



Strategy Increasing Performance Employee: Analysis Implementation Knowledge Management, Career Development, Team Work & Employee Engagement

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ABSTRACT

The purpose of this research is to find gaps between variables from previous research and to find relationships between variables, to improve employee performance which is supported by several main factors. This study uses a literature review study to review several variables whose articles have been published in international journals, the findings of this study are that there are variables that are significant to the dependent variable and some are not significant, the framework created can be said to be novel because there has never been any research with the framework created by the research team.

INTRODUCTION

Employee performance levels are the result of a complex process. It comes not only from the employee's personal self (internal factors), but also from the organization's strategic initiatives (external factors). Internal factors that affect employee performance include job motivation, salary, and benefits (Setyawati et al., 2022). Employee performance, including work motivation, salary, and benefits. in the meantime External factors are the company's physical and non-physical environment, training, and employee development (AR, Muhammad Thamrin Saribanon et al., 2023). Of course, good employee performance is the expectation of all companies and institutions. Expectations of all companies and institutions that employ employees Because employee performance is aimed at improving company performance (Susanto, Sawitri, et al., 2023).

Employee performance is an individual outcome or success Overall over a period of time when executing a task compared to different possibilities (Zen et al., 2023). Work product criteria, goals, Employee performance will be good. have higher qualifications and are willing to work because they are paid or work under contract They are paid according to the contract and have hope (expectation) that the future will be better (Rettrisunz et al., 2023). The existence of salary and hope (expectation) is what motivates employees to work. Motivate employees to work enthusiastically. Work activities that employees perform well (Jumawan, 2023).

A good company's performance is underpinned by the potential of its employees. Because the company, the performance of this employee plays an important role for the company to achieve its goals, so if the employee performs well, the company can achieve its goals (Susanto & Sawitri, 2022). To achieve goals, because good employee performance also leads to good quality. It also produces good quality. Therefore, in achieving these goals, In that case, we need to maximize the use of all internal resources, including human resources. Including human resources as a major factor (Susanto, Agusinta, et al., 2023). Performance is the potential that every employee must have to fulfill their assigned tasks and responsibilities. To carry out tasks and responsibilities assigned to employees. Good performance enables all employees to fulfill all tasks and responsibilities assigned to them (Fahmi & Lima Krisna, 2021). A burden that exists on the company. It also improves performance and The efficiency of order execution by employees, which ultimately benefits the agency profit for agency (Bilgic, 2020).

Performance evaluation is the process of monitoring employee performance It is evaluated according to certain criteria. Performance appraisals are effective to direct the actions of our employees in order to provide our services, quality service (Susanto, 2021). In addition, performance appraisals are conducted to motivate employees to perform their jobs and achieve company goals (Putra & Ali, 2022). To help employees perform their jobs and achieve corporate goals. Performance appraisal benefits are used to improve job performance. Adjustment of remuneration, need for development, checking for deviations and errors in work. Or work mistake. These applications require performance

evaluation. Performance appraisals provide an accurate and objective picture of employee performance, employee work performance (Henokh Parmenas, 2022).

People who work with passion tend to work hard even when they fail. But if the responsibilities are out of his control, a feeling of boredom can set in quickly. Lazy employees can hinder the company's progress (Wang et al., 2022). Especially if they hold important positions. Employee performance is a range of activities performed by employees that directly function in business development. Any action taken to improve the business of a company or organization is a form of achievement (Hardiansyah et al., 2019).

THEORETICAL REVIEW

X1 Knowledge Management:

Knowledge management is the theory of knowledge management. Knowledge management is very important for all business people, especially beginners. Because knowledge and insight are important aspects for business development. The knowledge gained must be managed optimally so that it can have a positive effect on the development of the business. Knowledge management is a set of tools, methods, and strategies used to analyze, maintain, share, improve, and organize information in an organization's possession. Fundamentally, knowledge management helps a company to be more efficient and preserve its knowledge. Through knowledge management, all parts of the organization gain insight and knowledge about their operational and business activities. In this way, these activities can be deepened and effectively have a positive impact on the company. The main components that exist in knowledge management. Each of these knowledge management components is described below. The first component of knowledge management is district characteristics. This means that knowledge management is meaningless if it is not processed. This applies to data types such as numbers, words, tables, codes, databases, or other specific information. The next component, the processed data, has meaning when connected to other components. This information can take the form of ideas, concepts, ideas, stories, or simple sentences. Another component is a set of information or data organized in an easy-to-understand way about a particular field. This knowledge includes conceptual frameworks, complex stories, facts, theories, and axioms. Finally, there are the results of applying knowledge that can be used as a basis for decision-making processes. These constructs are, for example, paradigms, traditions, philosophies, systems, books, truths and principles. The most important aspect covered by knowledge management is the knowledge itself. (1). Tacit (know-how) This kind of knowledge is still contained in the human brain in the form of thoughts. Implicit is a very difficult part to understand, convey and interpret in a different, more structured way. Because it comes implicitly from uncertain contexts as well as intuition and personal experience. (2). Explicit (you know what) The opposite of implicit, explicit is a form of knowledge that is easy to

understand, easy to convey, and easy to interpret in another, more structured form. This type of knowledge can also be easily explained in specific media and therefore can be managed in a knowledge management system. Knowledge management affects employee performance, this is in line with research conducted by (Durst et al., 2020); (Mårtensson, 2000); (McInerney, 2002); (Student et al., 2021); (Liu et al., 2023)

X2 Career Development:

Career development focuses on the short-term development of skills and competencies. Career development is the process you use to achieve career growth. Career growth, on the other hand, focuses on long-term improvements that lead to promotions and pay raises. All employees want to develop and grow in the company they work for. However, in order to achieve their desired career goals, employees have to do many things. One of which is his career development plan. In this case, employees need to broaden their knowledge and acquire many new skills to support their future career paths. Career development generally takes the form of training, and many companies offer their employees in-house training packages. Some companies require their employees to attend regular in-house training courses. Of course, each individual's career development process is different. Challenges and obstacles are always there, and if you manage them well, your path to the top of your career will be easier. Career development is a means of developing competencies among employees and all stakeholders of the company. It is also a formal process by the company to determine if the employee is working according to the company's needs and qualifications. Career development programs are always carried out with several skill trainings that are multifaceted in nature. This means that the designed training not only focuses on one point of practical knowledge, but also references hard and soft skills, which is also very important. And the career development program in its development is a renewal medium for employees to design and set long-term career plans. To that end, we conduct training that matches the interests and skills of our employees. Career development affects employee performance, this is in line with research conducted by (Ghani et al., 2022); (Aslam, 2015); (Pignault & Houssemand, 2013); (Andhika Putra et al., 2020); (Yarbrough et al., 2017); (Davis, 2015); (Susanto, Soehaditama, et al., 2023)

X3 Team Work:

The ability to work in a team is he one of the soft skills every employee in a company should have. This is very important given that the compact cooperation of each individual is necessary to achieve the main goals of the company. Individual team hard skills alone are not enough to achieve the company's main goals. Cohesion is the main strength in the concept of teamwork. An employee who is only personally working on a project would not want to impose themselves on an extraordinary idea. The employee is solely responsible if the project he is working on alone fails. With good teamwork, responsibility for all failed tasks can be shared appropriately. Good teamwork also allows each team her member to take more risks, as they are well supported by the other members of the team. When a team works

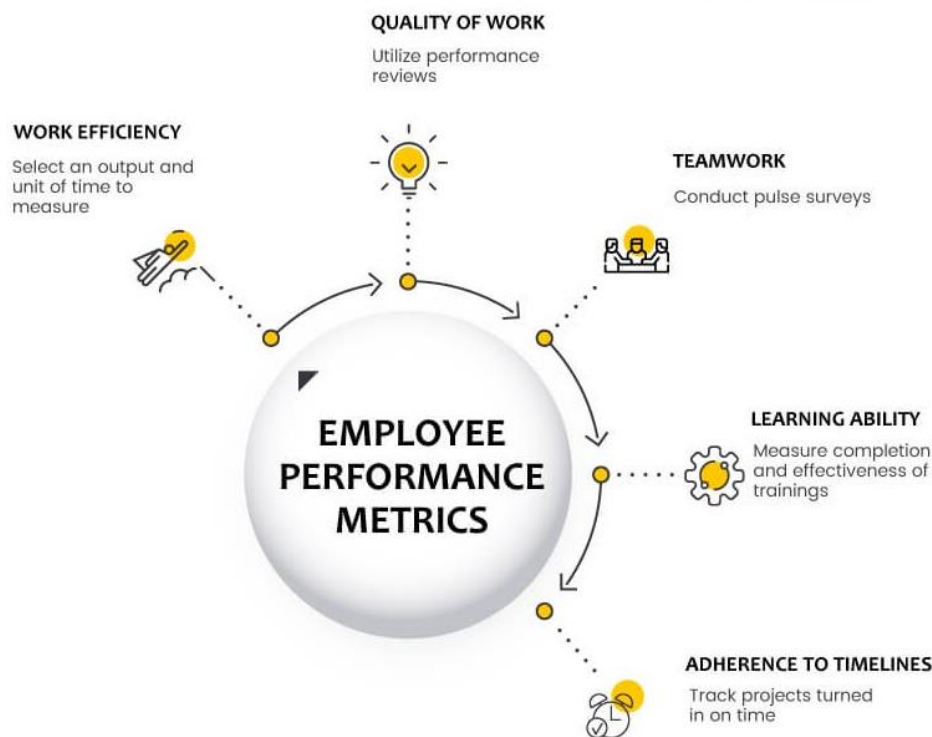
coherently, he can generate more great ideas in his brainstorming sessions. The riskiest ideas are often the best ones. Good teamwork allows employees to come up with great ideas. Teamwork is not selfish, but good teamwork benefits each team member personally. Collaboration is the key to building a better business. Without cooperation, the business may not operate optimally. Therefore, any company should manage teamwork. The ability to work in a team is a skill that any company employee should have. But some companies seem to ignore teamwork. In fact, it takes discussion to generate ideas, and that's only possible when working in teams. Therefore, it is important for companies to do this as teamwork is part of business success. Team work affects employee performance, this is in line with research conducted by (Nielsen et al., 2010); (Verwijns & Russo, 2022); (Wullschleger et al., 2023); (Zhao et al., 2023)

X4 Employee Engagement:

Employee engagement is defined as the degree of employee motivation, enthusiasm and investment in their work. It also shows your commitment to the company and the emotional connection you have with the people you work with. This engagement is considered important. This is because employees who are actively engaged and feel connected to the company tend to be more productive, energetic and stay with the company longer. Employee engagement must be improved so that companies understand what employees need and want to reach their potential. When employees reach their full potential, they do better work and as a bonus, loyalty to their employers. In fact, employees who feel valued and valued by their company are happier at work and continue to innovate. Not only do they get the job done, they also have a high sense of belonging and are happy to help the company achieve its goals. Employee engagement is a method used by senior management to maintain employee relationships and loyalty to the company. In general, large, well-developed companies always try to make their employees more loyal to the company. In this case, companies typically use employee engagement laws to treat employees fairly and equally, regardless of their position, and to make them more committed to the company. Companies typically run several programs to encourage employee engagement, including: Training, incentive trips, or other programs that can promote bonding between employees and the company. Employee engagement affects employee performance, this is in line with research conducted by (Afshari et al., 2020); (Bakker et al., 2022); (Nguyen & Nguyen, 2022); (Albrecht et al., 2018); (Hunter- Johnson et al., 2020); (Hanaysha, 2016)

Y Employee Performance: One aspect of a company's success is employee performance. No company, no matter how large, can achieve its goals without superior quality performance. Employee performance is directly proportional to company success. Good employee performance leads to company improvement and development. On the other hand, unqualified performance negatively

affects the company's performance. Employee performance is the result of a good working environment, the quality and quantity of employee work, and the synergy between various stakeholders within the company working together to achieve common goals. To be able to effectively measure employee performance, there are indicators and evaluation modules that must be defined and applied to employees at all levels within the company. Employee performance should also be evaluated on a regular basis so that the company's development goals can be achieved. Performance is a term often referred to by managers, directors, or executives to describe the state of the organization or business they lead. Employee engagement affects employee performance, this is in line with research conducted by (Pedersen et al., 2018); (Diamantidis & Chatzoglou, 2019); (Fahmi & Lima Krisna, 2021); (Lin & Huang, 2020); (Huo & Jiang, 2023).



Source Reference: <https://www.profit.co/blog/performance-management/top-5-employee-performance-metrics-you-must-track/>

Figure 1. Employee Performance Matrix

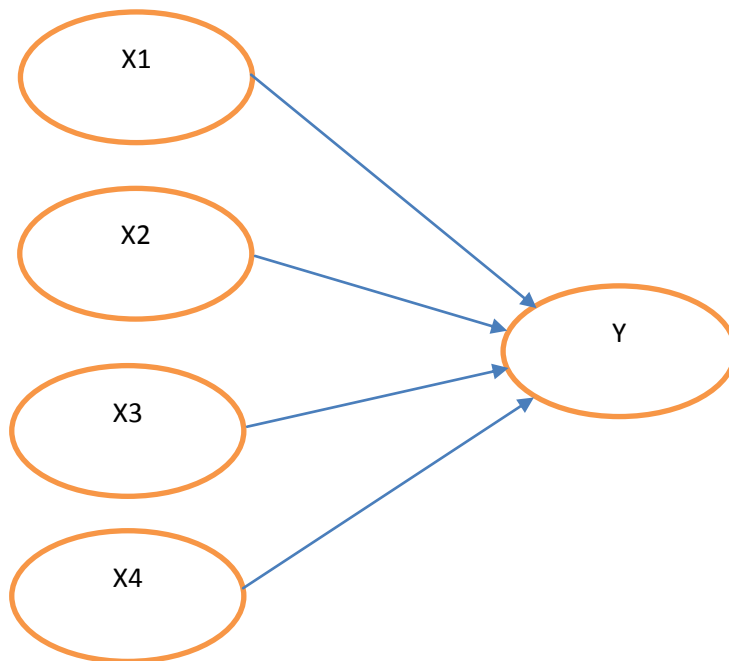


Figure 2. Framework Research

Information Variable:

X1: Knowledge Management

X2: Career Development

X3: Team Work

X4: Employee Engagement

Y: Performance Employee

METHODOLOGY

A literature review is to explore and understand company documents, rationale, and information related to the topic under study in order to obtain the theoretical basis material for putting together this study. This research was conducted by collecting data from textbooks, international journals, Internet sources, and other research related to this research. The data collected are prepared, analyzed and processed for legitimate reasons developed so that conclusions can be drawn from the data. The data obtained from the reading results are evaluated by selecting materials relevant or still relevant to the investigation. Based on the results of further data analysis, conclusions were drawn from the subjects under investigation.

RESULTS

Performance appraisal, also known as performance appraisal, performance appraisal, or employee appraisal, is an attempt to evaluate performance for the purpose of improving employee and organizational productivity. Performance evaluation is typically an annual process of evaluating employee performance and productivity against a set of predetermined criteria. Performance appraisals are not only the deciding factors for salary increases and promotions,

but are also extremely important in accurately assessing an employee's skills, strengths, and weaknesses. Performance reviews can provide employees with the opportunity to take corrective action to improve performance through feedback from the organization. Performance appraisal results can later be used as a reference point to properly determine rewards for employee motivation. Performance evaluation results can certainly be used to define more effective training and development programs for your employees. (Febrian & Rajab, 2023); (Almutairi, 2015); (Pattnaik & Pattnaik, 2021); (Nuraeni, Ahmad, et al., 2022); (Kuvaas & Dysvik, 2009)

Through performance reviews, managers understand the causes of poor employee performance and thus help managers overcome it. By providing feedback on the performance results achieved by employees, the data obtained can provide insight into how well or poorly the HR function is performing. Any action taken to improve the business of a company or organization is a form of employee performance. Employee roles are very important in the success or failure of a company. (Cloutier et al., 2015); (Ozolina-Ozola, 2014); (Nuraeni, Nuruly, et al., 2022)

Because of this importance, in this case, the company should monitor the performance of each employee and monitor whether they are fulfilling their duties and responsibilities as expected. This performance review is very important for the company to decide whether to continue working with the employee when the employee is performing well. Employee performance is an aspect that companies must consider. If a company's employees perform poorly, it will affect the development and progress of the company itself. There are many factors that influence the performance of a company's employees. (Luthans & Peterson, 2002; Mullins, 2007)

DISCUSSION

Employee performance is a range of activities performed by employees that directly function in business development. Any action taken to improve the business of a company or organization is a form of achievement. Every company is constantly striving to improve employee productivity (Vorina et al., 2017). For this reason, managers must find ways and solutions to highlight employee performance. This is important. Because achievement reflects a deep pleasure in the work done so that it can be completed faster and achieve better results. Accomplishment represents emotions associated with soul, group spirit, excitement, and activity (Ly, 2023). If employees seem satisfied, optimistic about their activities and tasks, and friendly to each other, they are highly engaged. On the other hand, if employees appear disgruntled, impatient, often ill, argumentative, anxious and pessimistic, then morale is low (Assoratgoon & Kantabutra, 2023).

Accomplishment is the emotional preparation that enables a person to do more and better work. Accomplishment, therefore, describes a deep sense of well-being and satisfaction with one's or group's work, collaboration, and workspace, which inspires one to work better and more productively (Fabiana Meijon Fadul, 2019). Performance is very important to a company because high

performance can definitely reduce absenteeism and job loss due to laziness. High performance workers and employees enable them to complete their assigned or assigned work in less time or faster (Tao et al., 2022). High performance automatically makes employees happy with their jobs and makes them less likely to switch jobs. High performance employees tend to work diligently and carefully to work according to existing procedures, so high performance can reduce the number of accidents (Punnoose & Ajit, 2016).

CONCLUSIONS AND RECOMMENDATIONS

This study aims to find literature that supports the variables presented in this manuscript and to provide results for consideration in future research, either as a research gap or in conjunction with other research interests. The recommendations of this study can be used to broaden your horizons, especially in the field of human resources. Because these are the variables presented in this article.

FURTHER STUDY

This scientific paper can be developed and studied using quantitative research methods and the same variables as the existence of the research subject

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