



Effects Of Gender, Educational Background, Job Performance On Job Promotion Study PT Garuda Food Tbk

Aditya Angger Wibowo

Faculty of Economics and Business Safin Pati University, Indonesia

Author Correspondence : aditya_angger@usp.ac.id*

Abstract. *The research study was conducted to analyse how much effect gender, educational background, job performance has on employees or employees at PT Garuda Food, Tbk. Researchers took the object of research is PT Garuda Food, Tbk through sampling employees or employees of PT Garuda Food, Tbk. For this type of research is quantitative and descriptive. Sampling for research is 200 respondents sampling through the use of proportional random sampling method. For the method of data analysis through the use of multiple linear regression analysis, partial t test and also f test. The process for calculating through SPSS calculations as well. After testing, it shows that gender, educational background, job performance has a positive and significant effect on job growth.*

Keywords: *Gender, Educational background, Job performance, Job promotion.*

1. BACKGROUND

Leaders of both large and small companies always expect long-term growth. Companies can achieve their goals by managing their existing workforce, both lower and upper levels. Human resources are important assets for the company, so good management is necessary. Human resources and their role can be measured by the productivity and quality of work produced. In addition, natural resources no longer determine the superiority of a company, but human competitiveness. The competitiveness of an enterprise is positively correlated with the planning process. The planning process allows human resources to knowledge their human resources. To obtain high-quality human resources, it is necessary to understand career goals that will help companies achieve their goals.

It is very important for a company to provide job increments because job increments are needs that must be met by employees so that they can increase their work willingness. Job advancement should be achieved through increasing labour needs, providing conditions and opportunities for job advancement, and adaptation between the two. Job advancement principally focuses on how organisations and companies can develop to meet future challenges. All organisations must accept the fact that if they do not have competitive human resources, they are unlikely to be able to progress and will eventually disappear. In such a situation, the company must plan and continue coaching workers for job advancement. In other words, human resource management activities must be carried out simultaneously with other activities, including salary increases. According to Halim Malik (2012)

While a salary increase does not guarantee success, it is often linked to an employee's future. The process of discovering employee abilities and implementing the right model to achieve them is part of job advancement. Haryani (2014) Job advancement is the process of increasing one's work ability to achieve the desired career (Durbin in Mangkunegara, 2012: 78). In this case, job advancement is a staffing activity that helps employees plan for a better workplace in their company. (Rivai, 2011: 275). Sex (gender) can affect a person's level of employment. The English 'gender' comes from the word 'gender', which means 'sex'. Social scientists use the term 'gender' to explain the differences between women and men; the former created by God and the latter shaped by culture, the latter learnt and taught from an early age. Gender can be defined as the differences that exist between men and women based on their values (Marmawi, 2010). along with changes in traits and attributes that can occur anywhere and over time. With time, myths about male-female relationships evolve and ultimately degrade women. (Tjokrowinoto in Mahlia Muis, 2014).

Work performance, experience, education, and luck are some of the factors that influence job advancement, according to Rivai (2011:275). Getting adequate education can encourage career advancement because it allows workers to develop the abilities and skills needed in the workplace. By considering a worker's level and level of education, they can determine the type of job that will be assigned to them. This facilitates the route that employees will take to achieve the goal of improving their position (Rina and Perengki, 2014).Satisfactory employee job performance in performing the tasks entrusted to them is a requirement for career advancement. Unsatisfactory job performance makes it difficult for employees to advance to higher positions or positions in the future. (Ardan et al., 2013: 118).

Table 1.1 Employee data information of PT Garuda Food Tbk based on gender

Division	Male	Female
Manufacturing	40	155
HRD	7	10
<i>Grafik Design</i>	5	3
<i>General Affairs Professional</i>	10	13
<i>Q&A</i>	10	8
<i>R&D</i>	4	11
<i>Q&C</i>	14	6
<i>PPIC</i>	7	9
<i>Storehouse</i>	12	8
Procurement&Facilities	2	7
Observation&Technology	39	20
Total employees	150	250

Source; PT Garuda Food data information, 2023

Information on PT Garuda Food employee data is that there are more female employees than male employees. Based on observations related to gender at PT Garuda Food, there is a

problem that the gender of PT Garuda Food employees is dominated by women. There is a relatively large gender difference between male and female employees, so, the process will be different for job increments.

Table 1.2 Employee education background information PT Garuda Food Tbk

Educational background	Number
Elementary to junior high school	0
SMA or SMK	98
Strata 1	225
Strata 2	52
Total Educational background	405

Source; PT Garuda Food data information, 2023

Educational background information recognises that some permanent employees of PT Garuda Food Tbk still have a high school and vocational education. College-educated employees may not have the same opportunities for promotion and promotion.

Table 1.3 Employee job performance information PT Garuda Food Tbk

Score data	Value data	Weight data
Score 5	More than 200	Very high weight
Score 4	151 to 200	High weight
Score 3	101 to 150	Medium weight
Score 2	51 to 100	Low weight
Score 1	Less than 50	Very low weight

Source; PT Garuda Food data information, 2023

Table 1.4 Yearly job performance information of PT Garuda Food Tbk employees

Year Data	Average Data	Score Data	Weighted Score
Year 2019	Score 145	Score 3	Weight is medium
Year 2020	Score 155	Score 4	Weighted high
Year 2021	Score 130	Score 3	Weight is medium
Year 2022	Score 125	Score 3	Weight is medium
Year 2023	Score 90	Score 2	Low weight

Source; PT Garuda Food data information, 2023

Based on job performance data, it can be seen that the average job performance of PT Garuda Food Tbk employees from 2019 - 2023 has decreased significantly. In 2020, the standard of job performance of PT Garuda Food Tbk employees had increased from the previous year 2019 of 145 to 155. However, it always drops in the following years due to work that does not achieve goals, such as work that is not completed at the specified time. The job performance of PT Garuda Food Tbk employees is calculated based on the willingness and ability of employees to complete the task. One way to calculate the average value of job performance is to compare job results. Job performance per year and produce the average job performance of PT Garuda Food Tbk employees.

This research gap is Mahlia Muis (2014) concluded that gender has a negative and consistent effect on job advancement. Research by Yvette Van Osch, Jaap Schaveling (2018) states that gender has a positive and consistent effect on job advancement. Perengki Susanto, Rina Devita Sari (2014) concluded that educational background has a positive and inconsistent effect on job promotion for employees of the Semen Padang family cooperative. Ratih Fitri Hastuti (2019) concluded that educational background has a positive and consistent effect on job advancement. Intan Soraya, Idi Setyo Utomo (2015) concluded that job performance has a positive and consistent effect on the job promotion of PT Telkom Indonesia employees. Gde Bayu Surya Parwita, Made Ika Prastyadewi (2017) concluded that job performance has a positive and inconsistent effect.

2. THEORETICAL REVIEW

2.1 Definition of Gender

The English language has the word 'gender' which means 'sex'. Gender is a characteristic that is bound to and distinguishes between masculinity and femininity. Fakhri (2008) concept of gender is all things that are interchangeable between the nature of women and men, which can change gradually and differ from one place to another, as well as different from one class to another. Gender is a difference that makes a distinction between men and women based on its principles. (Marmawi, 2010). Gender according to Presidential Instruction number 9 of 2000 concerning Guidelines for Gender Mainstreaming in National Development is a concept that refers to the differentiation of roles and responsibilities of women and men that occurs as a result of and can be changed by the social and cultural circumstances of society.

Herien (2014) The concept of gender is divided into 2, namely Nature is etymologically nature can be interpreted as inherent characteristics or innate conditions in a person or human nature. Nature can also be interpreted as a personality factor about biological forces that regulate human development. Nature can be interpreted as a personality factor that develops naturally and is influenced by genetics. For the second is Nurture is etymologically nurture means care or maintenance activities, training, and accumulation of environmental factors that affect habits and visible characteristics. Nurture can be interpreted as a factor about the environmental forces that regulate human development. Nurture can be a family environment, society and even economic and cultural factors.

2.2 Definition of Educational Background

Education is the process of changing the attitudes and behaviour of a person or group of people in an effort to mature through learning and training. By considering the level and

stage of education of employees, they can determine the type of job they will accept. This facilitates their career route to achieve their professional goals (Rina, Perengki, 2014). Education is a human endeavour to develop his personality in accordance with the values of society and culture. Education can be limited in its narrow and broad sense. Education is a conscious and planned effort to help students mature. Education in this sense is carried out by formal school institutions (Purwanto: 2010: 20). Another opinion is also expressed by Hasbullah (2010: 2) education is defined as an effort carried out by a person or group of people in order to become an adult in reaching a higher level of life and livelihood in a mental sense.

2.3 Definition of job performance

An organisation is a collection of people who have different competencies, who are interdependent with each other, who try to realise their common interests by utilising various resources. Basically, the common goal that the organisation wants to realise is to make a profit. Therefore, employees who have high job performance are needed. Byars, Rue in Sutrisno (2011: 151) defines job performance as a person's level of proficiency in the tasks included in the job. Bernadin, Russel in Sutrisno (2011:151) provides a definition of job performance is a record of the results obtained from certain job functions or certain activities over a period of time. Job performance is given a limit as a person's success in carrying out a job (Maier in Sutrisno, 2011: 151). Prabu in Sutrisno (2011:152) states that job performance is the quality and quantity of work achieved by an employee in carrying out tasks according to the responsibilities given to the employee. Hasibuan in Sutrisno (2011:152) states that job performance is a result of work achieved by a person in carrying out the tasks assigned to employees based on skills, experience, and seriousness and time.

2.4 Definition of job promotion

Job promotion is to show the development of individual employees in the level of position / rank that can be achieved during the working period in an organisation (Soeprihanto, 2010: 66). Job promotion includes the process of determining employee abilities and applying the right model to find out (Haryani, 2014). Job promotion support that is flexible in job design and flexible in job promotion planning appears as a positive job promotion strategy that will affect employee perceptions of work quality life (Jessica and Ronald, 2012). Rivai (2011: 275) job promotion is a process to improve a person's work ability so that they can achieve the desired career. Hasibuan (2010: 69) job promotion is an effort to improve technical, theoretical, conceptual, and moral abilities in accordance with the needs of the job or position. Durbin in Mangkunegara (2012: 78) job promotion is a staffing activity that helps employees

prepare for their future in the company's business so that the company's business and its employees can reach their best level of development.

2.5 Gender Relationships on Job promotion

Gender can affect employee job promotion. Most men think more about planning for job promotion, this is because men are leaders and the backbone of the family so a man is more concerned about how to improve his abilities so that he can get promoted faster. In general, women's competing demands for family care compared to men might explain gender differences in the job promotion process. Therefore, women are far behind men in terms of knowledge and skill accumulation (Ilgen & Youtz, etc. in Choudury, 2016). The main reason may be that women are more likely to quit their jobs and leave the labour market (at least temporarily) to bear and raise children, and thus disrupt their career development process (Schwartz, etc. in Choudhury, 2016). The results of research by Mahlia Muis (2014) suggest that gender has a negative and consistent effect on the coefficient value and consistent value. The results of research conducted by Yvette Van Osch, Jaap Schaveling (2018) state that gender has a positive and consistent effect on job advancement on the coefficient value and consistent value.

2.6 Relationship between educational background and job promotion

Educational background can support an employee's job promotion. The higher the educational background an employee has, the greater the opportunity to facilitate his job promotion. Simanjutak in Perengki, Rina (2014) education is one of the important factors in human resource development, not only increasing knowledge but also improving work skills so that work productivity also increases. The results of research conducted by Perengki Susanto, Rina Devita Sari (2014) obtained a consistent value of education which means that there is no consistent effect between education on the job promotion of employees of the Semen Padang large family cooperative. Meanwhile, the results of research from Ratih Fitri Hastuti (2019) show that education has a positive and consistent effect on job promotion, with a coefficient value and consistent value.

2.7 Relationship of job performance to job promotion

Job performance can affect an employee's job advancement. Employees who excel at work have high confidence to get the job done. Job performance, workers perform the tasks assigned to them is the basis for obtaining job increases. Unsatisfactory employee job performance makes it difficult for employees to be promoted to higher positions or jobs in the future. (The results of the study, Intan Soraya, Idi Setyo Utomo (2015) confirmed whether job performance has a beneficial and consistent effect on job promotion with a coefficient value and consistent value. While the results of research from Gde Bayu Surya Parwita, Made Ika

Prastyadewi (2018) confirm whether job performance has a positive and inconsistent effect on job promotion with a coefficient value and consistent value.

2.8 Relationship between gender, educational background, job performance on job promotion

Gender can affect an employee's job advancement. Usually male employees are more mature in planning their careers, because men are relied upon as the backbone of the family. But in modern times women are not inferior to men, most women now prefer to achieve the highest possible career. In addition to helping earn a family income, women plan their careers so that they do not look low in the eyes of men. The higher the educational background a person has, the more it will help increase his work. So that an employee can produce good job performance. If the resulting job performance is good, it will facilitate job promotion.

2.9 Review of Past Research

Research conducted by Perengki Susanto, Rina Devita Sari, The effect of education and work performance on the increase in cooperative employees of the extended family of PT Semen Padang in 2014. Suggests that educational background has a positive and inconsistent effect on job promotion with a coefficient value of 0.146 and a consistent value of $0.555 > 0.05$. Job performance has a positive and consistent effect on job advancement with a coefficient value of 0.278 and a consistent value of $0.005 < 0.05$. Research conducted by Mahlia Muis, The increase in the employment of banking employees in Makassar city in 2014 suggests that age has a coefficient value of - 0.088, meaning that age has a negative effect on job increases of 0.088. Educational background has a coefficient value of 5.899, meaning that any increase in education will increase job increases of 5.899. Length of work has a coefficient value of 0.01, meaning that any increase in length of work will increase job increases of 0.01. Gender has a coefficient value of -2.576, meaning that gender has a negative effect on job increases of 2.576. Marital status has a coefficient value of -0.808, meaning that marital status has a negative effect on job increases of 0.808. The number of dependents has a coefficient value of 0.692, meaning that each increase in the number of dependents will increase the increase in employment by 0.692.

Research conducted by Ratih Fitri Hastuti, The effect of work experience, work background and job performance on employee job increases at the Sleman Regency Education Office Yogyakarta in 2018, states that work experience has a positive and consistent effect with a coefficient value of 0.722 and a consistent value of $0.000 < 0.05$. Educational background has a positive and consistent effect on job increases with a coefficient value of 0.1328 and a consistent value of $0.000 < 0.05$. Job performance has a positive and consistent effect on job

advancement with a coefficient value of 0.421 and a consistent value of $0.000 < 0.05$. Research conducted by Gusti Ayu Kadek Padnyawati, Yeyen Komalasari, The effect of job performance and employee training on job increases at Adhijaya Hotel Kuta, Bali in 2018 states that job performance has a positive and partially consistent effect on employee job increases at Adhijaya Hotel Kuta, Bali. It can be seen from the regression coefficient which is positive 0.541. This test is supported by the t statistical test which states that t_{count} is greater than t_{table} , which means H_a is accepted. Training has a partially positive and consistent effect on employee job increments at Adhijaya Hotel Kuta, Bali. It can be seen from the regression coefficient has a positive value of 0.268. This test is supported by the t statistical test which states that t_{count} is greater than t_{table} , which means H_a is accepted.

Research conducted by Intan Soraya, Idi Setyo Utomo, The effect of competence and job performance on job increases for employees of PT Telkom Indonesia in 2015 states that competence has a positive effect on job increases with a coefficient value of 0.108. Job performance has a positive effect on job increases with a coefficient value of 0.782. Research conducted by Gde Bayu Surya Parwita, Made Ika Prastyadewi, The effect of work appraisal and work experience on job promotion shows that work appraisal has a positive and inconsistent effect on job promotion for employees of PT Bank OCBC NISP Tbk Teuku Umar Denpasar, Bali with a coefficient value of 0.394 and a consistent value of $0.08 > 0.05$. Work experience has a positive and consistent effect on the job promotion of employees of PT Bank OCBC NISP Tbk Teuku Umar Denpasar, Bali with a coefficient value of 0.458 and a consistent value of $0.013 < 0.05$.

Research conducted by Askar Choudhury et.al, Age-Gender Interaction On The Endeavor Of Career Development in 2016 shows that age has a positive and consistent effect on job advancement with a consistent value of $0.0002 < 0.05$. Gender has a consistent effect on job advancement with a consistent value of $0.0002 < 0.05$. The determination shows that the dependent has an independent effect of 5.08%. For the remaining 94.92% influenced by other factors. Research conducted by Yvette Van Osch, Jaap Schaveling, The Effect of Part-Time Employment and Gender on Organizational Career Growth in 2018 shows that the same employment status and gender have a positive effect on job advancement with a coefficient value. The research conducted by Daud Regina Christine, Willem J.F. Alfa Tumbuan, The Influence of Education Level, Training, and Performance Appraisal Towards Career Development in 2017 shows that the level of educational background has a consistent value of $0.211 > 0.005$, for educational background does not have a consistent effect on job promotion. Training has a consistent $0.588 > 0.005$, for training does not have a consistent effect on job

promotion. Work appraisal has a consistent $0.000 < 0.005$, for work appraisal has a consistent effect on job increases.

Research conducted by Fajar Saranani, Effect of Education and Training to Performance Mediated Career Development Inspectorate City Employees Kendari in 2016. Shows that background education and training for staff has a consistent effect on job increments with a coefficient value of 0.625 and a consistent value of $0.000 < 0.05$. Education and training has no direct effect on staff performance through job promotion with a coefficient value of 1.103 and a consistent value of $0.277 > 0.05$. Job promotion has a consistent effect on employee performance with a coefficient value of 0.644 and a consistent value of $0.000 < 0.05$. Research conducted by Burton A. Aggabao and Boudour Al-Moteiry, Performance Appraisal Towards Efficient Career Development Programs Of Fujairah International Airport in 2018. Shows that work appraisal has a job increase has a positive and consistent effect with a coefficient value of 0.572 and a consistent value of 0.000.

3. RESEARCH METHODS

This study took the object of PT Garuda Food, Tbk with permanent employees as the population. The data collection used a questionnaire and the data source used primary data which was the result of distributing questionnaires to respondents and secondary data regarding the description of the object of research. The data processing used a computer with the SPSS program is a computer program for statistical data, on the grounds that the results obtained are more accurate. The types of data used in research are grouped into two, namely (Kuncoro, 2003; 124-125) Quantitative data is data measured on a numerical scale or numbers. Qualitative data can be interpreted as data that cannot be measured on a numerical scale. But in a study, qualitative data will be quantified. Data for this study that will be used primary data, data obtained directly from the source, observed and recorded for the first time (According to Marzuki, Nanang Martono 2006: 55) and secondary data, data that are not attempted by researchers themselves (According to Marzuki in the book Nanang Martono 2006: 55). Population generalisation area consisting of objects or subjects that have certain qualities and attributes chosen by researchers to study and then draw conclusions about them by Sugiyono, 2009. In this study for the population of permanent employees of PT Garuda Food, Tbk, which numbered 200 people. Sample, part of the number of characteristics possessed by the population (Sugiyono, 2009). Sampling research using the Slovin formula for the error rate used 1%, 5%, and 10%, which will be used in this study 5%.

4. RESULTS AND DISCUSSION

4.1 Results

4.1.1 The gender of the respondent

Table 4.5 The gender of the respondent

Gender data	Number of respondent	Percentage value
Male	90	44,6
Women	110	55,4
Total data	200	100

Source:primary data processed

For questionnaires given to 200 respondents, employees of PT Garuda Food, Tbk, it is known that the respondents for male gender are 90 with a percentage value of 44.6% and for female gender respondents are 110 with a percentage value of 55.4%.

4.1.2 Educational background of the respondents

Table 4. 6 Educational background of the respondents

Educational background	Number of respondents	Percentage value
SMA or SMK	90	44,6
Diploma 3	44	22,8
Strata 1	56	27,7
Strata 2	10	5,0
Total data	200	100

Source:primary data processed

For questionnaires given to 200 respondents who are employees of PT Garuda Food, Tbk, it is known that the respondents have a high school or vocational high school educational background of 90 with a percentage value of 44.6%, Diploma 3 of 44 with a percentage value of 22.8%, Strata 1 of 56 with a percentage value of 27.7%, for respondents Strata 2 of 10 with a percentage value of 5.0%.

4.1.3 Based on the age of the respondents

Table 4.7 Based on the age of the respondents

Based on the age	Number of respondents	Percentage value
Less than 25 years	30	14,9
25 to 35 years	70	34,7
35 to 45 years	88	44,6
Over 45 years	12	5,9
Total data	200	100

Source:primary data processed

For the questionnaire given to 200 respondents, employees of PT Garuda Food, Tbk, it is known that the respondents have an age of more than 25 years, a total of 30 with a percentage value of 14.9%, an age of 25 to 35 years, a total of 70 with a percentage value of 34.7%, an age of 35 to 45 years, a total of 90 with a percentage value of 44.6%, for respondents over 45 years old, a total of 12 with a percentage value of 5.9%.

4.1.4 Based on the length of time they have worked, the respondents

Table 4.8 Based on the length of time they have worked, the respondents

Based on length of service	Number respondents	Percentage value
1 to 5 years	68	33,7
5 to 10 years	77	38,1
More than 10 years	55	28,2
Total data	200	100

Source:primary data processed

4.1.5 Regression Analysis of the data

Table 4.9 Regression Analysis of the data

Coefficients ^a						
Variable Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		Variable value		value		
		B	Std. Error	Beta		
1	(Constant)	1,528	3,245		0,472	0,639
	Gender	0,177	0,056	0,173	3,243	0,002
	Educational background	0,348	0,056	0,341	6,258	0,000
	Job performance	0,423	0,052	0,449	8,213	0,000

Dependent variable: Job promotion

Source:primary data processed

$$Y = 1,528 + 0,177 X_1 + 0,348 X_2 + 0,423 X_3$$

The results of regression analysis using the help of the SPSS program, in this study the regression results can be seen in column B Unstandardised Coefficients value. Unstandardised Coefficients variable value is commonly used for regression models where the function is to predict the future with past data.

4.1.6 F Test

Table 4.10 F Test Results

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1981,167	4	660,388	55,467	0,000 ^b
	Residual	2357,427	196	11,907		
	Total	4338,595	200			

a. Dependent Variable: Job promotion
 b. Predictors: (Constant), Job performance, Gender, Educational background

Source:primary data processed

Seeing from the table for multiple tests, the F test is carried out with the following steps: Determining the null hypothesis (H0), namely the variable gender, educational background, job performance multiple does not have an effect on the increase in employee employment of PT Garuda Food, Tbk. Determining the alternative hypothesis (Ha), namely the variable gender, educational background, job performance multiple has an effect on

the increase in employee employment of PT Garuda Food, Tbk. Determining the amount of F_{table} with a sample size (n) of 200 respondents with $\alpha = 0.05$ so that the degree of freedom (df) = $n - k - 1 = 200 - 3 - 1 = 196$. Based on $\alpha = 0.05$ and $df = 196$, then $F_{0.05} = 2.63$. The magnitude of $F_{count} = 55.467$ (can be seen in the results above). Based on the value of F_{count} and F_{table} , it turns out that F_{count} is greater than F_{table} ($55.467 > 2.63$), so the alternative hypothesis (H_a) is accepted, meaning that all independent variables consisting of gender, educational background, job performance have multiple effects on the job promotion of employees of PT Garuda Food, Tbk.

4.1.7 Adjusted R Square Test

Table 4.11 Adjusted R Square Test

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,677 ^a	0,458	0,449	3,452
a. Predictors: (Constant), Job performance, Gender, Educational background				

Source: primary data processed

Looking at the Adjusted R Square test, the calculation using the SPSS programme, the value of the adjusted R square test is 0.449. This means that the effect of the independent variables consisting of gender, educational background, job performance is 44.9% on job increases. Looking at these results, there are independent variables outside the regression model that have an effect on job increases of 55.1%.

5. DISCUSSION

Based on the results of the regression analysis above, it can be analysed from the variables of gender, educational background, job performance and job increase. The results of the regression analysis can be described as follows:

5.1 Gender effects on job promotion

The regression of the gender variable obtained a positive result of 0.177, this means that with gender, the increase in the work of employees of PT Garuda Food, Tbk will increase by 0.177, so in this case it can be said that the higher the positive response to gender, the increase in the work of employees of PT Garuda Food, Tbk will increase. Gender is a visible difference between men and women in terms of socially and culturally constructed traits and behaviours. Fakh (2009) the concept of gender is all things that can be interchanged between the nature of women and men, which can change gradually and differ from one place to another, as well as different from one class to another. The results of gender have an effect on the

increase in the work of employees of PT Garuda Food, Tbk can be seen from several indicators, namely male gender and female gender. The results showed that the average respondent mostly had female gender, because some of the work in the production section was intended for female workers where the type of work required accuracy and dexterity so that they had the opportunity for job advancement. The results of this study have the same results as research conducted by Yvette Van Osch and Jaap Schaveling with the title *The Effect of Part-Time Employment and Gender on Organizational Career Growth in 2018*, where the results of the study show that gender has a positive effect on job advancement. The results of this study also have the same results as research conducted by Askar Choudhury et.al with the title *Age-Gender Interaction On The Endeavour Of Career Development in 2015*, where the results showed that gender has a positive and consistent effect on job advancement. In contrast to the results of research conducted by Mahlia Muis with the title of *job promotion of banking employees in Makassar City in 2014*, where the results of the study showed that gender has a negative and consistent effect on job promotion.

5.2 Effects of Background education on Job promotion

Regression of the Educational Background variable obtained a positive result of 0.348, this means that with an increase in educational background of one unit, the increase in the work of employees of PT Garuda Food, Tbk will increase by 0.348, so that in this case it can be said that the higher the positive response to the educational background, the increase in the work of employees of PT Garuda Food, Tbk will increase. Education is the process of changing the attitudes and behaviour of a person or group of people in an effort to mature humans through learning and training efforts. By considering the level and level of education of employees, they can determine the type of work that will be given to them, which helps them find a path of success in their career (Rina and Perengki, 2014). Educational background has an influence on the job promotion of employees of PT Garuda Food, Tbk, which can be seen from several indicators: First, the level of education, where the educational stages are determined based on the level of development of students, the goals to be achieved and the abilities developed, with a better education level it can facilitate employees in job promotion; Second, the suitability of the department, the suitability of the employee's education department in accordance with the field / position of the employee's work can later be placed in a position that is in accordance with his educational qualifications, so that the suitability of the department can increase job promotion. These results support the results of research conducted by Ratih Fitri Hastuti with the title of *the effect of work experience, education and job performance on employee job increases at the Education Office in Sleman Yogyakarta Regency in 2018*, which states that

education has a positive and consistent effect on object job increases for employees at the Education Office in Sleman Yogyakarta Regency. This is also shown from the test calculation results, where the tcount of the education background variable is 6.257 with a consistent value of 0.000, which means $t_{count} > t_{table}$ ($6.257 > 1.652$) or consistent $0.000 < 0.05$. Thus the hypothesis in this study is accepted, with the conclusion that educational background has a positive and consistent effect on the job promotion of employees of PT Garuda Food, Tbk. In contrast to the results of research conducted by Perengki Susanto and Rina Devita Sari with the title of the effect of education and job performance on job promotion on cooperative employees of the extended family of PT Semen Padang in 2014, the results showed that the education variable had a positive and inconsistent effect on job promotion. For the results of research conducted by Daud Regina Christine and Willem J.F. Alfa Tumbuan with the title *The Influence Of Educational Level, Training And Performance Appraisal Towards Career Development* in 2017 shows that the education variable has a positive and inconsistent effect on job advancement.

5.3 Effect of job performance on job promotion

The regression of the job performance variable obtained a positive result of 0.423 means that with job performance, the increase in the work of employees of PT Garuda Food, Tbk will increase by 0.423, so in this case it can be said that the higher the positive response to job performance, the increase in the work of employees of PT Garuda Food, Tbk will increase. Job performance has an effect on the increase in the employment of employees of PT Garuda Food, Tbk, which can be seen from several indicators: First, the quality of work with employees able to carry out the perfection of the work process or the fulfilment of ideal and expected work activities then job performance can increase; Second, the quantity of work, with employees able to produce the number of units, or the number of completion of a cycle of activities in the work then job performance also increases; Third, job knowledge, the level of employee knowledge related to job duties that will have an effect on the quantity and quality of work results so that with a good level of employee knowledge can improve job performance; Fourth, initiative, with the better level of initiative employees will carry out job duties, especially in terms of handling problems that arise can also increase job performance; Five, mental dexterity, the level of ability and speed of employees in receiving work instructions and adjusting to work methods and work situations that will have an effect on the quantity and quality of work results so that with a good level of mental dexterity employees can improve job performance; Six, attitude, positive attitudes of employees in carrying out job duties can create good assessments and can improve job performance; Seven, time discipline and

attendance, employees who have a good level of punctuality and attendance can also improve job performance. These results show that the better the job performance of employees can have an effect on the increase in employee employment.

These results support the results of research conducted by Ratih Fitri Hastuti with the title of the effect of work experience, education and job performance on job increases for employee objects at the Education Office in Sleman Yogyakarta Regency in 2018, which states that job performance has a positive and consistent effect on job increases with different objects, namely employees at the Education Office in Sleman Yogyakarta Regency. Research with the same results was also conducted by Gusti Ayu Kadek Padnyawati and Yeyen Komalasari with the title of the effect of job performance and employee training on job increases at Adhijaya Hotel Kuta-Bali in 2018, which stated that job performance had a positive and partially consistent effect on employee job increases at Adhijaya Hotel Kuta-Bali. This is also shown from the test calculation results, where the t_{count} of the job performance variable is 8.213 with a consistent value of 0.000, which means $t_{count} > t_{table}$ ($8.213 > 1.653$) or consistent $0.000 < 0.05$. Thus the hypothesis in this study is accepted, with the conclusion that job performance has a positive and consistent effect on job increases for employees of PT Garuda Food, Tbk. In contrast to the results of research by Gde Bayu Surya Parwita, Made Ika Prastyadewi with the title of the effect of work appraisal and work experience on job promotion with the results of the study showing that the work appraisal variable has a positive and inconsistent effect on job promotion.

5.4 Effects of gender, educational background, and job performance on job promotion

Partial testing on the independent variables (gender, educational background, and job performance), all have a positive and consistent effect on the dependent variable (job promotion). Job performance has the greatest effect on job promotion. It is shown that the result of the test is 8.213 where the effect on job promotion gets a positive result, the result is greater than the predetermined t table of 1.653. For the simultaneous testing of the F test calculation, all independent variables simultaneously affect the dependent variable. In the calculation through the F test, it is known that the job increase gets a positive value of 55.467, so it is proven that the variables studied have an effect on job increases because the respondents' responses to the assessment of gender, educational background, overall job performance give the best assessment. The variable has been able to contribute in influencing the job increase of 0.449 with a percentage value of 44.9% seen from the adjusted R square value). From these results, it shows that there are still many other variables outside the research model with a percentage value of 55.1% that have a strong effect on job promotion, for example job

experience and job training. Overall, starting from the regression test, F test and Adjusted R square test, the theoretical framework and hypothesis in this study are proven both partially and simultaneously, for all independent variables to have a positive and consistent effect on the dependent variable.

6. CONCLUSION AND SUGGESTIONS

6.1 Conclusions

Based on the results of the study of influencing factors, gender is proven to have a positive and consistent effect on job promotion for employees of PT Garuda Food, Tbk. Educational background is proven to have a positive and consistent effect on job promotion in this case it can be said that the higher the educational background, the chances of job promotion for employees of PT Garuda Food, Tbk are increasing. Job performance is proven to have a positive and consistent effect on job promotion in this case it can be said that the higher the job performance, the chances of job promotion for employees of PT Garuda Food, Tbk will increase. Gender, educational background and job performance are proven to have a positive and consistent effect on job promotion for employees of PT Garuda Food, Tbk.

6.2 Suggestions

Based on the above findings, it can be proposed as follows gender has the lowest effect compared to other variables on job advancement so it can be suggested that companies should increase good job advancement in the company without distinguishing gender. So between male and female employees both have the opportunity to develop and can advance the company. Job performance has the highest effect compared to other variables on job promotion, so it can be suggested for companies to be able to improve job performance through work quality, namely by showing expertise in completing work, employee work quantity, namely by completing work on time and job knowledge so that the better job performance will increase the chances of job promotion for employees of PT Garuda Food, Tbk. Suggestions for further research can examine other variables that have an effect on employee job increases, for example job experience (Ratih Fitri Hastuti, 2019) and job training (Gusti Ayu Kadek P. And Yeyen Komalasari, 2018). Based on the Adjusted R Square results of 44.9%, it is not only limited by gender, educational background and job performance.

7. REFERENCE LIST

- Askar, A., & James, J. (2015). Age-gender interaction on the endeavour of career development. Illinois State University.
- Asri, P., Putu, G., & Made, G. (2017). The effect of work experience, work achievement, education and training on career development. *E-Journal of Unud Management*, 6(8), 4070-4098.
- AW Adibah. (2014). The effect of educational background and work experience on the work ethic of employees of Bank BNI Syariah Kediri branch office. (Thesis, Department of Sharia Banking). Tulungagung State Islamic Institute.
- Badejo, A. (2015). Strategic human resource management practices and employees' career development in selected commercial banks in Lagos. *European Journal of Business and Management*, 7(2), 83-94.
- Bimba, F., & Kaliyamoorthy. (2017). Role of demographic factors on career development of women employees in IT industry. *Indian Journal of Applied Research*, 7(11), 213-214.
- Burton, & Boudour. (2017). Performance appraisal towards efficient career development programs of Fujairah International Airport. *Journal Management*. University of Fujairah.
- Daud, & Willem. (2016). The influence of education level, training, and performance appraisal towards career development. *EMBA Journal*, 4(1).
- Depri. (2015). Analysis of factors affecting employee career development at PT Bank Negara Indonesia Tbk Pekanbaru branch. *JOM FISIP*, 2(1), Business Administration Study Programme, University of Riau.
- Fajar. (2015). Effect of education and training to performance mediated career development inspectorate city employees Kendari. *The International Journal of Engineering and Science*, 4(3), 28-36.
- Gde Bayu Surya Parwita, & Made Ika Prastyadewi. (2016). The effect of job appraisal and work experience on career development. Mahasaraswati University, Denpasar.
- Ghozali, I. (2013). Application of multivariate analysis with the IBM SPSS21 programme (7th ed.). Semarang: Diponegoro University Publishing Agency.
- Gusti Ayu, & Yeyen. (2017). The effect of work achievement and employee training on career development at Adhijaya Hotel Kuta-Bali. *Management Study Programme, Universitas Dhyana Pura*, 13(1).
- Hasibuan, M. S. P. (2011). *Human resource management (Rev. ed.)*. Jakarta: Bumi Aksara.
- Intan, & Idi. (2014). The effect of competence and work achievement on career development of Broadband Network Division employees of PT Telkom Indonesia Gatot Subroto using the Partial Least Square (PLS) method. Binus University.
- Linzi, & Fang. (2016). Influence of cultural orientations on Emirati women's careers, 45(5).

- Mahlia Muis. (2013). Career development of banking employees in Makassar city. Faculty of Economics, Hasanuddin University.
- Moekijat. (2007). Employee career planning and development. Bandung: CV. Mandar Maju.
- Perengki, & Rina. (2013). The effect of education and work achievement on career development in employees of the Cooperative of the Big Family of PT Semen Padang. *Journal of Business Management Studies*, 2(2), Faculty of Economics, UNP.
- Ratih. (2018). The effect of work experience, education, and work achievement on employee career development at the Education Office in Sleman Regency Yogyakarta. Yogyakarta.
- Rivai, et al. (2009). Human resource management for companies. Jakarta: Rajagrafindo Persada.
- Siagian, P. S. (2008). Human resource management (1st ed.). Jakarta: Bumi Aksara.
- Siagian, P. S. (2011). Human resource management. Jakarta: Bumi Aksara.
- Simanora, H. (2006). Human resource management (3rd ed.). Yogyakarta: Aditya Media.
- Siregar, S. (2005). Parametric statistics for quantitative research. Jakarta: Bumi Aksara.
- Soeprihatno, J. (2009). Performance appraisal and employee development. Yogyakarta: BPFE-Yogyakarta.
- Sugiyono. (2009). Administrative research methods complemented by R&D methods. Bandung: Alfabeta.
- Sugiyono. (2014). Quantitative, qualitative, and R&D research methods. Bandung: Alfabeta.
- Sumarsih. (2014). The effect of education and training on employee performance at the Regional Staffing Agency of Kuantan Singingi Regency. (Thesis). Riau State Islamic University Sultan Syarif Kasim Riau. Retrieved from <http://repository.uin-suska.ac.id>, accessed on 3 January 2019.
- Sunyanto, D. (2011). SPSS practice for cases. Yogyakarta: Nuba Medika.
- Sutrisno, E. (2010). Human resource management. Jakarta: Prenadamedia Group.
- Tasiana Sika Galung. (2017). Level of employee work discipline at Credit Union Keling Kumang TP Silat Kapuas Hulu Regency. *Management Study Programme, STIE Widya Dharma*, 1(12).
- Yustina. (2017). Factors of employee work discipline at Arta Boga Cemerlang Pontianak Branch. *Management Study Programme, STIE Widya Dharma Pontianak*, 1(12).
- Yvette, & Jaap. (2017). The effect of part-time employment and gender on organizational career growth. *Journal of Career Development*, 2018.