

ABSTRACT

This This study was designed to examine how professionalism and career development affect employee performance at the Regional Civil Service Agency of the West Java Provincial Government West Java. Employee performance issues in the public sector do not only depend on target achievement, but are also supported by individual capacity, including competence, efficiency, effectiveness, and responsibility. Career development is an important component that can increase employee productivity through clarity of career paths, training opportunities, and improvement in work quality.

This study was conducted using a quantitative approach that employed Structural Equation Modeling-Partial Least Square (SEM-PLS) analysis. Data was collected using saturated sampling techniques through questionnaires distributed to BKD staff. The results of the study showed that professionalism has a positive and significant impact on employee performance. Employees with high levels of professionalism have the ability to work more efficiently and effectively.

The analysis reveals that professionalism has a positive and significant influence on employee performance. Employees with high professionalism tend to be able to work in a more structured and efficient manner and have a high sense of responsibility towards their duties. Meanwhile, career development also contributes significantly to performance improvement because opportunities for growth can increase employee motivation and loyalty in carrying out their roles within the organization.

These findings indicate that professionalism and career development are two important factors that need to be managed simultaneously by government agencies, especially in human resource management. Increased professionalism can be achieved through competency-based training, while career development must be supported by a fair, transparent, and performance-based merit system. The combination of these two factors will strategically encourage the formation of a productive and adaptive bureaucracy.

This study suggests that BKD can use the results to make more strategic policies that enhance professionalism and career development of employees. Organizations can ensure that effective HR management ensures that employees have the necessary skills and motivation to achieve set goals. It is hoped that this study can be used by other government agencies to improve the quality of public sector human resources.

Keywords: *professionalism, career development, employee performance, BKD*