

How Competence, Training, and Career Development Affect the Achievement of Airfield Adisutjipto Jogjakarta Members



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ABSTRACT: The competence efforts of air force members require the proper processing of human resources, so that the desired competencies can be achieved in accordance with expectations. Factors that will affect the competence of members include training, career development and work performance. The purpose of this study is to analyze the influence of competence, training, career development and work achievements of Airfield Adisutjipto Jogjakarta. The type of research used is an explanatory type of research. The research population is 60 members of Airfield Adisutjipto who will be respondents to the study. The analysis method uses multiple line regression and hypothesis testing. The results of this study found evidence that: 1. there is an influence of competence, training and simultaneous career development on the achievements of members in Airfield Adisutjipto Jogjakarta 2. There is a partial influence of competence, training and career development on the achievements of members at Airfield Adisutjipto Jogjakarta, 3. There is a dominant influence of career development on the achievements of members in Airfield Adisutjipto Jogjakarta.

KEYWORDS: Human Resoure, Competence, Trining, Career development, Work Achievement

I. INTRODUCTION

In order to deal with the current globalization and in the current conditions of society, several problems are often found that cause many agencies to fail, both caused by the inability to adapt to technological advances and those caused by the lack of good work results from the human resources in these agencies. Even though it must be admitted that humans are an important factor that also determines the success of an agency (Mayes & Koshy, 2017). Therefore, the success of an agency or organization is largely determined by the activities of utilizing human resources, namely people who provide energy, talent, creativity and enthusiasm for agencies and play an important role in the operational functions of agencies (Amir et al., 2019; Ofem et al., 2020).

This relates to the notion of career development as a lifelong process of being ready to be selected, making choices, and continuously making choices from various types of jobs in society. (Gonzalez Carreras et al., 2019). Career development is also determined by the dynamic interaction between the individual, contextual, mediating environment and output factors (Carrera Portugal, 2019). Career development depends on the interaction of two "strength" factors, namely personal ambition and organizational needs (Haraguchi et al., 2022). The younger a person is, the more his personal needs and ambitions will become major factors in his career growth. When an employee reaches a senior or top level in the management hierarchy, the needs of the organization will usually have a major influence on career development.

According to (Gardner, 2019) Competence is a basic character possessed by a person or employee that can differentiate it from other people, where the competencies possessed by one person and another are not the same. Competence shows skills or knowledge characterized by professionalism in a particular field as something that is most important, as the superiority of that field (Hyndman & Pill, 2017). Competence is a skill, skill, and authority and expertise from the advantages of a leader or staff having skills and knowledge and good behavior towards their employees. (Hanson, 2020).

Coaching and career development for members in an agency is very important (Dwipasari & Subianto, 2018). Besides increasing the motivation of members, it will also increase technical capabilities which will have an impact on increasing work performance and agency performance. For agencies, career development is also intended as a regeneration effort for senior members who will occupy higher positions, where positions left behind must be filled with new members who may be appointed from the level of workers below them. (Permana, 2009). For members, career development is also a guarantee for their future employment. A

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member who works in an agency is of course not just what he can get today, but also hopes that one day they will get a better career and position, of course with a better income.

Planning for coaching and career development for members is basically the duties and responsibilities of agencies managed by the personnel service function with the approval of the commander (Hanson, 2020). The ups and downs of an agency will depend heavily on the ability of the agency's management in managing the human resources employed, including by facilitating the career development of each member, providing sufficient training for members and placing members according to their respective competencies. Even though we realize that conducting training for members requires a lot of money, it cannot be denied that all this is done in order to get members with high work performance, which will ultimately provide benefits for both parties, namely profit agencies, members also prosperous.

There are several things that affect the performance of members of the Adisutjipto Air Force Base, Jogjakarta, one of which is career development. The availability of career development makes members strive to be able to complete their jobs better (Thomas & Turnbull, 2017). Career development is a process of increasing the work ability of a member which encourages increased performance in order to achieve the desired career. Career development supported by Adisutjipto Jogjakarta Airfield, expects feedback from members in the form of good performance (Haakestad & Friberg, 2017). However, at Adisutjipto Air Force Base, Jogjakarta, career development is still not well implemented. Based on the results of initial observations that make members feel bored and result in a decrease in member performance is because there is rarely a career promotion at Adisutjipto Air Force Base, Jogjakarta. They actually also want a promotion even though it has to be conditional, such as continuing re-education or something else and it is known that Adisutjipto Jogjakarta Air Force Base rarely has promotions.

Based on the background above, the researchers decided to analyze the Effect of Competence, Training and Career Development on Member Achievement at Adisutjipto Air Force Base, Jogjakarta

II. METHOD

Source of data used in this research is primary data. Primary data is data collected by the researchers themselves by obtaining it directly through questionnaires distributed to members of the Adisutjipto Jogjakarta Airfield. The questionnaire contains a list of questions that measure members' perceptions of work performance, competency, training and career development.

This research was conducted at Adisutjipto Air Force Base, Jogjakarta with the address Jalan Laksda Adisutjipto Km 10, Yogyakarta. The selection of this location was adjusted to the theme, namely human resources where members of the Adisutjipto Jogjakarta Air Force are members who are alert to the programs and policies of the central command.

In this study there are independent variables and dependent variables. As for these variables, namely the dependent/dependent variable is the work performance of members (Y), while the independent variables are competence (X1), training (X2), and career development (X3).

Table 1. Variables, Indicators and Question Items

No	Variables	Definition	Indicator
	Work performance	result achieved by the state civil apparatus in their work according to certain criteria that apply to a job	Results of work Job knowledge Initiative Mental dexterity
	Competence	Human resources or employees already have or the extent of competence they have, the assessment.	Knowledge Understanding Ability Value Attitude Interests
	Training	Training and development is to help organizations achieve their mission and goals by improving individual quality and ultimately improving organizational performance.	Needs assessment and analysis Training program design Development of training programs Implementation and delivery of training Evaluation of training

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	Development Career	Career development is a series of work activities that are separated are still complementary, sustainable and provide meaning to the lives of employees.	Career planning Individual career development Career Development Supported by the HR Department The Role of Feedback on Performance
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Sources: Authors, 2023

III. RESULTS AND DISCUSSION

The results of the validity test on the 38 statement items that measure the variables of competency, training, career development and work performance of members are as follows:

Table 2. Validity Test Results

Variables	Item	Correlation coefficient	R table	sig	Information
Competence (X ₁)	(X _{1.1})	0.217	2.021	0.000	Valid
	(X _{1.2})	0.372	2.021	0.003	Valid
	(X _{1.3})	0.002	2.021	0.000	Valid
	(X _{1.4})	0.202	2.021	0.000	Valid
	(X _{1.5})	0.437	2.021	0.000	Valid
	(X _{1.6})	0.401	2.021	0.001	Valid
	(X _{1.7})	0.383	2.021	0.002	Valid
	(X _{1.8})	0.538	2.021	0.000	Valid
	(X _{1.9})	0.273	2.021	0.000	Valid
	(X _{1.10})	0.448	2.021	0.000	Valid
	(X _{1.11})	0.436	2.021	0.000	Valid
	(X _{1.12})	0.555	2.021	0.000	Valid
Training (X ₂)	(X _{2.1})	0.328	2.021	0.000	Valid
	(X _{2.2})	0.228	2.021	0.000	Valid
	(X _{2.3})	0.410	2.021	0.001	Valid
	(X _{2.4})	0.534	2.021	0.000	Valid
	(X _{2.5})	0.524	2.021	0.000	Valid
	(X _{2.6})	0.484	2.021	0.000	Valid
	(X _{2.7})	0.243	2.021	0.000	Valid
	(X _{2.8})	0.812	2.021	0.000	Valid
	(X _{2.9})	0.743	2.021	0.000	Valid
	(X _{2.10})	0.605	2.021	0.000	Valid
Development Career (X ₃)	(X _{3.1})	0.332	2.021	0.000	Valid
	(X _{3.2})	0.376	2.021	0.003	Valid
	(X _{3.3})	0.464	2.021	0.000	Valid
	(X _{3.4})	0.376	2.021	0.003	Valid
	(X _{3.5})	0.451	2.021	0.000	Valid
	(X _{3.6})	0.514	2.021	0.000	Valid
	(X _{3.7})	0.229	2.021	0.000	Valid
	(X _{3.8})	0.717	2.021	0.000	Valid
Work performance (Y)	(Y _{1.1})	0.586	2.021	0.000	Valid
	(Y _{1.2})	0.091	2.021	0.003	Valid
	(Y _{1.3})	0.240	2.021	0.000	Valid
	(Y _{1.4})	0.453	2.021	0.000	Valid
	(Y _{1.5})	0.029	2.021	0.000	Valid

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	(Y _{1.6})	0.586	2.021	0.000	Valid
	(Y _{1.7})	0.590	2.021	0.000	Valid
	(Y _{1.8})	0.599	2.021	0.000	Valid

Source: Data processed in 2023

The test results above show that the r value for the 38 statement items obtains a value below the r table provisions (2.021) or the probability value (sig. 2-tail) for 38 questionnaire items produces a probability value below 0.05. This comparison shows that the respondents understand the 38 items in the questionnaire submitted by the researcher. Thus all the questionnaire items in this study were declared valid.

In addition to testing the validity, each item of the questionnaire / research instrument for each variable is expected to be answered consistently / reliably. A variable is said to be reliable if the Cronbach's Alpha value obtained from the calculation results exceeds or is greater than the specified cut-off of 0.6.

Table 3. Reliability Test Results

Variables	Alpha Cronbach	R table	Information
Competence	0.861	0,6	Reliable
Training	0.919	0,6	Reliable
Development Career	0.881	0,6	Reliable
Work performance	0.834	0,6	Reliable

Source: Data processed in 2023

The test results above show that the Cronbach's Alpha values for the four variables studied which represent the 38 items of the research questionnaire produce values that are still below the cut-off number (0.6). This comparison shows that the respondents were consistent in answering the 38 questionnaire items in this study which were declared reliable.

This study measures the description / description of the competence of members of the Adisutjipto Air Force Base, Jogjakarta. In addition, it also measures training, career development and work performance of members. Researchers used the SPSS program to explain the description of the four variables studied. The statistics used are the mean and mode values. Explanation of each research variable is explained as follows:

Member Competency Description (X1)

Member competence is measured into 6 indicators, namely knowledge competence, understanding competence, ability competence, value competence, attitude competence and interest competence. The number of questionnaire items is 12 items. The results of the analysis of the answers of 60 respondents to measuring the competence of members are tabulated in the table below:

Table 4. Reliability Test Results

Question Items	Score										Average
	STS = 1	TS = 2	N = 3		S = 4		SS = 5				
X _{1.1}	0	0	18	30	35	58,3	5	8,3	2	3,3	1,85
X _{1.2}	0	0	12	20	19	31,7	21	35	8	13,3	2,42
Knowledge competency											2,13
X _{1.3}	0	0	14	23,3	36	60	7	11,7	3	5	1,98
X _{1.4}	0	0	16	26,7	37	61,7	6	10	1	1,7	1,87
Understanding competence											1,97
X _{1.5}	0	0	14	23,3	36	60	7	11,7	3	5	1,98
X _{1.6}	0	0	11	18,3	24	40	20	33,3	5	8,3	2,32
Ability competence											2,15
X _{1.7}	0	0	17	28,3	29	48,3	12	20	2	3,3	1,98
X _{1.8}	0	0	16	26,7	33	55	8	13,3	3	5	1,97
Value competence											1,97

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X1.9	0	0	25	41,7	28	46,7	4	6,7	3	5	1,75
X1.10	0	0	15	25	35	58	8	13	2	3,3	1,95
attitude competency										1,85	
X1.11	0	0	3	5	13	21,7	30	50	14	23,3	2,92
X1.12	0	0	0	0	11	18,3	34	56,7	15	25	3,07
Interest competency										2,99	

Source: Data processed in 2023

Information:

Knowledge competency.

X1.1 = Members know how to carry out job identification.

X1.2 = Doing good work according to the needs of the agency.

Understanding competence.

X1.3 = Members in carrying out their work must have a good understanding of the characteristics.

X1.4 = Effective and efficient working conditions.

Ability competence.

X1.5 = Ability of members to choose work methods that are considered more effective and efficient.

X1.6 = Tasks not assigned to other members.

Value competence.

X1.7 = Standard of behavior of members in carrying out their duties.

X1.8 = Honesty, openness, democratic members.

attitude competency

X1.9 = Members know about how much salary increase they get.

X1.10 = Members know the state of the institution's financial condition.

Interest competency

X1.11 = Members often do outside activities during weekdays.

X1.12 = Members often carry out work activities together.

Knowledge competence is measured by two questionnaires consisting of members knowing how to identify jobs, doing good work according to the needs of the agency. The results of the mean statistical analysis show the highest value of 2.42 that the statement items about doing a good job are in accordance with the needs that exist in the agency. This is indicated by the choice of disagreeing as much as 30%, neutral as much as 31.7%, agreeing as much as 35% and strongly agree as much as 13.3%.

Understanding competence is measured by two questionnaires consisting of members in carrying out their work must have a good understanding of the characteristics, working conditions effectively and efficiently. The results of the mean statistical analysis show the highest value of 1.98, that is, statement items about members in carrying out their work must have a good understanding of the characteristics. 7% and strongly agree as much as 5%.

Competency is measured by two questionnaire items consisting of the ability of members to choose work methods that are considered more effective and efficient, the task is not assigned to other members. The results of the mean statistical analysis showed the highest value of 2.32, that the statement items about assignments were not assigned to other members. This is indicated by the choice of disagreeing as much as 18.3%, neutral as much as 40%, agreeing as much as 33.3% and strongly agree as much as 8.3%.

Value competence is measured by two questionnaire items consisting of standards of behavior of members in carrying out their duties, honesty, openness, democratic members. The results of the mean statistical analysis show the highest value of 1.98 for the statement items about the standards of behavior of members in carrying out tasks. This is indicated by the choice of disagreeing as much as 28.3%, neutral as much as 48.3%, agreeing as much as 20% and strongly agree as much as 3.3%.

Attitude competence is measured by two questionnaires consisting of members knowing about how much salary increase they get, members knowing the state of the institution's financial condition. The results of the mean statistical analysis show the highest value of 1.95 that the item statement about members knows the state of the institution's financial condition. This is indicated by the choice of disagreeing as much as 25%, neutral as much as 58%, agreeing as much as 13% and strongly agree as much as 3.3%.

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Interest competence is measured by two questionnaires consisting of members often doing outside activities during workdays, members often carry out work activities together. The results of the mean statistical analysis show the highest value of 3.07 that the statement items about members often carry out work activities together. This is indicated by the choice of neutral as much as 18.3%, agree as much as 56.7% and very much agree as much as 25 %.

Member Training Description (X2)

Member training is measured into 5 indicators, namely needs assessment and analysis training, program design training, program development training, implementation and delivery training, evaluation training. The number of questionnaire items is 10 items. The results of the analysis of the answers of 60 respondents to measuring the competence of members are tabulated in the table below:

Table 5. Member Training Variable Frequency Distribution (X2)

Question Items	Score										Average
	STS = 1		TS = 2		N = 3		S = 4		SS = 5		
X2.1	0	0	3	5	16	26,7	29	48,3	12	20	2,83
X2.2	0	0	3	5	14	23,3	33	55	10	16,7	2,83
Needs assessment and analysis training										2,83	
X2.3	0	0	0	0	10	16,7	35	58,3	15	25	3,08
X2.4	0	0	4	6,7	12	20	33	55	11	18,3	2,85
Program design training										2,96	
X2.5	0	0	3	5	10	16,7	35	58,3	12	20	2,93
X2.6	0	0	0	0	16	26,7	33	55	11	18,3	2,92
Program development training										2,92	
X2.7	0	0	4	6,7	25	41,7	23	38,3	8	13,3	2,58
X2.8	0	0	2	3,3	22	36,7	21	35	15	25	2,82
implementation and delivery training										2,7	
X2.9	0	0	2	3,3	15	25	32	53,3	11	18,3	2,87
X2.10	0	0	4	6,7	14	23,3	26	43,3	16	26,7	2,90
Evaluation training										2,88	

Source: Data processed in 2023

Information:

Needs assessment and analysis training.

X2.1 = The training program that has been made is in accordance with the objectives to be achieved.

X2.2 = The training program has explained what the objectives are.

Program design training.

X2.3 = The training program is in accordance with the job analysis.

X2.4 = The material in the training explains how to develop the program.

Program development training.

X2.5 = With training it motivates to be disciplined in carrying out tasks.

X2.6 = Training programs make people more skilled at work.

Implementation and delivery training.

X2.7 = Training materials followed according to job requirements.

X2.8 = The training materials followed are in accordance with the training objectives.

Evaluation training.

X2.9 = Implementation of training followed according to a predetermined schedule and on time.

X2.10 = Training attended using training methods appropriate to the topics discussed.

Training needs assessment and analysis is measured by two questionnaires consisting of a training program that has been made in accordance with the objectives to be achieved, the training program has explained what the objectives are. The results of the mean statistical analysis showed the highest equal value of 2.83.

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Program design training is measured by two questionnaires consisting of training programs that are in accordance with job analysis, the material in the training explains how to develop the program. The results of the mean statistical analysis show the highest value of 3.08, indicating that the statement items regarding the training program are in accordance with the job analysis. This is indicated by the choice of neutral as much as 16.7%, agree as much as 58.3% and very much agree as much as 25%.

Program development training is measured by two questionnaires consisting of motivating training for discipline in carrying out tasks, training programs make, more skilled at work. The results of the mean statistical analysis show the highest value of 2.93 that the statement item about the existence of training motivates for discipline in carrying out tasks. This is indicated by the choice of disagreeing as much as 5%, neutral as much as 16.7%, agreeing as much as 58.3% and strongly agree as much as 20%.

Implementation and delivery training was measured by two questionnaires consisting of training materials followed according to job requirements, training materials followed according to training objectives. The results of the mean statistical analysis show the highest value of 2.82 that the statement items about the training material followed are in accordance with the training objectives. This is indicated by the choice of disagreeing as much as 3.3%, neutral as much as 36.7%, agreeing as much as 35% and strongly agree as much as 25%.

Evaluation training was measured by two questionnaires consisting of the implementation of the training that was attended according to a predetermined schedule and on time, the training that was followed using training methods that were appropriate to the topics discussed. The results of the mean statistical analysis show the highest value of 2.90 that the item statement about the training followed uses a training method that is appropriate to the topic discussed. This is indicated by the choice of disagreeing as much as 6.7%, neutral as much as 23.3%, agreeing as much as 43.3% and strongly agree as much as 26.7%.

Member career development (X3)

Members' career development is measured by 4 indicators, namely the development of career planning, individual career development, career development supported by the HR department and development of the role of feedback on performance. The number of questionnaire items is 8 items. The results of the analysis of the answers of 60 respondents to measuring the competence of members are tabulated in the table below:

Table 6. Distribution of Variable Frequency Career Development Members (X3)

Question Items	Score										Average
	STS=1	TS=2	N=3		S=4		SS=5				
X _{3.1}	0	0	0	0	14	23,3	34	56,7	12	20	2,97
X _{3.2}	0	0	3	5	17	28,3	21	35	19	31,7	2,93
Career planning development										2,95	
X _{3.3}	0	0	0	0	4	6,7	34	56,7	22	36,7	3,30
X _{3.4}	0	0	1	1,7	8	13,3	33	55	18	30	3,13
Individual career development										3,21	
X _{3.5}	0	0	0	0	3	5	34	56,7	23	38,3	3,33
X _{3.6}	0	0	7	11,7	15	25	34	56,7	4	6,7	2,58
Career development supported by HR department										2,95	
X _{3.7}	0	0	0	0	8	13,3	35	58,3	17	28,3	3,15
X _{3.8}	0	0	0	0	7	11,7	33	55	20	33,3	3,22
Development of the role of feedback on performance										3,18	

Source: Data processed in 2023

Career planning development

X2.1.1 = Recognizing members' talents.

X2.1.2 = Paying attention to the personality and career appearance of members.

Individual career development

X2.1.3 = Work performance of members

X2.1.4 = Loyalty to the organization and support of subordinate members. Career development supported by HR department

X2.1.5 = Provision of information about existing careers.

X2.1.6 = Member training and development program.

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Development of the role of feedback on performance

X2.1.7 = Encouraging members' work enthusiasm to grow and develop. X2.1.8 = Awards for individual achievements of Members.

The development of career planning is measured by two questionnaires consisting of recognizing the talents of members, paying attention to the personality and career appearance of members. The results of the mean statistical analysis showed the highest value of 2.97 for the item statement about recognizing the talent of the members. This is indicated by the choice of neutral as much as 23.3%, agree as much as 56.7% and very much agree as much as 20%.

Individual career development is measured by a two-item questionnaire consisting of members' work performance, loyalty to the organization and support from members' subordinates. The results of the mean statistical analysis show the highest value of 3.30 for the statement items about the work performance of the members. This is indicated by the choice of neutral as much as 6.7%, agree as much as 56.7% and very much agree as much as 36.7%.

Career development supported by the HR department is measured by a two-item questionnaire consisting of providing information about existing careers, training programs and member development. The results of the mean statistical analysis showed the highest value of 3.33 for the statement items about providing information about existing careers. This is indicated by the choice of neutral as much as 5%, agree as much as 56.7% and very much agree as much as 38.3%.

The development of the role of feedback on performance is measured by two questionnaire items consisting of encouraging members' work enthusiasm to grow and develop, appreciation for individual member achievements. The results of the mean statistical analysis show the highest value of 3.22 that is a statement item about respect for the achievements of individual members. This is indicated by the choice of neutral as much as 11.7%, agree as much as 55% and very much agree as much as 33.3%.

Description of Member Work Achievements (Y)

Work performance of members is measured into 4 indicators namely work achievement, work knowledge achievement, initiative achievement, mental agility achievement. The number of questionnaire items is 8 items. The results of the analysis of the answers of 60 respondents to measuring the competence of members are tabulated in the table below:

Table 7. Frequency Distribution of Member Work Performance Variables (Y)

Question Items	Score										Average
	STS=1		TS=2		N=3		S=4		SS=5		
Y _{1.1}	0	0	0	0	14	23,3	34	56,7	12	20	2,97
Y _{1.2}	0	0	3	5	17	28,3	21	35	19	31,7	2,93
Work performance											2,95
Y _{1.3}	0	0	0	0	4	6,7	34	56,7	22	36,7	3,30
Y _{1.4}	0	0	1	1,7	8	13,3	33	55	18	30	3,13
Work knowledge achievement											3,21
Y _{1.5}	0	0	0	0	3	5	34	56,7	23	38,3	3,33
Y _{1.6}	0	0	7	11,7	15	25	34	56,7	4	6,7	2,58
Initiative performance											2,95
Y _{1.7}	0	0	0	0	8	13,3	35	58,3	17	28,3	3,15
Y _{1.8}	0	0	0	0	7	11,7	33	55	20	33,3	3,22
Achievement of mental agility											3,18

Source: Data processed in 2023

Work performance.

Y1.1 = Quantity of work (work results in accordance with the available time).

Y1.2 = Quality of work (accuracy, thoroughness, skill, cleanliness of results Work).

Work knowledge achievement.

Y1.3 = Complete the task quickly according to the allotted time.

Y1.4 = Providing the best service in accordance with the capabilities possessed.

Initiative performance.

Y1.5 = Enthusiastic or diligent in completing tasks given by the leader.

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Y1.6 = Makes good decisions without prior guidance.

Achievement of mental agility.

Y1.7 = Be serious at work.

Y1.8 = Receiving work instructions according to the way of work and the existing work situation

Work performance is measured by two questionnaires consisting of work quantity (work results in accordance with the available time), work quality (accuracy, thoroughness, skills, cleanliness of work results). The results of the mean statistical analysis show the highest value of 2.97 for the quantity of work item (work results in accordance with the existing time). This is indicated by the choice of neutral as much as 23.3%, agree as much as 56.7% and very much agree as much as 20%.

Achievement of work knowledge is measured by two questionnaires consisting of completing tasks quickly according to a predetermined time, providing the best service according to their abilities. The results of the mean statistical analysis show the highest value of 3.30 that the item completes the task quickly according to the allotted time. This is indicated by the choice of neutral as much as 6.7%, agree as much as 56.7% and very much agree as much as 36.7%.

Initiative achievement was measured by two questionnaire items consisting of being enthusiastic or diligent in completing tasks given by the leadership, making good decisions without prior guidance. The results of the mean statistical analysis show the highest value of 3.33, indicating that the item is enthusiastic or diligent in completing the tasks given by the leadership. This is indicated by the choice of neutral as much as 5%, agree as much as 56.7% and very much agree as much as 38.3%.

Achievement of mental agility is measured by two questionnaires consisting of being serious at work, receiving work instructions according to the way of work and the existing work situation. The results of the mean statistical analysis show the highest value of 3.22 that the item receiving work instructions adapts to the way of work and the existing work situation. This is indicated by the choice of neutral as much as 11.7%, agree as much as 55% and very much agree as much as 33.3%.

Member competencies are measured into 6 indicators namely knowledge competence, understanding competence, ability competence, value competence, attitude competence and interest competence. For indicators of knowledge competency, most respondents are more likely to agree to do a good job according to the needs of the agency. This shows that at the Adisutjipto Air Force Base, Jogjakarta, the leadership is disciplined towards members. For indicators of understanding competency, namely agreeing that members in carrying out their work must have a good understanding of the characteristics. This shows that each member has different ideas or opinions when carrying out a job simultaneously. For indicators of ability competency, that is, they agree more if the task is not assigned to other members. This shows that each task is not always done together.

For indicators of value competency, namely agreeing on standards of behavior of members in carrying out tasks. This shows that each member has the right to carry out his duties according to his abilities.

For indicators of attitude competence, namely members prefer neutral to find out about how much salary increase they get and the state of the institution's financial condition. For interest competence indicators, namely that members agree more often to carry out work activities together. This shows that when the work is done together, it will feel lighter.

Member training is measured into 5 indicators, namely needs assessment and analysis training, program design training, program development training, implementation and delivery training, evaluation training. For the indicators of needs assessment and analysis training, namely agreeing that the training program has explained what the objectives are. This shows that the holding of training members knows the existing program. For the program design training indicators, they agree that the training program is in accordance with job analysis. For the program development training indicators, they agree that training motivates them to be disciplined in carrying out their duties, that training provides motivation for members. For indicators of implementation and delivery training, namely agreeing on the training material that is followed according to work needs. For evaluation training indicators, namely agreeing that the training will be attended according to a predetermined schedule and on time, that the training will be carried out according to the specified time.

Members' career development is measured by 4 indicators, namely the development of career planning, individual career development, career development supported by the HR department and development of the role of feedback on performance. For career planning development indicators, namely agreeing to recognize the talents of each member. For individual career development indicators, namely agreeing on the work performance of members. This shows that the achievements of members can be known by the leadership when carrying out activities. For career development indicators supported by the HR department, they both agree to provide information about existing careers and to hold training and development programs for members. For indicators of the development of the role of feedback on performance, namely agreeing to encourage members' work enthusiasm to grow and develop.

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Work performance of members is measured into 4 indicators, namely work achievement, work knowledge achievement, initiative achievement, mental agility achievement. For work knowledge achievement indicators, namely agreeing to complete tasks quickly according to a predetermined time. For initiative performance indicators, namely agreeing to be enthusiastic or diligent in completing tasks given by the leadership and making good decisions without prior guidance. For indicators of achievement of mental dexterity, namely agreeing to work seriously.

Relationship Between Research Variables

According (Hanson, 2020) literally, competence comes from the word competence which means skill, ability, and authority. As for etymology, competence is defined as a behavioral dimension of expertise or superiority of a leader or staff having good skills, knowledge, and behavior. Competence is also defined as an ability that is based on skills and knowledge supported by work attitudes and their application in carrying out tasks and work in the workplace that refers to the specified work requirements. (Hill, 2003) argues competence is: a basic characteristic of a person that enables him to provide superior performance in a particular job, role, or situation.

(Callahan et al., 2021) said that training is an organizational effort to facilitate employees to learn about competencies related to their work, while development is an organizational effort to prepare future employees through abilities, formal education, work experience, relationships, and personal assessment.

Career planning can be defined as a process that is used by a person to choose career goals and career paths to achieve these goals. As a process that aims to match career goals and abilities with opportunities to fill them in a systematic way (Kim et al., 2020).

(Chang et al., 2021) explain about the inscription is a record of the results obtained from certain job functions or certain activities during a certain period of time. Whereas (McGraw-Hill, 2008) defines achievement as the level of a person's proficiency in the tasks involved in his work. based on this understanding shows the ability of individuals in the requirements or standards that have been in the work. Meanwhile according to (Sutrisno, 2019) explains that the notion of job performance is narrower in nature, namely only with regard to what a person produces from his work behavior. Based on the discussion on the understanding of previous work performance, it can be concluded that work performance is the result of work that has been achieved by someone from their work behavior in carrying out work activities.

The results of this study indicate that competence, training and career development affect employee performance at Adisutjipto Air Force Base, Jogjakarta.

IV. CONCLUSION

Work competence has abilities that are based on skills and knowledge supported by work attitudes and their application in carrying out tasks and work in the workplace that refers to the specified work requirements. Training is an organizational effort to prepare future employees through skills, formal education, work experience, relationships, and personal assessment. Career development aligns career goals and abilities with opportunities to fill them in a systematic way. Work performance is the level of a person's proficiency in the tasks that include his job.

The results of the study show that competency, training and career development affect the performance of members of the Adisutjipto Air Force Base, Jogjakarta. Training is the most dominant measurement symptom and has the most influence on the work performance of members of the Adisutjipto Air Force Base, Jogjakarta.

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