

**THE INFLUENCE OF COMPETENCE, INNOVATION, MOTIVATION, AND JOB DESIGN ON  
THE PERFORMANCE OF CONSTRUCTION EXPERTS WITH CAREER DEVELOPMENT  
AS A MEDIATING VARIABLE IN WEST JAVA**

**Dody Kusmana**

Faculty of Business and Economy, Universitas Trisakti  
Email: [dody.usbypkp@gmail.com](mailto:dody.usbypkp@gmail.com)

**Bahtiar Usman**

Faculty of Business and Economy, Universitas Trisakti  
Email: [S3manajemen@trisakti.ac.id](mailto:S3manajemen@trisakti.ac.id)

**Deasy Aseanty**

Faculty of Business and Economy, Universitas Trisakti  
Email: [S3manajemen@trisakti.ac.id](mailto:S3manajemen@trisakti.ac.id)

**Abstract**

This study examines the influence of competence, innovation, motivation, and job design on the performance of construction experts, with career development as a mediating variable. The high rate of project delays, cost overruns, and declining quality highlights performance issues among construction experts in West Java. For this research, 140 experts affiliated with ASTEKINDO West Java were surveyed. SmartPLS 3.0 was employed to model Partial Least Squares-Structural Equation Modeling (PLS-SEM) for data analysis. The descriptive findings indicate that competence, innovation, motivation, job design, and career development fall within the “good to very good” category, although weaknesses remain in the dimensions of values, work targets, and career development opportunities. Hypothesis testing results show that innovation has a negative and insignificant effect on performance, while competence significantly influences career development. These findings underscore that improving the performance of construction experts requires a structured career development system, enhanced motivation, and adaptive job design.

**Keywords:** competence, innovation, motivation, job design, career development, performance.

**INTRODUCTION**

The construction industry is one of the strategic sectors that plays a vital role in national economic growth. The contribution is not only seen in the development of physical infrastructure, but also in the creation of jobs, increasing regional competitiveness, and strengthening inter-regional connectivity. In the last five years, the construction sector in Indonesia has experienced significant growth, even amid global challenges such as the Covid-19 pandemic, fluctuations in raw material prices, and changes in government policy.

West Java Province, as one of the regions with the highest urbanization rates in Indonesia, has become a center for construction projects, both those sourced from the