so that they were able to complete the works in an organization. An employee who increased his career will demonstrate his performance. This was in line with research conducted by Baroroh (2013) that career development had a positive and significant impact on performance and Wansaga, Oroh & Sendow (2016) stated that Career Development partially significantly influenced Performance.

Influence Motivation Against Performance on Class I Juwata Airport Tarakan

Based on t count 2,378 with significance level 0,021 <0,05. It meant the motivation had a positive and significant effect on the performance at the Class I Juwata Airport Tarakan. This showed that the higher the work motivation perceived by employees, then the performance of employees will increase or vice versa, the lower the work motivation the lower the performance of employees. This was in line with several studies conducted by Mahesa (2010), Darmayanti et al (2012) and Baroroh (2013) which stated that motivation influences performance, but was inconsistent from research conducted by Widiyawatinigrum et al (2015). Highly motivated employees will be challenged for more difficult tasks, challenged to take on tougher responsibilities, and be challenged to be able to occupy a higher position. Achievement motivation was reflected in high employee performance. As explained by Robbins & Judge (2008: 300) the reward must depend on performance, which is important that employees should get a clear relationship. Regardless of how close the relationship was between rewards and performance criteria, when individuals perceived these relationships low outcomes were low performance, decreased in job satisfaction, and employee turnover and absenteeism.

Influence of Mutation and Career Development to Performance through Motivation on Class I Juwata Airport Tarakan

The result of intervening analysis showed that the effect of mutation on performance through work motivation was obtained from the multiplication of the effect of the mutation variable on the performance of 0.047. These results indicated that work motivation was capable as intervening variable of mutation influence on performance. Direct influence between mutations to performance with coefficient equal to 0,212 bigger than indirect influence between motivation through work motivation with coefficient equal to 0,047, so direct influence more dominant than indirect influence. The effect of career development on performance through work motivation was obtained from the multiplication of the effect of career development variables on the performance of 0.071. These results indicated that work motivation was able as an intervening variable of career development influence on performance. The direct influence of career development on performance with coefficient of 0,581 was bigger than indirect influence between career development through work motivation with coefficient equal to 0,071, so direct influence was more dominant than indirect influence.

Mutation and career development will improve performance without motivation from the employees themselves. Basically mutations were included in the employee development function, because the goal was to improve the efficiency and effectiveness of work within the company (Hasibuan, 2014: 102). In relation to motivation not mediating mutations on performance, explained by Wibowo (2011: 391) explained that motivation was important, but not a sufficient contributor to performance achievement, performance issues depend on a combination of individual inputs, work context factors, motivation and appropriate motivated behaviors . Career development This is in line with research conducted by Dewi and Utama (2016) which states that work motivation does not significantly mediate the relationship between career development on employee performance. In this study, the performance of employees will increase due to the development of a good career although there is a sign of motivation from the management.

CONCLUSION AND SUGGESTION

Based on the results of research and studies that have been described previously, it can be concluded as follows:

1. Mutation significantly influences the motivation on Class I Juwata Airport Tarakan with the significance of $0.137 > 0.05$ and $t_{hitung} 1,509 < t_{tabel} 2,000$ is rejected.
2. Career development has a significant effect on motivation on Class I Juwata Airport Tarakan with significance $0,026 < 0,05$ and $t_{count} 2,291 > t_{table} 2,000$ accepted.
3. Mutation significantly affects the performance on Class I Juwata Airport Tarakan with the significance of $0.038 < 0.05$ and $t_{count} 2.122 > t_{table} 2,000$ received
4. Career development significantly affects the performance on Class I Juwata Airport Tarakan with the significance of $0,000 < 0.05$ and $t_{hitung} 5,672 > 2,000$ accepted t_{table}
5. Motivation significantly influence the motivation on the Class I Juwata Airport Tarakan with significance $0,021 < 0,05$ and $t_{count} 2,378 > t_{table} 2,000$ received.
6. Mutation and career development have an indirect and significant influence on performance after through work motivation on Class I Juwata Airport Tarakan, based on the magnitude of the variable coefficient, the direct influence is greater than the indirect effect.

Suggestions

1. Mutation and Career Development has a significant positive impact and contribute considerably to the performance of the First Class Service Juwata Airport Tarakan, Then the Class I Juwata Airport Tarakan should pay attention to these factors.
2. The management of the First Class I Main Airport of Juwata Tarakan should pay more attention to training and development for employee career development, because with the training and development of employees motivated and have a purpose in working, so this can improve its performance.
3. 3. In this study studied only focused to the influence of mutations, Career Development, on Performance through employee motivation. While other factors that also affect the employee performance that has not been revealed how much influence, hopefully in the next research, it can be discussed other factors that have not been studied in this study.

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