



Analysis of the of the Career System at Varo Tech Indonesia Limited Liability Company

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ABSTRACT

System career is something very important in development system employment at a company. Meanwhile, from the employee system, a career can become an encouraging thing and increase rank or position. The mobility system of a career at the company covers promotion, transfer, or demotion positions. The purpose of doing this study is to know if the system of career at Varo Tech Indonesia Limited Liability Company already walks in accordance with planning and if the company already supports the development of career employees. Research This nature is qualitative-descriptive, with an approach that is qualitative, through an interview and study process. References. Research result This discloses that the Career System at Varo Tech Indonesia Limited Liability Company has been implemented in the company and delivered to employees. Where is the system of careers at the company? This is not rigid, so the employees can make it easier. If there is a constraint or desire to move positions within the company, Besides opportunity employee for promoted open for all over employee. Mobility careers in this company are flexible so that every employee can keep going and develop their career. Result of the study It can be concluded that the planning system career has been implemented by Varo Tech Indonesia Limited Liability Company in the city of Tangerang, and as far as this has already been accomplished.

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Introduction

PT Varo Tech Indonesia is a company operating in the general contracting and energy sectors. This company was founded in 2017 in the city of Tangerang, Indonesia. This company focuses on the production and distribution of electrical panels. This company is a distributor between PLN and consumers. This company organises, manages, and installs electrical plans for a development or residential project that originates from PLN electricity. PT Varo Tech Indonesia has successfully carried out many large projects for building electrical panels for a number of large companies. This success is not only due to the presence of sophisticated technology but also to the professionalism and career development of employees, who play a very important role in the success of the project. Professionalism and career development cannot be separated from support from the company. The company

designed a career system to make it easier for its employees to continue to develop and advance their careers.

Management Human Resources has implemented it at PT Varo Tech Indonesia. According to Drs. Malay S. P. Hasibuan in (Susan, 2019), management human resources is defined as the science and art of arranging relationships and roles power work to be effective and efficient to help realisation objective companies, employees, and society. According to Hasibuan (Miskiani & Bagia, 2020), Human Resources have a role important in the organisation, because that's HR as something planner, decider, objective organisation without role human as sophisticated whatever technology owned by the organisation, so matter the There is the benefits if No driven by power man. Management of human resources consists of various aspects, like planning, organising, monitoring, and so on. Management Human Resources role is big in increasing power. To use man to do work to create optimal results while being effective and efficient in the process of realisation, the goal will be achieved by an organisation or company. One of role Management Human Resources in a organisation or Company is with exists planning Career System.

System, according to the Big Indonesian Dictionary (KBBI), is device-related elements for building a totality. As seen by definition, the system is combined from a number of related elements to reach something objective. According to Sutabri (2016) in Hendrik Sitorus & Sakban (2021), a system is something that is gathered or set from elements, components, or organised variables that mutually interact, mutually depend on each other, and is integrated. Based on the opinion of the expert above, yes, the system is a series interconnected components that interact and depend on each other to reach an objective certainty (Hendrik Sitorus & Sakban, 2021).

Schein Dalam (Rakhmawanto, 2010) states that a career for an individual is a pattern of work life or a job or profession, while for an organisation, a career is a level followed by people in their work life. According to Handoko (2005) in Harunnarrasyid & Widyanti (2018), a career system is something planned about the possibility of an of an employee as an individual in an organisation or company undergoing an ascension process gaining rank and position in accordance with mandatory qualifications fulfilled. To climb or increase a career, one employee must have appropriate capabilities and requirements with the position that supports the upgrade process. Planning a career is a process that is carried out by an organisation or purposeful company to develop potential and career employees so they can work optimally. A good system will make planning a good career too. Therefore, the company must capably make a good system for a healthy company with smooth employees.

According to Samsudin (2006), success in a career is influenced by several factors, among them: formal education, experience work, attitude superiors, achievements work, weight jobs, vacancy positions, and productivity work. In the era of globalisation, this is development. It's happening very quickly, both in terms of technology and in life. So there appears to be a lot of competition to get it to become a great person. Therefore that's important make planning career so you can always

Ready take existing opportunities with the best. For example, individuals who are aware of planning their careers will always increase their value and continue to increase their performance. Every company needs to design and create a career system so that it can know since the beginning about skills employees, controlling levels of go-out employees, knowing potential and talent employees, as well as assisting with the cadre formation programme. In the meantime, benefits system career for employee, among other things, so that you can develop potency abilities and skills, know track development career, and get appropriate training with direction development career. (Sucipto, 2002).

From the statement here, it is making researchers interested in examining, examining, and reviewing what the planning process is. system career at some point company. On this occasion, researchers studied system careers at PT Varo Tech Indonesia. This thing is interesting to study because PT Varo Tech Indonesia has tried applying planning systems to a professional career. The purpose of this study is to know the system career at the company. This is already in accordance with planning, and the company already supports the development of career employees. Apart from that, researchers also aim to give information to the public about the importance planning and implementation systems for careers. Studying this is also purposeful as a material reference for further study.

A study previously entitled "Career Development in the New Millennium: The Concept of Emotional Intelligence Management to Support Career Mobility," researched by Yeni Kurnia Gusti, shows that in the 21st century, organisations are always experiencing change and increasingly fierce competition. Along with these changes, fundamental thinking is needed to support the improvement of organisations that are increasingly competitive and dynamic. Policies at the organisational level are one of the factors that influence career dynamics. Making pattern policy at the level of organisation must be linked with mobility career employees so they can be sustainable and possibly actualized as effort embodiment strength source power man (Kurnia Gusti, n.d.).

Then, according to another journal entitled "The Important Role of Career Planning and Development," researched by Nurmasari, career planning is a plan regarding the possibilities of an employee or employee of an organisation as an individual pursuing a process of promotion or position according to the requirements and abilities (Nurmasari, 2015). According to the journal entitled "The Influence of Career Development on Employee Performance of Construction Division IV PT. Adhi Karya (Persero) TBK. Surabaya," research by Shelvi Aprilia Suryadani showed that the respondents' responses to the career development and performance variables were in the high category. This is reinforced by the results of hypothesis testing, which show that career development has a positive and significant influence on employee performance, which means that the higher the employee response to career development at PT. Adhi Karya (Persero) Tbk., Division IV Surabaya, the higher the level of employee performance (Suryadani, 2016).

Method

The research method used in this research is field research, which is descriptive and qualitative in nature. According to Nana Syaodih Sukmadinata in Febrian et al. (2023), qualitative descriptive research aims to describe a number of existing phenomena. Qualitative descriptive research pays more attention to the properties, attributes, relationships, and essence of these phenomena. It employs strategies that describe data in a systematic, factual, and accurate manner, with an endeavour to dig deeper or find meaning. In this matter, I have done a study in the field to analyse the planning system career at PT Varo Tech Indonesia. Internal data sources study This is the source of primary data derived from the interview with the informant as well as secondary data sources obtained from various relevant reference readings with the theme study. Informant in study This is the Head Field Finance of Varo Tech Indonesia Limited Liability Company, Mrs. Sri Sundari (39 years old). Data collection techniques include interviews, documentation, and study bibliographies. With this qualitative research, the researcher can describe the planning system career at PT Varo Tech Indonesia in a detailed review. How to develop a career at PT Varo Tech Indonesia.

Results And Discussion

Planning Career System at PT Varo Tech Indonesia

The success of a company is not only measured by how sophisticated the technology is used; the quality and professionalism of human resources within the company are also very influential in its success. To support the quality and professionalism of a company, a clear career system is needed that can help work in the company be more effective and efficient and be able to support employee career development in accordance with what they want to achieve.

A career system is a system created by a company to continue developing its personnel system and smooth employee career mobility. This career system is of course also owned by PT Varo Tech Indonesia. *"With this career system, the company will be greatly helped because the career ladder will be structured and well organized."* (Interview with Mrs. Sri Sundari on November 18 2023).

From the resource person's statement above, it can be concluded that this company has implemented a career system. The career system in this company is useful for determining position levels and ranks in a structured and orderly manner. Position is an employee's position in the organisational structure and has the knowledge, skills, and responsible attitude to perform specific functions. With the position and division of tasks that must be carried out, it is hoped that the goals set by the company can be achieved optimally. (Widayati, 2018).

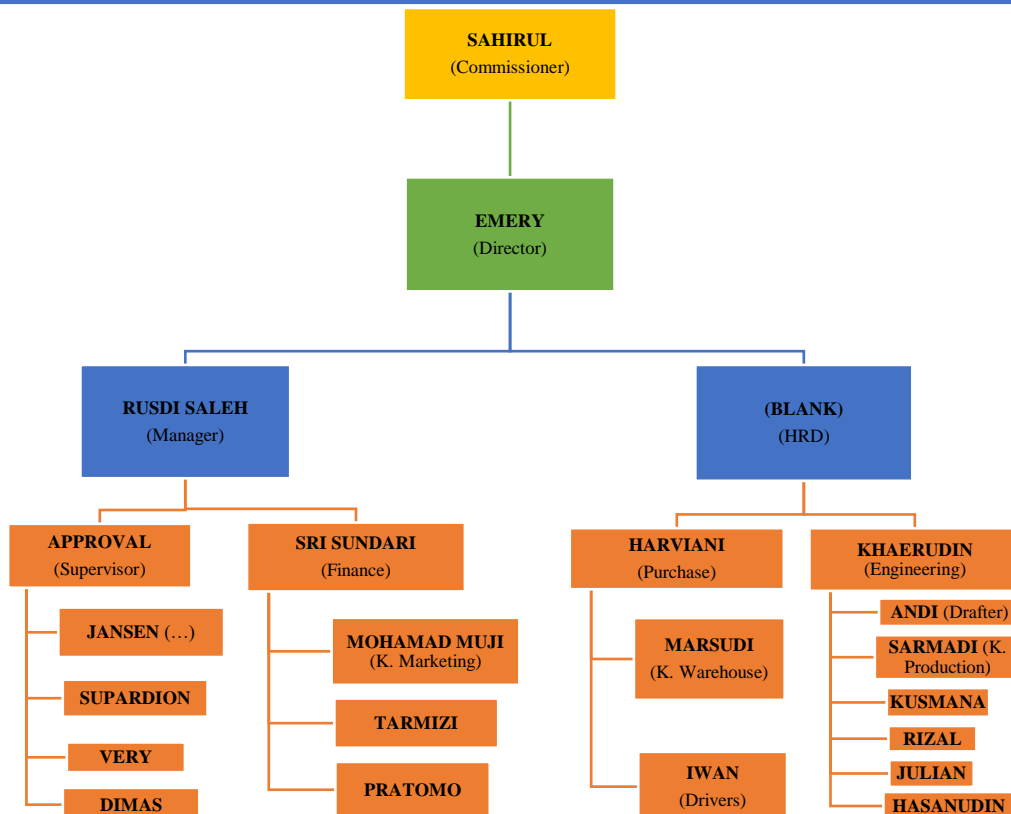


Chart 1. Structure Position PT Varo Tech Indonesia

From the chart obtained from interviews with resource persons, it can be concluded that having a career diagram or position structure makes the system easier for a for a career at the company. PT Varo Tech Indonesia made adjustments to the position structure design. This is done by the company to make it easier for employees to understand their positions and job descriptions.

"There are actually two factors that influence this company's career system, internal and external. If it's internal, it's from the employees themselves whether they want to be able to move up to a higher career level, whether there's potential or not, there is opportunities, and whether he is responsible for his work or not. Then for external factors, which are an influence in designing a career system, namely the number of employees, and this will also influence the determination of the type of management that exists in this company." (Interview with Mrs. Sri Sundari on Friday, 18 November 2023)

From the statement, it can be concluded that there are two factors in the planning system of a of a career in a company, which are internal and external. From within yourself, which is seen in employees themselves, is their own will. For develop, have potential, responsibility answer, as well exists chance in company. Whereas from external, that is seen from the amount his employees, because the amount will determine how to structure, position, and type proper management.

"For consideration in this company when designing a career system, the most important thing is that the type of position is the same as the term of office. For the type of position we determine the structural position. For a short term



of office or a long term of office, it doesn't matter in this company because we renew contracts every 4 months. And as long as the employee still has potential and ability, and is also consistent, responsible and skilled, we will continue their term of office. For older employees, if they can still be employed and want to continue working, then the company doesn't have a problem with this, but in our company it happens that it hasn't reached that point yet (most of the employees are still young). Because our company is looking for young employees." (Results of an interview with Mrs. Sri Sundari on Friday, 18 November 2023).

From the statement, it can be concluded that type of position and term of office are things to consider in a system career in the company. This company sets a type of position that is structural. According to Samsudin (2006), in his book, he explains that basically, position structural is position career, which is a designated position for those who are directed to the highest level of the organization. With So, a new guy or employee must go through an orientation programme, and first and given experience in the position, character staff can help position structural. Because position structural is very necessary, maturity psychological, aside from maturity and ability personal, And company This is considering the term of office, which is every 4 months. Grace time position somebody or term of office somebody in something organisation should determine in a way firm and certain because matter they will give effect positive psychology to holder the position concerned (Samsudin, 2006).

"Because we set type structural position so all employee started from position lower moreover formerly for can go up to level top in the company this. First time enter work, employee given training for measure how much his abilities with an internship program or training for 3 months. this training program done with direction and training employees by their seniors." (Interview results with Mrs. Sri Sundari on Friday, November 18 2023).

From the data above, the researchers can analyze that company. This obliges new employees to enter with training and direction or a training programme for three months at the beginning of the term of office by seniors from the division.

In compiling system career, necessary Also pay attention to how development career from its employees.

"We are from party the company also provides opportunities for employees for try another part, then employees are also included to projects outside city, then the most important thing is also us from company provide facilities for employees can take part in an K3 certification program or an electrical K3 education and training program. With exists Electrical K3 certificate employees, then company more Can freely in do achievement project company with scale bigger." (Interview result with Mrs. Sri Sundari on Friday, November 18, 2023).

From the analysis, it can be concluded that the development career of employees own impact is also positive for the development of an organization or company. With its implementation, training or education can support the development of a



career for employees. This PT Varo Tech company can reach projects with a larger a larger scale with employees or existing workers. Electrical K3 certified. The employees or worker naturally have a sense of humanity in do his job. Easy bored moment does monotonous thing or already become routine is one of the frequent trait found in employees. Hope for moved from old position position new always There is in employees ' minds or member something company caused by various matter among other things because served too long or Because passion mismatch.

"If it's for move position in our company nature flexible yeah. If you have adequate skills in these other fields No problem for us to move position employee the as desired. For example there is a employee part that production feel bored, but he own potency drawing (plan electricity) and he want to move to other parts are allowed origin through test moreover formerly For measure his abilities until how much . While someone own abilities and there are parts blank company will welcome matter the." (Interview result with Mrs. Sri Sundari on Friday, November 18 2023)

From the statement, it can be concluded that the transfer of positions in the company is a dynamic thing. If there are employees who feel no in accordance with their job, then the employee is allowed to move to the desired position, but terms and conditions apply, like pass tests and qualifications. But matter is only allowed for positions with the same level.

The company also has role in help employee support balance between life Work with life personal. *"Yes of course company Keep going prioritize involvement employees in the company this. Companies must Can guard communication between employees, we also see not quite enough he answered, and looked over from results it works. If it's a result it works Good yes, no problem. Whereas if he seen more enterprising in do his job what we can be certain of is there's a bonus, right? for employee " (Interview results with Mrs. Sri Sundari on Friday, November 18, 2023)*

From the statement, it can be concluded that company support exists for balance between work and personal life for his employees. While problems arise in life, personal employee No becomes a distortion for performance employees, then company No is problematic. But for enthusiastic and active employees to do their jobs, so from the company No disinclination to give him a bonus or incentive.

The enhancement of career employee always linked with performance good employee. Good employee performance Of course is results from discipline. In doing discipline the Of course There is something thing that becomes factor supporter from discipline Work. One of factor that is Because there are bonuses or incentives. *" Naturally there's a bonus, right? for successful employees achieve the target. Principles in the company This is ' employee like boss like '. So that company will put first welfare of employees. Bonuses are given by the company every week and in the form of money." (Interview results from Mrs. Sri Sundari on Friday, November 18 2023).*

From the statement, it can be concluded that there are incentives for employees who have achieved their careers. With the existence of incentives, this has become

something of a pusher for other employees to be motivated to keep going and increase performance so that they can reach a higher position or career peak. (Mustafa, n.d.)

"For example, there is employees who feel his career hampered or feel experience incompatibility of passion with occupation moment this, then from party company will see moreover formerly is There is emptiness position in a suitable job with employee passion the. If there is, then employee will move to desirable position the. For example, the problem there is a lack of employee skills, then employee That can request briefing or teaching from his senior. From the side company must Keep going There is constructive criticism for employees, so do employee's must Can open in accept criticism the. Guard good communication with employee is the key." (Interview results from Mrs. Sri Sundari on Friday, November 18, 2023).

From the statement, it can be concluded that sometimes employees feel that their career is hampered. Employees feel stuck in one place, or there is no experience development, whatever. Therefore, that development career needs to be done, either by the self-employee or by facilitating a company's development career so as not to hinder the career. This company supports his employees to keep going and increase their skills with mingle and ask teaching as well as direction from the worker holding more senior positions in the field. Willing to accept criticism from the company and look after communication is also a key to a smooth career.

According to Hasibuan in (Hermawansyah et al., 2019), Demotion is displacement employee from something position to more positions low inside something organization, authority, responsibility responsibility, income, as well the status the lower. *"For example, he Already lifted but it turns out he No in accordance as expected, so his abilities No appropriate, then Want to No want the Company will move employee the to other things. Become an employee the must legowo If moved or lowered to another position" (Interview results from Mrs. Sri Sundari on Friday, November 18 2023).*

From the statement, it can be concluded that there was a demotion in the company. The real employees have abilities that are not in accordance with expected, then the company will move or even lower the position of the employee to the other part.

Evaluation performance must always be done for can achieved objective career Good for employee nor company. *"The company did evaluation performance from results satisfactory work or no. Performance is monitored every 3 months. Then if found nonconformity from results his job so will hold direction and control from party company. If it's performance Good later will There is chance for promoted or promotion. " (Interview results with Mrs. Sri Sundari on Friday, November 18 2023).*

From the statement, it can be concluded that promotion can happen if employees reach optimal performance. According to Hasibuan Dalam (Rofiq Noorman Haryadi et al., 2022), promotion means displacement from one position to another that has a higher status and responsibility. This displacement is accompanied by

an enhancement in salary or wages for others, though not always thereby. The exists performance optimal employees, then company will promote position employee to level more career. It will raise social strata and status in society so that happen achievement career employee.

Conclusion

From this research, it can be concluded that the career system design has been implemented by PT Varo Tech Indonesia in the city of Tangerang, and so far it has been implemented well. PT Varo Tech Indonesia really supports employees to continue to develop their careers so that the employee's career goals are achieved. PT Varo Tech Indonesia, in its career system, applies an open and dynamic nature so that employees who want to change fields or learn new fields of work will be strongly supported by the company. Employees who have good performance have the opportunity to be promoted or experience a promotion. PT Varo Tech Indonesia also helps employee career development by providing education and K3 certification training. This supports employees so they can pursue their careers to a higher level. Improving employee careers will also have a positive impact on the company because it increases the quality of the company so that it can accept projects on a larger scale.

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