

The Influence of Interpersonal Communication, Work Motivation and Career Development on the Performance of Employees of Ramen Ya Jakarta Restaurant

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Abstract

This research to analyze the effect of Interpersonal Communication, Work Motivation and Careers Development on the Performance of YES Ramen Restaurant Employees. The research data used primary data in the form of a questionnaire to 105 employees of the YA Ramen Restaurant. The analytical method in this study used descriptive and inferential analysis with multiple linear regression and used the SPSS version 25 program. The technical data testing used in this study included multiple linear regression tests and hypothesis testing. The results of the research analysis found that Interpersonal Communications (X1), Work Motivation (X2), and Career Development (X3) have a positive and significant effect on Employee Performance (Y). The results of this study are expected to be able to make YA Ramen restaurants employees pay attention to Interpersonal Communications, Work Motivation, and Career Development which can improve Employee Performance.

Keywords: Interpersonal Communications, Work Motivation and Career Development, Employee Performance.

INTRODUCTION

HR has become an important role in an organization or company. In order for a company to have quality employees, the company needs to respect all aspects of the employee. With increasing performance employee will give impact positive in achieve company goals. Therefore, management must study the attitudes and behavior of employees to improve their performance.

According to (Sedarmayanti, 2017) "Employee performance is something carried out individually and can be noticed". Enhancement performance many employees, very important in an organization, because with performance employees who Lots will can increase productivity Work employee with if productivity increases, the goals of the organization will be achieved itself.

With results Work which done fulfil target, this imply that employees can fulfill the obligations that have been given to them by the company and must be maintained. However, the consequences of the work carried out by employees do not meet the objectives and cannot be fulfilled obligation them, expand performance employee very

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important. When working on employee presentations at the company, several variables can be influenced, including; interpersonal communication, work motivation, and career development.

There are various factors that influence performance, including Interpersonal Communication, which is communication with a fairly high frequency used by humans. With interpersonal communication that occurs within various aspect life man Which Wrong the only one happen in formal scope like organization or company. The cycle done HR is one of the determinant elements in creating a strong organization. The communication cycle is an interaction that will continue to occur in any relationship. Wrong the only one is role superior in matter communication. According to (Suwatno & Priansa, 2011) "communication is useful for awakening employee motivation, in order to proceed when managers want to improve employee performance". One thing important For reach objective organization is increase performance employee. Because, expansion implementation performance employee can with appropriate influencing changes in worker behavior which is manifested in work inspiration in increasing work efficiency.

Handoko (2010) explains that communication is a way to convey ideas or information to someone. Effective communication helps employees understand their jobs clearly, which in turn improves their performance. Interpersonal communication, which involves direct exchange of information between individuals, is key in ensuring good understanding (Arni, 2011).

Work motivation, according to Wibowo (2017), is an urge to act in various ways to achieve goals, which includes guidelines, intensity and activity. Employees with high motivation and appropriate rewards will tend to perform well, playing an important role in the company's survival. Indahwati & Rizqi's (2022) view emphasizes that motivation encourages individuals to make serious efforts to achieve optimal results, and motivation becomes increasingly important in moving subordinates towards predetermined goals.

Research by Susitjaningrum et al. (2015) shows that work motivation has a significant influence on employee performance. Thus, efforts to increase work motivation can be an effective strategy for improving employee performance in an organization.

Motivation Work very useful For employee Because there is motivation work will arrange employees who are able to take responsibility, deeply finish the job Which has given, when a worker own motivation Which strong will There is energy from in himself For show his abilities. And everything that was hoped for in him.

Career development is another element that can influence employee performance. Clear career advancement will bring benefits for public And organization Because can help create HR in the organization by paying attention to differences in data related to capacity and representative performance so that it can be used fairly for choices in advancing successful workers, can encourage worker loyalty and obligations to the organization and will limit disappointment that drives workers to leave the organization, workers can increase capacity them, because they accept that their profession in the association will go well and workers will be happy with the association and will clearly be motivated to work, organizational factors that appreciate employee performance as well as career development.

Career development, according to Marwansyah (2014), refers to individual efforts to understand and improve their professional plans, creating dynamic conditions in the work environment with a focus on improving the quality of work. Lijan Poltak (2019) states that increasing professionalism involves organizational efforts in

managing the work of its employees, including the regulation, implementation and management of their profession. Meanwhile, according to Rozi & Pusiasari (2019), career development is a program to increase individual work capacity to achieve an ideal calling, giving hope to representatives to achieve privileges, both in material and non-material terms.

Clear career development forms an obligation of organizational guidance because it will support workers so that they feel comfortable with what they are doing which they have do and the dedication they have given. This career development is not only to lead workers to a higher career path but also to give them obligations and rewards Which more big on business Which has they do. When improvement plan career No own clarity from organization, that means that they do not consider representatives to be a major resource for organization, because on basically worker is perpetrator dynamic for help organization achieve its goal.

This research was conducted at RAMEN YA Restaurant, a company operating in the F&B world since 2013. PT. Maju Mapan Yic (YES Ramen Restaurant) has gone through a lot of competition business in achieving targets proposed business field. There are many business fields to obtain. This company has become large and effective to date, of course it cannot be separated from the enormous role of its employees. This company also go forward looking profit and understand the importance of HR management, to produce quality human resources.

Restaurant Ramen YES pay attention with monitor progress organization in Then day, composing HR which reliable And Keep going create power work that Ready face competition. This is Wrong One task main para actual organizational leaders and workers so that representative implementation is maintained to achieve goals.

Based on the explanation above in this research, employee performance is a variable affected dependents communication interpersonal, motivation work, and career development. Expect to see key areas of strength for how interpersonal communication, work motivation, and career development impact employee performance.

This research aims to provide guidelines for carrying out examinations of the influence of Interpersonal Communication, Work Motivation and Career Development on the performance of YA Ramen Restaurant employees. The research objective involves analyzing the impact of each of these variables. The benefits of this research include further investigation regarding Interpersonal Communication, Work Motivation, and Career Development and their contribution to employee performance. For academics, it is hoped that this research will become reference material for further exploration. Meanwhile for PT. Maju Mapan YIC (YES Ramen Restaurant), the research results can be used as data and contribution to organizational improvement, especially in improving aspects of Interpersonal Communication, Work Motivation and Career Development which have a positive impact on employee performance.

RESEARCH METHOD

This research focuses on employee performance which is influenced by interpersonal communication, work motivation and career development at PT. Maju Mapan YIC (YES Ramen Restaurant). The research plan includes stages such as preparing a proposal, collecting data through a questionnaire distributed to 143 permanent employees of YA Ramen Restaurant, proposal seminars, data processing and analysis, as well as preparing a final report/thesis. The main data source comes from employees using a Likert scale as a measurement tool. The population in this study was all permanent employees, and the sample was determined using the Taro

Yamane formula, resulting in 105 respondents. Data analysis methods involve descriptive analysis, inferential analysis, and multiple linear regression. Instrument testing involves validity and reliability tests, while classical assumption tests include normality tests, multicollinearity tests, autocorrelation tests, and heteroscedasticity tests. Hypothesis testing uses the t test, with a significance level of 0.05. The results of this analysis are expected to provide a comprehensive picture of the influence of Interpersonal Communication, Work Motivation, and Career Development on Employee Performance at YA Ramen Restaurant.

RESULTS AND DISCUSSION

A. Method Data analysis

1. Analysis Descriptive

The results of the descriptive statistical test are to determine the total mean value And total whole mean For every variable. Variable independent, namely interpersonal communication (X1), work motivation (X2) and development career (X3), as well as variable dependent that is Performance Employees (Y) Which each variable consists from a number of items statement, namely: a) Communication Interpersonal: 8 statements opinion, b) Motivation Work : 8 statements opinion, c) Development Career : 8 statement opinion, d) Performance Employees: 8 statement opinion.

a. Description Data Variable Communication interpersonal

The process of communication between two people in which reciprocity can be felt directly by delivering messages at that time to carry out cooperation between one person and another person to achieve a goal. Objective certain things or to do something that is beneficial to both. The table below is the average total mean result of Interpersonal Communication.

Table 1. Average Total Mean and Total Mean Interpersonal Communication (X1)

Openness	
1 Interaction Which done superior to subordinates very open	4.40
2 Communication open between colleague Work about work is going well	4.44
Average Total Mean	4.42
Empathy	
3 Leaders/Superiors always ask condition every employee when will face work	4.17
4 Leader /Superior willing help employee Which experience problem on his job	4.39
Average Total Mean	4.28
Attitude positive	
5 I have attitude communication open to colleague Work	4.39
6 I can accept information from various source in environment place Work	4.38
Average Total Mean	4,385
Equality	
7 Leader /Superior always request to para employee For always Work The same with solidarity Which tall	4.43
8 In give he ordered superior No ever choose which employees are suitable for operate task	4.36
Average Total Mean	4,395
Average Total Mean Communication Interpersonal	4.37

Source: Data Processed Questionnaire

Based on Table 1, the total mean openness indicator has an average value of 4.42, which means that the majority of respondents stated that they quite agree that openness interactions improve performance at the YA Ramen Restaurant, which is good, while for the empathy indicator the average total mean own mark average 4.28 Which It means a number of Most respondents indicated that they quite agreed that they had empathy for restaurant employees Ramen YES, good, as an indicator of a positive attitude average total mean has mark average 4,385 Which It means a number of respondents show quite agree that the attitude is positive to employees in Ramen Restaurant YES, good, and the average total mean equality indicator has an average value of 4.395, which means that the majority of respondents stated that they quite agree that equality on employee in Restaurant Ramen YES Good, The average result of the total mean for the Interpersonal Communication variable as a whole is 4.37. This means that the majority of respondents stated enough agree that communication interpersonal which managed at the YES Ramen Restaurant is good.

a) Work Motivation Variable Data

Work motivation is an urge to work to achieve something objective, person must can develop motivation Work which has the highest positive impact on employee performance in a company. When employees feel well motivated, they tend to more dedicated, productive, and enthusiastic in carry out their duties and responsibilities. Table below are the results of the average total mean work motivation:

Table 2. Average Total Mean and Total Mean Motivation Work (X2)

Need will achievement		
1	I get chance For finish that job difficult And reach work target	4.21
2	Award in work can motivating For Work	4.26
Average Total Mean		4,235
Need will affiliate		
3	Braid cooperation between employee in place Work so far can make me feel comfortable For Work	4.30
4	Connection interaction social fellow employee help I in work	4.36
Average Total Mean		4.33
Need will competence		
5	I feel motivated For do work in a way appropriate And fast in accordance work standards (SOUP)	4.38
6	I Ready overtime when it comes to work I Not yet finished appropriate time	4.38
Average Total Mean		4.38
Need will power		
7	I enterprising Work Because exists chance Which given company For occupy position certain	4.49
8	I get chance participate in determine the goal will be achieved by superior	4.33
Average Total Mean		4.41
Average Total Mean Motivation Work		4,338

Source: Processed Data Questionnaire

Based on Table 2, the average total mean for the need for achievement indicator has an average value of 4.235, which means that the majority of

respondents stated that they quite agree that the need for achievement improves performance at the Ramen Restaurant, YES is good, while for the indicator need will affiliate average total mean own mark an average of 4.33, which means that the majority of respondents stated that they quite agree that the need for affiliation among YA Ramen Restaurant employees is good, then the indicator need will competence average total mean own mark The average is 4.38, which means that the majority of respondents stated that they quite agree with the need competence on employees in Ramen Restaurant YES well, and indicator need will power average total mean own The average value is 4.41, which means that the majority of respondents stated that they quite agree that need power on employee in Restaurant Ramen Yes, good. The average result of the total mean for the overall work motivation variable is 4.338. This means that the majority of respondents indicated enough agreed that Motivation Work Which managed in YES Ramen Restaurant is good.

b) Career Development Variable Data

This process usually involves a series of steps and policies designed to facilitate an employee's development toward higher positions or responsibilities within the company. With career development, employees can be encouraged and motivated to carry out their duties effectively and efficiently, so that the company can achieve its goals optimally. The table below is the mean result of career development:

Table 3. Average Total Mean and Total Mean Development Career (X)

Treatment Which fair in have a career	
1	I feel the company has been fair in providing opportunities Which The same on4.22 all employee For promoted
2	I feel promotion Which given company based consideration objective 4.25
Average Total Mean 4,235	
Concern direct supervisor	
3	Leaders/Superiors always give attention special in development career I 4.22
4	I feel superior own role important in improvement career I 4.22
Average Total Mean 4.22	
Information various opportunity promotion	
5	Company provide information about condition to occupy something position4.25 certain
6	Opportunity career Which There is in announce openly _ 4.33
Average Total Mean 4.29	
There is interest to be promoted	
7	I own that interest big For Continue to develop your career at the company 4.36
8	Program level career Which given company make me want to Keep going4.36 develop career I
Average Total Mean 4.36	
Average Total Mean Development Career 4,276	

Source: Data Processed Questionnaire

Based on Table 3 on indicator treatment which fair in a career average total mean own mark average 4,235 which this means that the majority of respondents stated that they quite agree that it is fair to have a career in improving performance at the Ramen Restaurant. Yes, it is good, while for the indicator of concern for direct superiors, the average total mean has an average value of 4.22, which means that the majority of respondents stated that it was

sufficient. agree that caring superior on employee Restaurant Ramen YES OK, then the information indicator various opportunity promotion average total The mean has an average value of 4.29, which means that the majority of respondents stated Enough agree that information opportunity promotion on employees at the YES Ramen Restaurant are good, as an indicator of interest in being promoted average total mean has mark average 4.36 which means that the majority of respondents stated that they quite agree that the interest in being promoted among employees at the YA Ramen Restaurant is good. The average result of the total mean for the Career Development variable as a whole is 4.276. This means that the majority of respondents said it was sufficient agree that Development Career Which managed in Restaurant Ramen YES is good.

c) Description of Employee Performance Variable Data

Performance is results work Which has resolved by individual or groups in an organization according to their respective expertise and obligations with the ultimate aim of achieving organizational goals as a whole illegal, No ignore law And No oppose ethics And moral. Table in lower this is results mean from Performance Employee:

Table 4. Average Total Mean and Total Mean Performance Employee (Y)

Quality		
1	I always try For increase quality Work I.	4.20
2	I fulfil condition or standard Work (SOUP) set by the company.	4.24
Average Total Mean		4.22
Quantity		
3	I can get the job done more from Which targeted.	4.33
4	I capable finish something work with neat.	4.30
Average Total Mean		4,315
Attendance rate		
5	I always present For finish work I	4.30
6	I always roll call appropriate time and No Once late.	4.35
Average Total Mean		4,325
Efficiency and Effectiveness		
7	I can use time with efficient and effective.	4.45
8	I have commitment And not quite enough answer in Work.	4.32
Average Total Mean		4,385
Average Total Mean Performance Employee		4,311

Source: Processed Data Questionnaire

Based on table 4, the average total mean quality indicator has an average value of 4.22, which means that the majority of respondents stated that they quite agree that quality is needed to improve performance at YA Ramen Restaurant is good, while for indicators quantity average total mean own mark average 4,315 Which It means Most of the respondents stated that they quite agreed that the quantity of employees at the YA Ramen Restaurant was good, then the average total mean attendance level indicator had an average value of 4.325, which means that the majority of respondents agreed that the attendance level for employees at the YA Ramen Restaurant was good, and the efficiency indicator and the average total mean effectiveness has an average value of 4.385, which means that the majority of respondents stated that efficiency and effectiveness on employee in Restaurant Ramen YES is good. The average result of the total mean for the overall Employee Performance variable is 4.311. This

means that the majority of respondents agreed that the employee performance provided at YA Ramen Restaurant was quite good.

2. Analysis Inferential

a. Instrument Test

1) Validity test

The validity test is used to measure the accuracy and accuracy of a research instrument. In determining whether an item is appropriate or not, a significance test is usually carried out, meaning it is considered valid if it correlates significantly with the total. If the correlation coefficient value is <0.1918 then the statement item can be said to be valid.

Table 5. Results Test Validity

Variable	Statement	R Count	R Table	Information
	Statement 1	0.528	0.1918	Valid
	Statement 2	0.607	0.1918	Valid
Communication Interpersonal (X1)	Statement 3	0.542	0.1918	Valid
	Statement 4	0.526	0.1918	Valid
	Statement 5	0.575	0.1918	Valid
	Statement 6	0.610	0.1918	Valid
	Statement 7	0.511	0.1918	Valid
	Statement 8	0.492	0.1918	Valid
Variable	Statement	R Count	R Table	Information
	Statement 1	0.398	0.1918	Valid
	Statement 2	0.611	0.1918	Valid
Motivation Work (X2)	Statement 3	0.531	0.1918	Valid
	Statement 4	0.648	0.1918	Valid
	Statement 5	0.589	0.1918	Valid
	Statement 6	0.506	0.1918	Valid
	Statement 7	0.573	0.1918	Valid
	Statement 8	0.569	0.1918	Valid
Variable	Statement	R Count	R Table	Information
	Statement 1	0.448	0.1918	Valid
	Statement 2	0.590	0.1918	Valid
Development Career (X3)	Statement 3	0.584	0.1918	Valid
	Statement 4	0.623	0.1918	Valid
	Statement 5	0.596	0.1918	Valid
	Statement 6	0.542	0.1918	Valid
	Statement 7	0.539	0.1918	Valid
	Statement 8	0.526	0.1918	Valid
Variable	Statement	R Count	R Table	Information
	Statement 1	0.346	0.1918	Valid
	Statement 2	0.584	0.1918	Valid
Performance Employee (Y)	Statement 3	0.590	0.1918	Valid
	Statement 4	0.653	0.1918	Valid
	Statement 5	0.540	0.1918	Valid
	Statement 6	0.536	0.1918	Valid
	Statement 7	0.461	0.1918	Valid
	Statement 8	0.589	0.1918	Valid

Source: Data Processed SPSS 25

Based on the validity test above, with the condition that Df = Number of respondents – 2 (Df= 105-2 = 103) and alpha 5% then used r Table 103 =

0.1918. From recapitulation use SPSS 25 data tested of 103 respondents stated that all statement items 1-32 for the variables Interpersonal Communication, Motivation Work, Development Career and Performance Employee valid. Matter this seen from the results of calculations using the table above show that the calculated R is greater than the R table (0.1918).

2) Reliability Test

Reliability shows an instrument that can be used as a data collection tool, because the instrument can be trusted and is reliable in producing results data which can be believed. Something instrument said reliable if it has a *Cronbach's alpha value* of 0.6. Results as follows:

Table 6. Results Test Reliability

Variable	Cronbach's Alpha	Information
(X 1)	0.665	Reliable
(X2)	0.675	Reliable
(X3)	0.680	Reliable
(Y)	0.647	Reliable

Source: Processed Data SPSS 25

For fourth variable in on is 0.6. Because values the measure is greater than 0.6 then value the measure is reliable or has met the reliability requirements.

b. Classic assumption test

1) Test Normality

A statistical procedure used to test whether a data set or sample comes from a normal distribution or approaches a normal distribution. The data normality test can be carried out using the *Kolmogorov – Smirnov test*. This implementation of the *Kolmogorov – Smirnov test* compares empirical distributions data with distribution normal which expected. Statistics test Kolmogorov-Smirnov is used to calculate the degree to which data fits a normal distribution which expected. If significant in lower 0.05 means data which will tested has a significant difference with standard normal data, meaning the data is not normal. And if it is significant above 0.05 means there is no significant difference between the data to be tested and standard normal data, meaning that both data tested are normal.

**Table 7. Results Test Normality
One-Sample Kolmogorov-Smirnov Test
Unstandardized Residuals**

N		105
Normal Parameters ^{a, b}	Mean	,0000000
	Std. Deviation	1.91135584
Most Extreme Differences	Absolute	,085
	Positive	,085
	Negative	- \$1,081
Test Statistics		,085
Asymp. Sig. (2- tailed)		,061 ^c

a. Test distribution is Normal.

- b. Calculated from data.
 - c. Lilliefors Significance Corrections.
- Source: Data SPSS 25 processing

Based on Table 7 Kolmogorov – Smirnov Test above, the unstandardized residual Kolmogorov Asymp.Sig (2-tailed) is 0.061, which means $0.061 > 0.05$, indicating that the data in the research variables are normally distributed.

2) Multicollinearity Test

The multicollinearity test can be seen from the Variance Inflation Factor (VIF) and Tolerance values, if the VIF value is less than 10 and Tolerance is more from 0.1 then stated No happen multicollinearity. Model regression Which Good No happen correlation perfect or near perfect among the independent variables (multicollinearity). For more details, the author explains in Table 8:

Table 8. Results Test Multicollinearity Coefficients ^a

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Total.X1	1,000	1,000
Total.X2	,869	1,150
Total.X3	,869	1,150

Based on Table 8, the VIF value for the Interpersonal Communication variable (X1) is 1,000, Work Motivation (X2) is 1,150 And Development Career (X3) of 1,150. Meanwhile, the Tolerance value for the Interpersonal Communication variable (X1) is 1,000, Work Motivation (X2) is 0.869 and Career Development (X3) is 0.869. Of the three variables, the VIF value is < 10 and the Tolerance value is more than 0.1, which means that the regression model does not contain multicollinearity.

3) Autocorrelation Test

The autocorrelation test is used to determine the relationship between data there is on variables study. Model regression better not there is autocorrelation. Method testing use test Durbin-Watson (DW Test). The results of the autocorrelation test can be seen in Table 9.

Table 9. Results Test Autocorrelation Model Summary ^b

Model	Durbin-Watson
1	1,879

a. Predictors: (Constant), Total.X3, Total.X2, Total.X3

b. Dependent Variables: Total.Y

Source: Processed Data SPSS 25

Based on the results of the autocorrelation test in Table 4.13, the DW value is 1.879 compared to with mark DW table need significance 5% with a sample size of 105 (n) and number of independent variables 3 (k= 3), so on table DW obtained mark $dL=1.6237$ and $dU=1.7411$. Because the DW value of 1.879 is greater than the upper limit (dU) of 1.7411 and less from 4-1, (4-dU). This in accordance with the provisions that is $dU < DW < 4-dU$, $1.7411 < 1.879 < 2.258$,

so DW located in between dU And 4-dU, so it can be concluded that the test results do not have autocorrelation i.

4) Heteroscedasticity Test

The heteroscedasticity test aims to test whether there are differences variant from residual an observer to other observations in the regression model. The assumption of a good regression model is that heteroscedasticity does not occur. The results of the heteroscedasticity test are as shown in table 10 as follows:

**Table 10. Results Test Heteroscedasticity (Glejser)
Coefficients^a**

Model	Unstandardized Coefficients		Standardized Coefficients	
	B	Std. Error	Beta	t
1	(Constant) - 4,082	2,531		- 1,613
	Total ,097	,047	,198	2,052
	Total ,067	,051	,137	1,324
	Total - ,006	,047	- ,014	- ,137

a. Dependent Variables: ABSTRACT
Source: Data Processed SPSS 25

In table 10 above, it can be seen that the significant value for the variables Interpersonal Communication, Work Motivation, Career Development is more than 0.05. Thus it can be concluded that No happen problem heteroscedasticity on regression model.

c. Mode Feasibility Test I

1) Test F

The F test is to test the significance of the regression coefficients together, namely whether the independent variable has an influence on the dependent variable which is tested at a significance level of 0.05. In this case, the ANOVA table is used to test the significance of the influence of Interpersonal Communication, Work Motivation, and Career Development together to performance employee in Restaurant Ramen YES Jakarta.

In this assessment, the significance of the calculated F value will be compared to 0.05. If sig. F count < 0.05 then H₀ rejected, meaning that the hypothesis submitted can accepted. On the contrary If sig. F count > 0.05 so H₀ _ accepted, meaning the proposed hypothesis is rejected. The SPSS 25 processing results show the following:

**Table 11
Results Test F
ANOVA^a**

Model		Sum Squares	ofdf	Mean Square	F	Sig.
1	Regression	264,287	3	88,096	23,419	,000 ^b
	Residual	379,941	101	3,762		
	Total	644,229	104			

a. Dependent Variables: Y

b. Predictors: (Constant), TotalX1 , TotalX2, TotalX3
 Source: Processed Data SPSS 25

From Table 11, the F value shows a significance value of 0.000 <0.05. This means that Interpersonal Communication, Work Motivation, and Career Development have a positive and significant effect on Employee Performance. Therefore it can be declared worthy.

2) R2 Test (Coefficient of Determination)

Determination analysis is expected to measure how far the model's capacity to understand variations in the dependent variable can explain whether the regression model being assessed is good. SPSS 25 Test Results are as follows:

Table 12
Results Test Coefficient of Determination (R²)
Model Summary

Model	R	R Square	Adjusted R Square		Std. Error of the Estimate
			Adjusted R Square	Std. Error of the Estimate	
1	,856 ^a	,732	,724	,973	

a. Predictors: (Constant), total, Total, Total
 Source: Processed Data SPSS 25

Based on Table 12, the coefficient of determination (R²) is 0.732, which means that the level of employee performance variables can be influenced by Interpersonal Communication, Work Motivation, and Career Development and can contribute to employee performance by 73.2% while the remaining 26.8% is influenced by other factors. Who were not included in this study? Thus the model used in this research is declared feasible.

d. Multiple Linear Regression Analysis

To determine whether or not there is an influence of interpersonal communication variables, motivation work, and career development on employee performance at the YA Ramen restaurant, multiple linear regression was used. Based on the results of processed data that has been tested using SPSS 25 application computer program, the results of multiple regression are as follows:

Table 12
Results Analysis Linear Multiple
Coefficients^a

Model	Unstandardized Coefficients			Standardized Coefficients	
	B	Std. Error	Beta	Q	Sig.
1	(Constant)	5,521	3,933		
	Total X1	,175	,073	,182	,019
	Total X2	,229	,079	,237	,005
	Total X3	,436	,073	,486	,000

a. Dependent Variables: Y
 Source: Data Processed SPSS 25

Based on Table 12 so equality regression linear multiple is as follows:
 $KK=0.182KI+0.237MK+0.486PK$

Information:

K.K = Performance Employee

KI = Communication Interpersonal MK = Work Motivation

PK = Career development

Model the show meaning that:

- (1) Interpersonal communication has a regression coefficient of 0.182. The more interpersonal communication is applied, the employee performance will increase, where the other variables are constant. It means variable Communication Interpersonal has a positive effect on employee performance assuming that other variables are constant.
- (2) Work motivation the regression coefficient is 0.237 for the Work Motivation variable increases, employee performance will also increase, where other variables are constant. This means that the Work Motivation variable has a positive effect on Employee Performance assuming that other variables are constant.
- (3) Work Development has a regression coefficient of 0.486. If the Work Development variable is stable, employee performance will also increase, where the other variables are constant. This means that the Work Development variable has a positive effect on performance Employee. With assumption that variable others but p.

3. Hypothesis Test (t Test)

T test (partial regression test) to find out what the relationship is variable independent in a way Partial influence every The independent variable means Interpersonal Communication, Work Motivation, and Career Development have a positive effect on Employee Performance.

Table 13. t test Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	Q	Sig.
1	(Constant)	5,521		1,404	,163
	Total X1	,175	,182	2,383	,019
	Total X2	,229	,237	2,891	,005
	Total X3	,436	,486	5,932	,000

a. Dependent Variable: Total

Source: Processed Data SPSS 25

Based on the t test results referring to Table 4.18 in above, it can be seen that the calculated t value for Interpersonal Communication is 2.383 with a significant level of 0.019, while the t table value with $df = nkl (105-3-1=101)$, a significant level of 0.05, results in a figure of 1.660. $Tcount > ttable (2.383 > 1.660)$ then H_0 is accepted. This means that interpersonal communication has a positive and significant effect on employee performance.

For the t-count value of Work Motivation, it is 2.891 with a significant level of 0.005, while the t-table value with $df = nkl (105-3-1=101)$, a significant level of 0.05, results in a figure of 1.660. $Tcount > ttable (2.891 > 1.660)$ then H_0 is

accepted. This means that work motivation has a positive and significant effect on employee performance.

The t-value for Career Development is 5.932 with a significance level of 0.000, while the t- table value with $df = nkl$ ($105-3-1=101$), the significance level is 0.05, the figure is 1.660. $t \text{ count} > t \text{ table}$ ($5.932 > 1.660$) then H_0 is accepted. Means Development Career influences positive and significant on employee performance.

Discussion

A. Influence Communication Interpersonal To Performance Employee

The first finding, namely Interpersonal Communication (X1) has an influence positive and significant to Performance Employee (Y) in Restaurant Ramen YES Jakarta. Results testing this showing that hypothesis own mark amounting to 2.383 with a significance level below 0.05, namely 0.019. This positive and significant influence indicates that increasing Interpersonal Communication influences employee performance at YA Ramen Restaurant. This is also proven with a coefficient value of 0.182. In this case, employee performance is communication in in association. Interpersonal communication plays a role quite a good role in the smooth running of representative exhibitions. This supports the hypothesis of Suranto (2011) which states that the role behind interpersonal communication is to build and maintain harmonious relationships. One of the best needs of every individual as a social creature is to form and maintain good relationships with other people. The more friends you can work with, the smoother the practice will be in everyday life. These findings are in line with research by Ridwan, Hardhienata, and Entang (2016) And Usman (2013) who stated that interpersonal communication has a positive effect on employee performance.

B. Motivational Influence Work On Performance Employee

The second finding, namely Work Motivation (X2) has a positive and significant influence on Employee Performance (Y) at YA Ramen Restaurant Jakarta. The results of this test show that the hypothesis has a value of 2.891 with level significancedi lower 0.05 ie as big as 0.005. Influence positive and this significance indicates that increasing Work Motivation influences improvement performance employee in Restaurant Ramen YES. This too proven with coefficient value 0.237. and that has the implication that the better the work motivation, the higher the employee performance that will be created.

Therefore, work motivation can also influence efforts to further develop employee performance. Motivation or support to work is very important to achieve a goal, therefore it must be possible push determination Which most tall For employee in organization.

The more high motivation given to employees, then performance employees will increase. This is in accordance with past examinations led by (Bukhari and Pasaribu, 2019), (Rosmaini and Tanjung, 2019), and (Ainanur and Tirtayasa, 2018) with the results of previous explorations generally showing the influence of work motivation on employee performance. Looking at the explanation above, it can be assumed that there is a positive and critical impact of work motivation on representative implementation.

C. Influence Development Career To Performance Employee

The third finding, namely Career Development (X3) has a positive and significant influence on Employee Performance (Y) at YA Ramen Restaurant Jakarta. The results of this test show that the hypothesis has a value of 5.932 with a significance level below 0.05, namely 0.000. This positive and significant influence indicates that increasing Career Development influences employee performance at YA Ramen Restaurant. This is also proven by the coefficient value of 0.486. This can be seen from the high level of employee interest for promoted as well as superior which always

support employee career development which will affect employee performance.

Matter This in accordance with theory para expert According to (Handoko, 2019) states that "profession way is an individual improvement device that a person carries out to achieve an ideal work plan". Looking at the explanation above, it tends to be suspected that there is a positive and critical impact from increasing vocations on the implementation of representation.

CONCLUSION

From research on "The Influence of Interpersonal Communication, Work Motivation, and Career Development on the Performance of YA Ramen Restaurant Employees," it can be concluded that there is a positive influence between interpersonal communication, work motivation, and career development and employee performance. Analysis shows that openness in communication is very good, but empathy still needs to be improved. Work motivation is dominated by the need for power, while the need for achievement still needs to be increased. Career development shows that interest in being promoted is high, but superiors' concern for work is still low. The variable that dominantly influences employee performance is Career Development. Suggestions for YA Jakarta Ramen Restaurant involve maintaining and improving interpersonal communication, strengthening work motivation through fair rewards, and paying attention to career development by involving superiors to provide initiative guidance to employees. This effort is expected to improve employee performance and achieve company goals optimally.

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