



Strategy for Improving the Quality of Employee Work: Analysis of Training Implementation, Career Development and Team Work

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Abstract: The strategy article for improving employee work quality: Analysis of training implementation, career development and team work is a scientific literature review article within the scope of human resource management science. The purpose of this writing is to build a hypothesis of influence between variables which can later be used for further research within the scope of human resource management science. The research method used is descriptive qualitative. Data was obtained from previous studies relevant to this research and sourced from academic online media such as publish or perish, google scholar, garba digital reference and journal sinta. The results of this article are: 1) Training has an effect on improving the quality of employee work; 2) Career development has an effect on improving the quality of employee work; and 3) Team work has an effect on improving the quality of employee work.

Keyword: Improving the Quality of Employee Work, Training, Career Development, Team Work

INTRODUCTION

First, the primary goal of raising the caliber of work is staff training and development. Employers must make sure that staff members possess the abilities and information needed to do their jobs well. Organisations can enhance employee productivity, motivation, and loyalty by offering suitable training and continuous career development programmes. This will also equip employees to tackle the changing demands of a constantly evolving workplace. Second, a key component of the plan to raise the caliber of workers' output is career development. Offering employees options for professional growth and a clear career path can boost their motivation, engagement, and retention. Employees are more likely to enhance their performance and favorably impact the success of the company when they feel valued and have clear development opportunities.

In addition, teamwork and collaboration play a big impact in raising the caliber of work produced by employees. Employees that work well together can help one another, share knowledge, and overcome obstacles. Organizations can foster an inventive, creative, and

inclusive work environment that promotes long-term success and growth by working together effectively. Though teamwork, professional development, and training are acknowledged as important, putting these methods into practice is not always easy. Creating a work environment that encourages cooperative teamwork, recognizing relevant career development possibilities, and creating and executing efficient training programs are problems that many firms must overcome. Furthermore, penalties for transgressing the company's ethics and values may occasionally make it difficult to apply this technique consistently.

Having a thorough grasp of this background can help firms analyze how well their training, career development, and teamwork strategies are being implemented. To improve the efficacy of this method, this entails assessing previous achievements and shortcomings, recognizing current difficulties and roadblocks, and creating efficient action plans. By doing this, businesses may better utilize the potential of their workforce, raise the standard of their output, and accomplish more objectives.

Based on the background of the problem above, the problem formulation is determined as follows: 1) Does training have an effect on improving the quality of employee work?; 2) Does career development have an effect on improving the quality of employee work?; and 3) Does Team Work have an effect on improving the quality of employee work?.

METHOD

Writing a literature review requires the use of library research techniques and systematic literature review (SLR). These methods are evaluated qualitatively and are available in academic web resources like Mendeley and Google Scholar. Systematic literature review, or SLR, is the process of locating, assessing, and analyzing all accessible research data in order to provide a response to a particular research issue. When conducting a qualitative analysis, the literature review should be applied consistently with methodological presumptions. The exploratory nature of the research serves as the primary justification for doing a qualitative analysis, (Ali, H., & Limakrisna, 2013).

RESULTS AND DISCUSSION

Results

Based on the background, problem formulation and method, the results of this article are as follows:

Improving the Quality of Employee Work

Enhancing the caliber of work produced by workers is a multifaceted process that a business undertakes to raise employee performance, capabilities, and overall impact on attaining corporate objectives. This idea encompasses a number of ideas, such as boosting employee engagement, motivation, and job satisfaction as well as the development of knowledge and skills pertinent to the job. To put it another way, raising the caliber of work produced by employees entails more than just their technical proficiency and professionalism it also involves things like leadership, teamwork, effective communication, and flexibility in response to changing conditions at work. Furthermore, enhancing the caliber of work produced by employees encompasses more general facets of human growth, such as enhancing physical and mental well-being, work-life balance, and general quality of life (Thamrin AR et al., 2022).

Indicators contained in improving the quality of employee work include: 1) Skills and Knowledge Level: This measure consists of the employee's technical proficiency, job-related knowledge, and skills. Tests, certifications, or performance evaluations that concentrate on an employee's ability to complete particular activities might be used to gauge this; 2) Work Performance: The primary metric for enhancing the caliber of work is employee job performance. This covers output, precision, and effectiveness in finishing duties that have been delegated. Finding opportunities for development can be aided by regular performance reviews

and input from colleagues and superiors; and 3) Level of Employee Engagement: An employee's level of drive, dedication, and excitement for their work and the company is reflected in their level of engagement. Actively participating staff members typically exhibit higher levels of dedication and favorably impact the performance of the firm. Surveys of worker satisfaction as well as absenteeism or turnover rates may serve as markers of worker satisfaction (Fauziyah et al., 2016).

Improving the quality of work employee has been studied by previous researchers, including: (Thamrin AR et al., 2022), (Mohammad Y et al., 2014), (Fauziyah et al., 2016).

Training

Training describes a methodical procedure intended to raise staff members' levels of competence, knowledge, and skill. This entails teaching knowledge, gaining experience, and honing skills related to their job obligations and duties. There are many different ways to receive training; they include traditional classroom settings, online learning environments, seminars, workshops, and hands-on training in the workplace. Enhancing worker performance, boosting output, and ensuring that staff members have the skills needed to execute their jobs well are the three main objectives of training. Additionally, by providing them with the chance to advance their careers inside the company, training can lower employee turnover rates, improve job satisfaction, and aid in the personal and professional growth of employees. Training therefore becomes one of the essential components in effective human resource management, because it can help an organization to achieve its business goals while strengthening and developing existing human capacity.

The indicators contained in the training include: 1) Enhanced Retention of Employees: Higher employee retention rates can be attributed to more effective training. Workers who receive training and feel empowered and encouraged by the company are typically more inclined to stick around and advance with it; 2) Level of Employee Satisfaction: Another crucial metric is the degree of employee satisfaction with the training course. Workers that are happy with their training typically exhibit higher levels of motivation, involvement, and loyalty to the company. Organizations can assess and enhance upcoming training initiatives with the assistance of learner feedback; and 3) Application of Skills: This metric evaluates how well staff members are able to use the knowledge and abilities they have received in training in the course of their regular jobs. Workers will contribute more to the success of the company if they can successfully use their new talents.

Training has been researched by previous researchers, among others: (Susanto, Soehaditama, et al., 2023), (Thamrin AR et al., 2022), (M. R. H. Ali & Ngui, 2019), (Susanto, Ali, et al., 2023).

Career Development

The process of helping people map and plan their professional journey inside an organization or in a specific field of work is known as career development. It entails a number of actions and initiatives. This entails determining professional objectives, developing the skills and information that are required, and providing chances for progress within a position or industry. The development of lateral and multifaceted abilities that can broaden the range of duties, boost competencies, and provide new chances is included in career development, which goes beyond the traditional vertical advancement to higher management positions. Developing strong professional networks and partnerships is another important aspect of career advancement, as is having a thorough awareness of market trends and new job openings .

Indicators found in career development include: 1) Career Progression: Advancements in status or responsibility at work, such as raises in pay or positions held, are crucial markers of a successful career development; 2) Professional Networks and Relationships: Because they

can lead to new possibilities and career progress, developing a strong professional network and positive relationships with mentors, coworkers, and organizational leaders are also indicators of effective career development; and 3) Participation in Projects and Initiatives: Staff members can show their interest in and dedication to professional growth and advancement by taking part in committees, special projects, or career development initiatives.

Career development has been researched by previous researchers, among others: (Saputra et al., 2024), (G. A. M. Putri et al., 2023), (Susanto, 2022), (Susanto, Soehaditama, et al., 2023), (Susanto, Maharani, et al., 2023), (Susanto & Amanda, 2023).

Team Work

The ability of individuals to cooperate in a team or group to accomplish shared objectives is referred to as teamwork. In order to combine the diverse abilities, expertise, and experiences that each team member possesses and produce greater outcomes than could be obtained alone, team members must cooperate, coordinate, and communicate with one another. While each team member in a team has defined tasks and responsibilities, the team's work is synergistic, meaning that each member's success depends on the support and contributions of the others. Mutual trust, tolerance for individual differences, and the capacity for constructive conflict resolution are necessary for effective teamwork. Increased creativity, invention, and productivity are all advantages of cooperation, as are team members' motivation and job happiness. Within an institutional setting, the capacity to work effectively in a team is key in achieving complex and ambitious organizational goals, as well as building a work culture that is inclusive, collaborative and oriented towards mutual achievement (Abadi & Riyanto, 2021).

Indicators contained in teamwork include: 1) Effective Communication: One key sign of a successful team is how well team members communicate with one another. This involves having good listening skills, the capacity to communicate ideas clearly, and the ability to react to comments and inquiries promptly; 2) Assigning Roles and Responsibilities: Clearly defining each team member's tasks is a crucial component of effective teamwork. By doing this, it is ensured that everyone knows what is expected of them and can participate in line with their ability; and 3) Positive Dependency: One key sign of effective cooperation is the degree of positive dependency among team members. This entails having the capacity to encourage, value, and have faith in one another in addition to understanding that the success of the team as a whole is directly related to the success of each individual (Indartini et al., 2023).

Teamwork has been researched by researchers before, among others: (Nuraeni et al., 2022), (Indartini et al., 2023), (Abadi & Riyanto, 2021), (Körner et al., 2015).

Relevant Previous Research Results

Reviewing related publications as a basis for formulating research hypotheses by describing previous research findings, highlighting similarities and differences with research proposals, as illustrated in table 1 below:

Table 1. Relevant Previous Research Results

No	Author (Year)	Research Results	Similarities with this article	Differences with this article	with Basic Hypothesis
1	(Marjaya & Pasaribu, 2019)	Training has a positive and significant effect on the quality of employee work, leadership and motivation have an insignificant effect on the quality of employee work	The effect of training on the quality of work of employees	The influence of leadership and motivation on the quality of employee work	H1
2	(N. S. Putri et al., 2019)	Education and training affect employee performance	The effect of training on the	The effect of education on the	H1

			quality of work of employees	quality of employee work	
3	(Fauziyah et al., 2016)	Organizational Culture, Career Development and Self Efficacy affect Employee Performance	The effect of career development on improving the quality of employee work	The influence of organizational culture and self-efficacy on improving the quality of employee work	H2
4	(Febrian et al., 2023)	Knowledge management, career development, team work and employee engagement affect the improvement of employee performance	The effect of career development on improving employee performance	The influence of knowledge management, team work and employee engagement on improving employee performance	H2
5	(Artha et al., 2022)	Kaizen work ethic, teamwork and organizational culture affect the improvement of organizational performance	The effect of team work on improving organizational performance	The influence of kaizen work ethic and organizational culture on improving organizational performance	H3
6	(Indartini et al., 2023)	Leadership style, teamwork and compensation affect the improvement of employee performance of PDAM Ngawi District drinking water company	The effect of teamwork on improving the effectiveness of employee performance	The influence of leadership style and compensation on improving the effectiveness of employee performance	H3

Discussion

Based on the formulation of the problem and relevant previous research, the discussion in this article is:

1. The Effect of Training on Improving the Quality of Employee Work

Offering employees chances for both professional and personal growth through effective training can boost employee retention. Employee satisfaction and loyalty are positively correlated with opportunities for skill development and a supportive work environment, which lowers the negative effects of high employee turnover rates.

Second, training that is pertinent and meaningful can raise worker satisfaction. Employees feel appreciated and supported by the company when they are given the chance to advance their abilities in line with job needs. Because they feel more capable and self-assured in their ability to perform their jobs, employees may become more motivated, engaged, and satisfied with their jobs overall.

Furthermore, effective training enables staff members to incorporate recently acquired abilities into their regular tasks. Employees can enhance their work performance and generate better, more productive work by developing their skills and knowledge. Increased output, precision, and efficacy in accomplishing company objectives may result from this. In general, both the business and its people can benefit greatly from good training. This boosts employee engagement, makes the workplace more fulfilling and effective, and gives businesses a competitive edge by attracting more qualified, informed, and driven workers.

Training has an effect on improving the quality of employee work, this is in line with research conducted by: (Suryadi & Aima, 2019), (Eko Santoso & Moeins, 2019), (Hasibuan, 2017).

2. The Effect of Career Development on Improving the Quality of Employee Work

Through career development, workers can acquire knowledge and skills that are pertinent to their chosen career path. Through involvement in career development initiatives like training, courses, or certification, staff members can enhance their competencies, leading to an improvement in their productivity and effectiveness at work. Furthermore, career development facilitates the expansion of individuals' professional networks and fosters strong bonds with mentors, colleagues, and organizational leaders. Employees can collaborate more broadly and increase their impact inside the company by taking part in projects and initiatives. These solid connections can provide employees with possibilities for career growth and promotion as well as assistance and direction.

Furthermore, participation in projects and initiatives related to career development can also contribute to improving employee work performance. By engaging in challenging and meaningful projects, employees can improve their skills, broaden their understanding of a particular industry or field of work, and develop the ability to work collaboratively. All of this can help improve employee overall work performance.

Lastly, career development can raise the degree of involvement among staff members. When workers experience support when motivated to further their careers inside the company, they are more likely to be involved and dedicated to the organization's objectives and core values. This is because their motivation and job satisfaction levels rise as a result of feeling appreciated and enabled to realize their full potential. Workers who take an active role in their professional growth also frequently exhibit greater enthusiasm and passion for their work, which can enhance productivity. As a result, career development has a significant and beneficial effect on raising staff productivity. Employees can enhance work performance and raise organizational engagement by growing their professional networks and contacts, gaining new skills and information, and taking part in projects and activities linked to career development. For all parties concerned, this results in a more inventive, creative, and fulfilling work environment.

Career Development has an effect on improving the quality of employee work, this is in line with research conducted by: (Yunita et al., 2023), (Febrian et al., 2023), (Elmi & Ali, 2017).

3. The Effect of Teamwork on Improving the Quality of Employee Work

Initially, efficient communication facilitates prompt and transparent information sharing among team members. Employees are better able to collaborate, exchange ideas, and offer feedback when there is effective communication. Employees can gain information and skills from this since they can absorb other team members' opinions and experiences. In addition, clearly delineating each team member's position and responsibilities guarantees that everyone is aware of expectations and how best to contribute to the team's objectives. Roles that are clearly defined allow employees to concentrate on tasks that align with their interests and skills, which enhances work performance.

Then, constructive and mutually beneficial teamwork is made possible by positive interdependence among team members. Team members typically operate more productively and efficiently when they have mutual trust and support for one another's efforts. Employee work performance may be enhanced as a result, since they may depend on their peers' assistance and direction to finish tasks successfully.

All things considered, the effects of teamwork which includes good communication, assigning roles and tasks, and positive dependency can greatly enhance the caliber of work produced by employees. Strong teamwork, idea sharing, and encouragement from one another help people grow professionally, perform better at work, and feel more invested in the success

of the team as a whole. For all parties concerned, this results in a productive, cooperative, and fulfilling work environment.

Team Work has an effects on improving the quality of employee work, this is in line with research conducted by: (Abadi & Riyanto, 2021), (Hanaysha & Tahir, 2016), (Nuraeni et al., 2022).

Conceptual Framework

Based on the problem formulation, relevant previous research and the results and discussion of the research above, including:

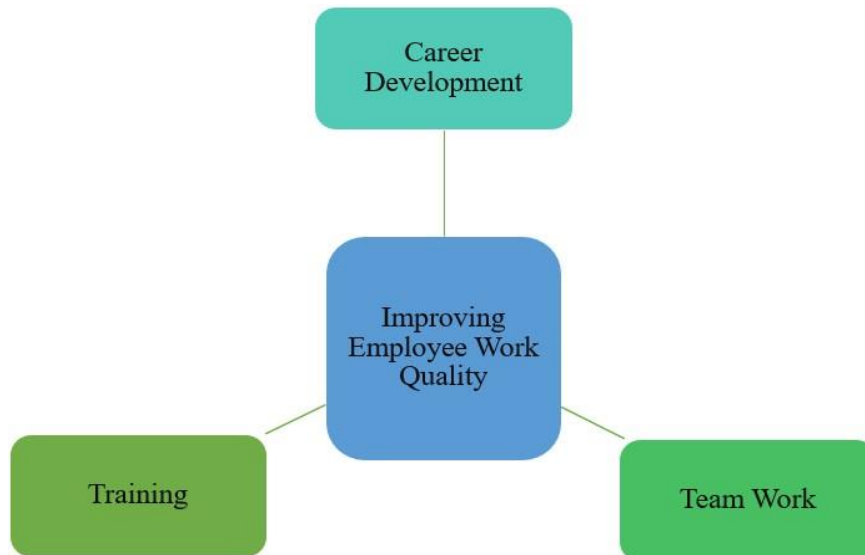


Figure 1. Conceptual Framework

Training, career development, and teamwork have an impact on raising the caliber of employee work, according to figure 1 of the conceptual framework above. In addition to the three independent variables mentioned earlier, there exist additional elements that also have an impact on enhancing the quality of work produced by employees:

- 1) Leadership Style: (Saputra et al., 2023), (Sudiantini & Saputra, 2022), (Susanto, Agusinta, et al., 2023), (Susanto & Sawitri, 2022), (Susanto, Syailendra, et al., 2023), (Saputra & Mahaputra, 2022), (Mahaputra & Saputra, 2021), .
- 2) Wages: (Shyreen A et al., 2022), (Arifudin, 2019), (Mahaputra et al., 2023).
- 3) Workload: (H. Ali et al., 2022), (Fauzi et al., 2023), (Hermawan, 2021).
- 4) Work Facilities: (Jufrizen, 2021), (Murtani, 2019), (Simanjuntak & Edy, 2022).

CONCLUSION

Based on the background of the problem, problem formulation, previous research, results and discussion above, the following research conclusions are obtained:

- 1) Training has an effect on Improving the Quality of Employee Work;
- 2) Career Development has an effect on Improving the Quality of Employee Work; and
- 3) Teamwork has an effect on Improving the Quality of Employee Work.

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