



# Analysis of Factors Influencing the Career Development of Village Officials: A Case Study of Organizational Commitment and Culture in Kota Pari Village

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**Abstract.** The purpose of this study was to identify and analyze the influence of commitment and organizational culture on the career development of village officials in Kota Pari Village, Pantai Cermin District, Serdang Bedagai Regency. The specific target in this research is how to improve the career development of Village Officials so that services to the community are maximized. The hypothesis in this study is to look at the influence of commitment and organizational culture on career development. The method that will be used in this study is a quantitative method where the quantitative method in this study is related to data that describes the state of village officials. The data analysis used was multiple linear regression analysis with statistical testing using SPSS v. 25. The results of the study show that partially and simultaneously the variables of commitment and organizational culture have a positive and significant effect on the career development of village officials in Kota Pari Village.

**Keywords:** *Commitment, Organizational Culture, Career Development and Village Officials.*

**Article history:** Received:01-06-2023; Revised: 15-06-2023; Accepted:01-07-2023; Available online: 21-07-2023.

**How to cite this article:** Yanti, E.D., Wahyono, T., Sari, I.W. Rajali, M. (2023). Analysis of Factors Influencing the Career Development of Village Officials: A Case Study of Organizational Commitment and Culture In Kota Pari Village. *Journal of Community Research and Service*,7(0).

## 1. Introduction

The Village Government as an entity has clearly defined objectives, all of which will be attained via the concerted efforts of its constituent human resources. The Village's administrative apparatus makes up the aforementioned human resources. Village leaders function more like government employees. Good service, discipline, loyalty to superiors, and neutrality in all direct elections (Presidential, Legislative, Regional Head General, and Village Head) are all expected of them. Village officials are not considered government employees because they do not have an EIN. Given that their term of office is limited per the requirements of the Regional Regulation, they may feel stuck in their current role as Village apparatus without a clear path for professional growth. In order to be appointed as a village apparatus, one must first meet the prerequisites and go through a basic selection process. The significant number of applicants who have signed up to take part in the Village's apparatus acceptance selection demonstrates the widespread enthusiasm people have for the opportunity to serve in official capacities within the community.

The villagers who signed up ranged in academic level from those who had completed only junior high school to those who had completed all four years of college. Better results can be achieved by investing in the professional growth of all village authorities. Instead, they must be qualified citizens who have been selected in a straightforward process to serve as Village Officials. The significant number of applicants who have signed up to take part in the Village's apparatus acceptance selection demonstrates the widespread enthusiasm people have for the opportunity to serve in official capacities within the community. The villagers who signed up ranged in academic level from those who had completed only junior high school to those who had completed all four years of college. Better results can be achieved by

investing in the professional growth of all village authorities. rather, they need to have fulfilled the prerequisites and been selected in a straightforward manner before being designated as Village Officials. The significant number of applicants who have signed up to take part in the Village's apparatus acceptance selection demonstrates the widespread enthusiasm people have for the opportunity to serve in official capacities within the community. The villagers who signed up ranged in academic level from those who had completed only junior high school to those who had completed all four years of college. Better results can be achieved by investing in the professional growth of all village authorities. The villagers who signed up ranged in academic level from those who had completed only junior high school to those who had completed all four years of college. Better results can be achieved by investing in the professional growth of all village authorities. The villagers who signed up ranged in academic level from those who had completed only junior high school to those who had completed all four years of college. Better results can be achieved by investing in the professional growth of all village authorities.

Educating, training, and promoting employees are just a few of the many ways that investing in their professional growth can boost productivity [1]. Career development is one of the many ways that companies take a strategic approach to boosting productivity in the workplace. Promoting oneself up the predetermined career ladder of a given firm is another definition of professional advancement. Human resource management and development can help employees become more productive and innovative, hence boosting the organization's ability to meet its goals [1, 2]. Commitment and organizational culture are two of the many elements thought to affect village officials' chances for promotion.

The commitment of a member to his or her organization can be shown in his or her actions (as a reaction to a stimuli or environment) toward the group. Commitment, as defined by [3], is an employee loyalty attitude characterized by continued employment, contribution to corporate goals, and a lack of interest in leaving the company. Because of the importance of an employee's dedication to the organization in which they work, the study of organizational commitment has attracted the attention of numerous academics. When workers care deeply about the firm they work for, they are more likely to take initiative for its growth and well-being. According to [4] and [5], aspects like human traits, organizational characteristics, and experience during the organization can all have a role in an employee's level of commitment.

In many businesses, the organizational culture person plays a pivotal role in shaping the identity of the company and how its employees go about their daily work. Organizational culture plays a significant role in shaping employees' actions on the job. Employee commitment can also be fostered by the culture of an organization. The culture of an organization is also a valid research area. in the sense that it is a major topic of research for many organizations and businesses. An organization's culture consists of its shared assumptions, beliefs, philosophies, and practices, as stated in [6]. The best performance outcomes will be heavily influenced by the company's culture and values, as well as the organizational and managerial atmosphere that arises from these factors.

Kota Pari Village may be found in the SerdangBedagai Regency's PantaiCermin District. The goals of the Kota Pari Village Vision and Mission, as well as the policies that will be implemented to achieve those goals, are established in light of the Village's development. If all the village officials do their jobs perfectly, everything will go off without a hitch. Therefore, it is important to provide career development opportunities for all Village apparatus so that they can work more effectively. The researcher hopes that through discussing these factors and occurrences, the reader will be able to get insight into the village infrastructure that serves as the focus of the study.

## **2. Literature Review**

### **2.1. Definition of Human Resources**

Different professionals have proposed different definitions of human resource management. Human resource management, as defined by [7], is the practice of organizing and leading an organization's people to fulfill its strategic, financial, and social objectives. Management positions, staff procurement or recruitment, screening, training, compensation, and employee performance evaluation are all examples of human resource management policies and activities [8]. Human resource management, according to [9],

is the practice of developing and utilizing an organization's human capital in a way that maximizes the contribution of each individual's unique set of skills and abilities in the workplace.

## **2.2. Definition of Commitment**

Commitment, as defined by [3], is an employee loyalty attitude characterized by continued employment, contribution to corporate goals, and a lack of interest in leaving the company. Commitment, as defined by [10] in [3], is the state in which a person acts with such conviction that he cannot help but continue doing and being involved in the same activities. According to [11] in [3], "organizational commitment" means that an employee is on the same side as the company and supports the company's mission and values. Organizational commitment, as defined by [10] in [3], is an individual's identification with and involvement in (or unwillingness to leave) his or her organization..

## **2.3. Definition of Organizational Culture**

It is inseparable from the cultural bonds that form in people's daily lives. Individuals, communities, and nations all play active roles in forging cultural bonds. Culture differentiates people from one another through their interactions and actions to achieve a common goal. Culture unites a group's members under a shared worldview that leads to conformity of conduct. Developing a company culture takes effort, but it pays off in the long run by boosting productivity across the board. According to [12], "organizational culture" is both an internal framework for how people within an organization engage with one another and an external framework for how they connect with those outside the organization. Values, norms, and rules provide members with a framework within which to establish their own beliefs and conduct. According to [13], organizational culture is the long-standing set of shared values, beliefs, assumptions, and norms that employees use to make decisions and resolve conflicts. Meanwhile According to [6] organizational culture, which is a set of norms, practices, and guiding principles of a company.

## **2.4. Career Development**

When a someone advances in their profession according to the organization's established protocol, they are said to be "developing" [14]. Planning, implementing, and overseeing employees' professional trajectories is all part of career management, also known as career development [14]. Career development, as defined by Komang et al. in [15] is "improvements made by the personnel department to achieve a work plan in accordance with organizational lines or levels," but "personal improvements made by an individual to achieve a career plan" are also included. Self-improvement efforts made by an individual in order to bring about desired professional outcomes are referred to as "career development" [16]. An individual's and an object's career potential can both be identified and developed through a process known as "career development" [15].

# **3 Activity Method**

## **3.1. Research Materials**

This technique is a quantitative one because it relies on numerical data and statistical analysis to draw conclusions. Data analysis is quantitative in nature and is performed after the data has been collected using research tools for the purpose of testing the hypotheses. When the study question is crystal clear, a quantitative researcher will conduct a survey. The goal of quantitative research is to test a hypothesized relationship between two variables, and the methodology behind it is grounded in the positivist philosophy of empiricism [16]. Specifically, quantitative research employs random sampling techniques, objective research instruments, and quantitative or large (quantitative) or statistical analysis of data.

## **3.2. Population and Sample**

According to [16], the population can be thought of as a generalization space made up of things and people who share particular attributes and characteristics that the researcher has chosen to study and

develop conclusions about. Thirty people from the village of Kota Pari in the Pantai Cermin District of the Serdang Bedagai Regency were surveyed for this project. However, the sample is representative of the population in terms of size and other features, as stated in [17]. If there are less than one hundred people interested in a topic, the entire population is used as a sample, as stated in [18]. Then up to 15 participants in this trial.

### 3.3. Data collection technique

#### a. Observation

One technique that can be used to find out or investigate non-verbal behavior is by using observation techniques. According to [16] Observation is a data collection technique that has specific characteristics when compared to other techniques. Observation is also not limited to people, but also other natural objects. Observations in this study are by making direct observations in the field to determine the effect of commitment and organizational culture on the career development of village officials.

#### b. Interview

Interviews are one of the techniques used to collect research data. Interviews are two-way communication to obtain information from relevant informants. Interview According [16] Interview is a data collection technique if the researcher wants to conduct a preliminary study to find problems that must be studied, and also if the researcher wants to know things that are more in-depth and the number of respondents is small or small.

#### c. Documentation

According to [16] Documentation is a method used to obtain data and information in the form of books, archives, documents, written numbers and pictures in the form of reports and information that can support research. Research results from observations or interviews will be more reliable or have high credibility if they are supported by photographs or existing academic writings.

#### d. Data analysis method

The data analysis method used in this study was descriptive analysis with a quantitative approach. The research variable data were processed using the Software Statistical Product and Service Solution (SPSS) version 25. The analytical methods used included descriptive statistical analysis, multiple linear regression, classical assumption test, and test the hypothesis.

## 4 RESULTS AND DISCUSSION

### 4.1. Descriptive Statistical Analysis

Table 1. Reliability Test Results

Descriptive Statistics	N	Mini	Ma	ns	Mea	std. Deviation
		mum	ximum			
Career development	5	11.00	20.00	333	15.5	3.09069
Commitment	5	11.00	23.00	667	17.6	3.45722
Organizational culture	5	10.00	23.00	000	18.4	3.31231
Valid N (listwise)	5					

Source: Data processed with SPSS v.22, 2023

Based on the explanation of Table 1, it shows that the amount of data for each variable is 15 respondents. The minimum value of the commitment variable (X1) is 11.00, the maximum value is 23.00, the mean value is 17.6667 and the Std. Deviation of 3.45722. The minimum value for the Organizational Culture variable (X2) is 10.00, the maximum value is 23.00, the mean value is 18.4000 and the Std. Deviation of 3.31231. The minimum value of the Career Development variable is 10.00, the Maximum value is 20.00, the Mean value is 15.5333 and the Std. Deviation of 3.09069.

## 4.2. Multiple Linear Regression Analysis

**Table 2.** Multiple Linear Regression Analysis Test Results

Model	Unstandardized Coefficients			Standardized Coefficients		Sig.
	B	Error	std.	Betas	t	
(Constant)	17,69	7.166			2,46	0.030
Commitment	0.548	0.456		0.254	2,18	0.004
Organizational culture	0.564	0.467		0.275	2,61	0.001

a. Dependent Variable: Career Development  
Source: Data processed with SPSS v.22, 2023

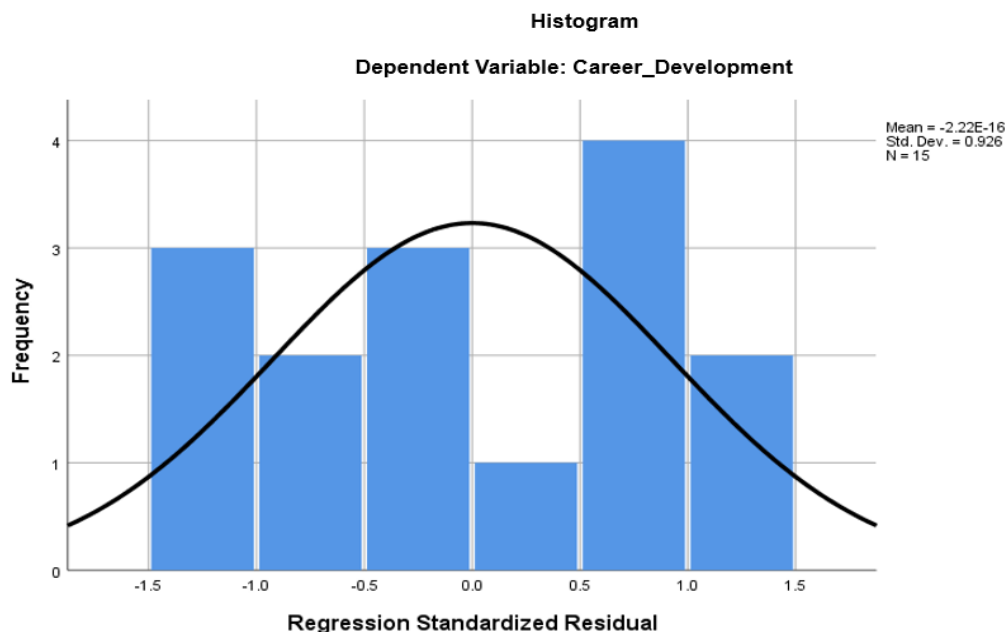
Based on the explanation in Table 2, the results of testing multiple linear regression analysis are in the regression coefficient column. Multiple linear regression equations can be obtained as follows:

$$Y = 17.693 + 0.548X_1 + 0.564X_2 + e$$

It is known that the constant value is 17,693. This value can be interpreted if Commitment (X1) and Organizational Culture (X2) affect the dependent variable Career Development, then the value of the dependent variable Career Development (Y) is 17,693. It is known that the regression coefficient value of the Commitment variable (X1) is 0.548, which is positive. This means that when Commitment (X1) increases by 1 unit, Career Development (Y) tends to increase by 0.548. It is known that the regression coefficient value of the Organizational Culture variable (X2) is 0.564, which is positive. This means that when Organizational Culture (X2) increases by 1 unit, Career Development (Y) tends to increase by 0.548.

## 4.3. Classic assumption test

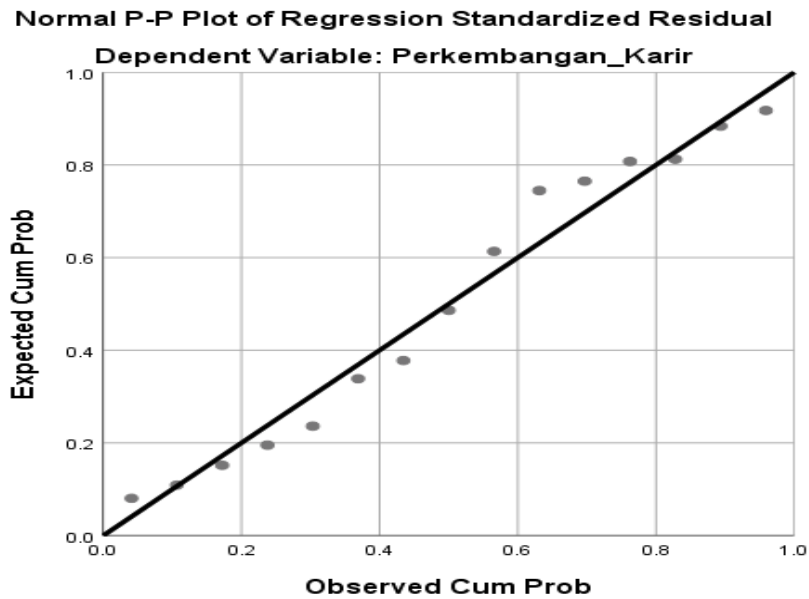
### Data Normality Test



**Fig 1.** Histogram Normality Test Results  
Source: SPSS Processing Results 25, 2023

Based on the explanation in Figure 1., the results of the data normality test show that the data has been distributed normally, where in the histogram it has a bell-shaped line and has no slope to the left or

right. Furthermore, the normality test can be seen in the following figure:



**Fig 2.** PP Plot Normality Test Results  
Source: SPSS Processing Results 25, 2023

Based on the explanation in Figure 2., the results of the data normality test using the PP Plot of Regression Standardized Residual image show that the data points for the Commitment (X1) and Organizational Culture (X2) variables are spread around the diagonal line so that the data is normally distributed. Based on the picture above, it can be concluded that the results are normally distributed.

#### 4.4. Multicollinearity Test

**Table 3.** Multicollinearity Test Results

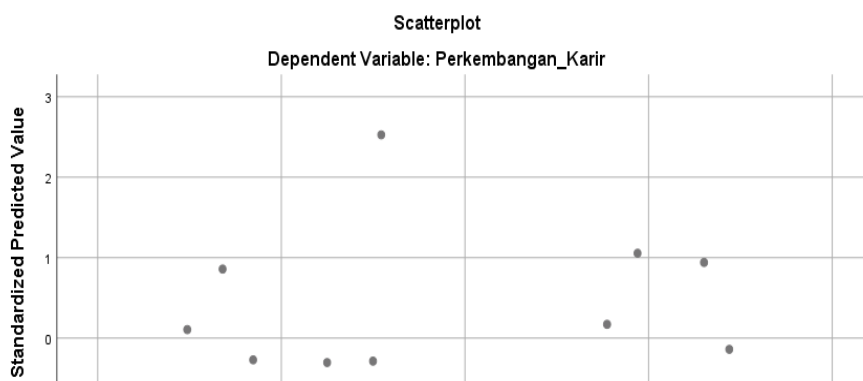
Coefficients <sup>a</sup>		Collinearity Statistics	
Model		tolerance	VIF
1	Commitment	.981	1.019
	Organizational culture	.981	1.019

a. Dependent Variable: Career Development

Source: SPSS Processing Results 25, 2023

Based on the explanation in Table 3., the results of the Tolerance and VIF values for the Commitment (X1) and Organizational Culture (X2) variables have a Tolerance value of 0.981 and a VIF value of 1.019. Based on these results it can be seen that the Tolerance value > 0.1 and the VIF value < 10 so that it can be concluded that the Commitment (X1) and Organizational Culture (X2) variables do not show symptoms of multicollinearity.

#### 4.5. Heteroscedasticity Test



**Fig 3.** Heteroscedasticity Scatterplot Test Results  
Source: SPSS Processing Results 25, 2023

Based on the results of Figure 3, the scatterplot shows that the points that have been generated are randomly distributed and do not form a particular pattern or trend line. The figure above also shows that the distribution of data is around the zero point. The results of this test indicate that this regression model is free from heteroscedasticity.

**4.6. Hypothesis testing**  
**Partial Test (t test)**

**Table 4.** Partial Test Results (t test)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Error std.			
(Constant)	17,69	7.166		2,469	0.030
Commitment	0.548	0.456	0.254	2,188	0.04
Organizational culture	0.564	0.467	0.275	2,613	0.01

a. Dependent Variable: Career Development  
Source: Data processed with SPSS v.25, 2023

Based on the explanation in Table 4., it can be seen that the tcount value of the Commitment variable (X1) > from ttable is 2.188 > 1.753 and sig <alpha is 0.004 <0.05, meaning that the Commitment variable (X1) has a positive and significant effect on the Career Development variable (Y) Device Village in Kota Pari Village, PantaiCermin District, SerdangBedagai Regency. It is known that the tcount value of the Organizational Culture variable (X2) > from ttable is 2,613 > 1,753 and sig <alpha is 0.001 <0.05, meaning that the Organizational Culture variable (X2) has a positive and significant effect on the Career Development variable (Y) of Village Officials in Kota Pari Village PantaiCermin District, SerdangBedagai Regency.

**4.6. F Test (Simultaneously)**

**Table 5.** Simultaneous Results (Test F)

Model	Sum of Squares	df	MeanSquare	F	Sig.
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1	Regression	4,850	2	5,425	11,	0.00
n					226	1b
	residual	128,883	12	12,740		
	Total	133,733	14			

a. Dependent Variable: Career Development

b. Predictors: (Constant), Culture\_Organization, Commitment

Source: Data processed with SPSS v.25, 2023

Based on the explanation in Table 5., it can be seen that the results show  $F_{count} > F_{table}$ , namely  $11,226 > 3.03$ , while  $sig. < \alpha$  is  $0.001 < 0.05$ , indicating that simultaneously the variables Commitment (X1) and Organizational Culture (X2) have a positive and significant effect on the Career Development (Y) of Village Officials in Kota Pari Village, Pantai Cermin District, Serdang Bedagai Regency.

#### 4.7. Testing the Coefficient of Determination (R<sup>2</sup>)

**Table 6.** Test Results for the Coefficient of Determination (R<sup>2</sup>)

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	0.700a	0.736	0.724	2.27723

a. Predictors: (Constant), Culture\_Organization, Commitment

b. Dependent Variable: Career Development

Source: Data processed with SPSS v.25, 2023

Based on Table 6., the R<sup>2</sup> (R Square) figure is 0.736 or 73.6%. This shows that Commitment (X1) and Organizational Culture (X2) to Career Development (Y) of Village Officials in Kota Pari Village, Pantai Cermin District, Serdang Bedagai Regency is 73.6% while the remaining 26.4% is explained or influenced by other variables not examined in this research.

## 5. Discussion

### 5.1. The Effect of Commitment (X1) on Career Development (Y)

Based on the results of the study, this study explains that Commitment (X1) has a positive and significant influence on the Career Development (Y) of Village Officials in Kota Pari Village, Pantai Cermin District, Serdang Bedagai Regency. This can be seen from the multiple linear regression analysis through the partial test or t test which has a positive sign of 0.548 with a t count of 2.188 with a t table value of 1.753, it is known that the  $t_{count} > t_{table}$  and a significant value of 0.004 ( $sig. < 0.05$ ). This shows that the proposed H1 hypothesis is tested and can be accepted. High organizational commitment will have a significant impact on employee performance. Finally, career development can improve employee performance significantly, which is supported by high employee organizational commitment.

### 5.2. The Effect of Organizational Culture (X2) on Career Development (Y)

Based on the results of the study, this study explains that Organizational Culture (X2) has a positive and significant influence on Career Development (Y) of Village Officials in Kota Pari Village, Pantai Cermin District, Serdang Bedagai Regency. This can be seen from the multiple linear regression analysis through the partial test or t test which has a positive sign of 0.564 with a t count of 2.613 with a t table value of 1.753, it is known that the  $t_{count} > t_{table}$  and a significant value of 0.001 ( $sig. < 0.05$ ). This shows that the proposed H2 hypothesis is tested and can be accepted. Organizational culture is something that needs to be done by both private and government agencies because culture will always be related to the life of the company or organization. Organizational culture will not run as expected without a sense of commitment that arises from within an employee. Organizational culture is believed to have a positive influence on career development.



### 5.3. The Effect of Commitment (X1) and Organizational Culture (X2) on Career Development (Y)

Based on the results of the research, this study explains that Commitment (X1) and Organizational Culture (X2) have a positive and significant influence on the Career Development (Y) of Village Officials in Kota Pari Village, Pantai Cermin District, Serdang Bedagai Regency. This can be seen from the multiple linear regression analysis through the partial test or F test with an F count value of 11,226 with a F table value of 3.03, it is known that the  $F_{count} > F_{table}$  and a significant value of 0.001 (sig. < 0.05). This shows that the proposed hypothesis H3 is tested and can be accepted. Carrying out career development for all Village Officials will certainly affect the performance of these Village Officials in serving the community much better. There is an intention to carry out career development, meaning that the agency has assisted all employees in planning future careers for a better level. Making commitments in these agencies and implementing an organizational culture will produce far better results for all Village Officials and services to the community.

## 6. Conclusion

For Kota Pari Village, Commitments that have been carried out well enough and the Organizational Culture that has been established and Commitments have an influence on the career development of Village Officials. It is recommended that training is always carried out so that the performance of Village Officials is even better for their services to the Village community.

For future researchers, it is hoped that this paper can be a supporting reference and inspiration for further writing so that the results obtained are much better and perfect. Future researchers are expected to dig deeper into theory and information regarding commitment, organizational culture and career development as well as add other supporting variables.

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