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Analysis of Career Development and Employee Retention on Employee Performance with Company Technology as Moderator at PT Wira Mitra Prima (Forwarding)

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Abstract: This study examines the influence of Career Development and Employee Retention on Employee Performance at PT Wira Mitra Prima, with Corporate Technology as a moderating variable. Using a sample of 100 employees, the research employed a quantitative approach with SmartPLS (Partial Least Square) and a causal design to test direct and moderating effects. The findings reveal that Career Development does not significantly affect Employee Performance, so the hypothesis is rejected. However, Employee Retention shows a significant positive effect, meaning the hypothesis is accepted. Corporate Technology also has a significant effect on Employee Performance, confirming its role as a direct driver. For moderation, Corporate Technology does not strengthen the relationship between Career Development and Employee Performance, so the hypothesis is rejected. Conversely, Corporate Technology significantly strengthens the relationship between Employee Retention and Employee Performance, meaning the hypothesis is accepted. These results highlight the importance of retention strategies and technology optimization in enhancing performance. Practical implications suggest companies should improve career development practices, strengthen retention through fair rewards and supportive environments, and maximize technology use to boost efficiency, collaboration, and productivity.

Keywords: Career Development, Employee Retention, Employee Performance, Company Technology.

INTRODUCTION

Business moment this is greatly influenced by the ongoing globalization continues, the business world experience Lots very rapid changes as consequence from globalization. Source Power man organization is highly dependent on its management. All employee organization must can reliable, start from manager line lower until leader peak. Individual own embedded capabilities in self they For fulfil his role as social human easy adapt self with condition moment this and also transformative (Widodo 2023). Company performance can increase If leader company aware will support his employees with mix hand in direct work they. With

Thus, employees can get greater understanding Good about not quite enough related responsibilities and obligations with the work given to they. Besides that, the burden more work bigger and more compensation Good For every worker will increase Spirit Work. According to Rivai (2016) performance including function motivation and expertise, preferably employee own level willingness and expertise certain For finish task. If someone No own clear understanding about What should done and how do it, they No will effective in do task. Performance is real and actionable attitude seen by everyone as results Work from the right worker in role they are in the company. Companies rely heavily on storage effective goods, especially in the department general and logistics. Business must Keep going innovate and improve efficiency its operations in the era of competition growing business tight and rapid changes. Companies can increase service customers, reducing costs, and save more lots of money with understand existing challenges (Riski 2017) . In system chain supply, logistics own a very important role in it be one of component main. Moment this, a lot company own warehouse or functioning *warehouse* as place storage various type goods, such as material raw *materials*, goods half finished (*work in process*), until goods finished goods *).* The warehouse plays a role keep product in term time certain as well as in adjusted amount with needs, before distributed to goals that have been set.

PT Wira Mitra Prima is a national logistics company established on April 2, 2004 under Deed of Establishment Number 6 signed by Sri Intansih, SH, and approved by the Ministry of Law and Human Rights of the Republic of Indonesia. Located at Jalan Sindang Terusan No. 33, Rawabadak Utara, Koja, Jakarta, the company specializes in integrated logistics services, including customs consultation, warehouse management, goods handling, temporary storage, and storage under customs supervision. With a warehouse capacity of 1,200 m^3, PT Wira Mitra Prima is recognized for efficient operations and fast documentation handling. Employee satisfaction is evident through achievements such as 75% attendance targets, a pleasant work environment, health insurance coverage, and leadership styles aligned with employee expectations. Retraining programs are conducted every one to two years to enhance warehouse performance and reinforce company culture. Over more than two decades, PT Wira Mitra Prima has managed major projects, including radar storage for the Ministry of Defense, relocation of heavy equipment, and handling 20,000 tons of Bulog rice. The company collaborates with leading partners such as Schenker Petrolog Utama, Nissin Transport Indonesia, and Eastern Oriental Logistics. With strategic warehouse locations in Medan, North Jakarta, and Cakung, supported by modern facilities like autogates and advanced storage racks, PT Wira Mitra Prima continues to strengthen its position as a professional, trusted, and competitive logistics provider in Indonesia's rapidly growing industry (Khairizah, Noor, & Suprapto, 2015).

Previous research has shown a correlation between variables, which can be used as a consideration in comparing variables for more accurate research. Yusup and Saragih (2020) stated that career development has a positive and significant effect on employee performance. Balbed and Sintaasih (2019) found that career development has a positive but insignificant effect on employee performance. Putri and Arwiyah (2019) found that employee retention has a positive and significant effect on employee performance. Toendan (2022) stated that employee retention has no effect on employee performance. Marhaen and Jaenab (2021) stated that company technology has a significant effect on employee performance. According to research by Sulistyojati et al. (2024), company technology has no effect on employee performance.

The research gap results can be seen in the differences in the influence of Career Development and Employee Retention variables on Employee Performance, where this study chooses Company Technology as its Moderator. The moderation chosen as a variable provides uniqueness and novelty, this approach differs from previous studies that generally explore the

direct influence of career development on retention or performance without including technology as a moderator, and rarely focus on the *forwarding sector* that demands high logistics efficiency. The novelty lies in examining how company technology strengthens or modifies this relationship amidst the digital transformation of the Indonesian logistics industry, filling an empirical gap where previous studies have emphasized talent management or compensation without specific technology dimensions.

The purpose of this research is to support the development of human resources and technological innovation to improve the competitiveness and performance of companies in *the forwarding sector* and provide strategic recommendations for the management of PT Wira Mitra Prima in optimizing career development, retention, and utilization of technology to improve employee performance and the effectiveness of company operations.

Literature Review

Management is field the study and art of governing How source power, including source Power human, used with effective and efficient way For reach objective certain. According to Hasibuan (2012) t purpose can achieved with help management. Good management allows companies, employees and society For reach objective they more easy. Management own ability For increase results and effectiveness component existing management. Human resource management is the art and science of managing relationships and roles of the workforce so that they can be used effectively and efficiently to achieve organizational goals, because humans always play an active and dominant role in every activity carried out by the organization, quality human resources are needed to achieve organizational goals. People are responsible for planning, implementing, and ensuring that organizational goals are achieved.

Career Development

According to Lestari (2021) emphasize that adaptation effective career increase performance employee through improvement satisfaction work. This Certain support environmental digital transformation work, especially in digital leadership, collaboration between functions and capabilities For adapt in an unavoidable situation sure. Method This make planning career as part strategic from management talent company and also as tool For development individual. In addition, research by Stana et al. (2024) emphasized that digital leadership is key to driving innovation and collaboration in organizations undergoing technological change. One of Indonesia's priorities for supporting the technology-based economic transformation agenda, which demands continuous strengthening of human resource capabilities, is the development of digital talent. Career planning is an important part of everyone's career development and begins when individuals are in their teens, when school education prepares students to plan or decide on career choices. The main goal of career planning is to teach students how to make the right decisions for themselves in a dynamic digital work environment (Gulo and Laia 2023)

Employee Retention

According to Wiguna et al (2024) for increase retention employee is non- financial compensation covers form awards that are not tangible However impact big on satisfaction Work like confession to achievements, opportunities For develop in career, flexibility work, environment positive work, and balance in life Work. When employees given awards and given chance For develop in a way professional, they tend form bond strong emotions with company, which encourages they For Remaining. Because financial compensation directly impacts employee satisfaction, it is crucial for employee retention. Competitive salaries, bonuses, and other incentives not only reward employees for their work but also create a fair work environment. When employees feel that their compensation commensurate with their efforts

and the results they deliver, they are more likely to stay with the company for a long time (Wandara and Wibawa 2020) . Research on non-financial compensation helps create a friendly and inclusive work culture where employees feel cared for and appreciated. A positive work environment, good relationships with superiors, and support for skills development can increase job satisfaction and pride. By addressing non-financial needs, companies can build stronger working relationships and reduce turnover, thus ensuring long-term sustainability. If employees feel that their efforts directly contribute to the company's success, these incentives will motivate them to do their best and foster a sense of accomplishment and shared ownership in the organization. They are more likely to stay with the company after receiving incentives (Fitri 2024) .

Employee performance

A competency-based selection process not only improves employee quality but also enhances their performance in the workplace. An effective selection process allows companies to select candidates who share values that align with the company culture and possess the necessary technical skills. This allows employees to adapt more easily to their work environment and be more engaged in their work, resulting in better overall performance (Williams, Robinson, and Norton William I 2025) . Al-kharabsheh et al (2022) state that involvement work, ability, motivation, environment work, and systems that support work processes influence HR performance. Quality performance employee with accessibility of data, information and systems Work correlated positive. Therefore that, SIM is working as driving force An important aspect that enables efficient and measurable work processes. According to (Suprayitno & Hermawan, 2022), by increasing workplace awareness, companies can produce employees who are more flexible, innovative, and focused on problem-solving.

Enterprise Technology

According to expert Setiawan (2023) , corporate technology is all the tools, procedures, and processes used to transform inputs into outputs that generate added value. It also helps companies operate, make decisions, and strategize to remain competitive in the market. Human resource development in the global era is influenced by changes in information and communication technology, which have transformed the way people work and interact, forcing companies to change their strategies to address the challenges of globalization. To ensure that employees have relevant competencies, training and development are crucial. Training and education directly increase work productivity and help employees adapt to changes occurring in the computer and internet era. Halisa Research (2020) this digital change has influence various fields, such as business, education and services public. As a result There is huge demand For power work that has ability use technology advanced (Hidayat et al., 2023)

Influence Career Development to Employee performance

According to study Nasir et al., (2020) stated that employee performance is positively and significantly influenced by career development. In other words, if the level of career development is higher, employee performance will be higher; conversely, if the level of career development is lower, employee performance will be lower. Good career development will improve employee capabilities and will certainly have a positive impact on the company. In addition, career development will reassure employees that they have good opportunities and career paths available in the company, making career development one of the reasons employees remain with the company. According to study Sarminingsih et al., (2020) say that performance employee influenced in a way positive and significant by development career, which means that every employee own equal opportunity For get position and career highest in company.

H_1 determined : Influence Career Development On Employee Performance

Influence Employee Retention towards Employee performance

According to study Tambak et al (2022) stated that everything an employer does to encourage productive and qualified employees to remain with the company is known as employee retention. Therefore, it is crucial for companies to avoid employee loss that can lead to job losses. Therefore, to ensure the company can retain its human resources, anticipatory measures are needed. Companies must manage employee retention effectively. Regarding the relationship between organizational commitment and pride in work and employee performance in the company, employee commitment to the organization or employee performance that supports company performance is a sign of good employee retention (Cahyani 2019) . The hypothesis states that there is a positive and significant relationship between employee retention and employee performance. In other words, the greater the company's efforts to retain qualified employees, the employee performance will also increase. This shows that employee retention is an important component that can help improve employee productivity and effectiveness within the company. Empirically, the value of the influence of retention on employee performance can be measured through a positive and significant regression coefficient value. If an employee can retain qualified and talented employees in the company for a long period, this is called employee retention. Employees who stay with a company tend to be more committed, motivated, and have a better understanding of the company culture and tasks, which helps them perform better.

H_2 is determined: The Effect of Employee Retention on Employee Performance

Influence Company Technology towards Employee performance

With use the right technology employee can become more productive which in turn will produce improvement quality, quantity, and time settlement Jobs. In addition, a company's digitalization system has the potential to increase employee satisfaction, which indirectly leads to improved employee performance. There is evidence that the more technology a company implements, the higher employee satisfaction (Wulandari and Ratnawati 2019) . The use of the right technology can increase productivity, efficiency, and effectiveness jobs. Employees who are more productive can produce improvement quality, quantity, and time settlement task. Besides that, the system digitalization company own potential For increase satisfaction employees, who are No direct contribute to the improvement performance employee. With existence adequate training, they can use technology with more good, improve performance and productivity. The more Lots facility available support For users, increasingly easy for users For get required information For finish task special company (De Putra and Leliyanah 2023) . According to Darwanto et al. (2021) , employees must be able to adapt to today's rapidly evolving technology, a skill called technological adaptation. By having technology, company goals will be more easily achieved.

H_3 is determined: The Influence of Company Technology on Employee Performance

Moderation Enterprise Technology on Influence Career Development to Employee performance

In study Nugroho & Putro, (2021) previously found that commitment organization influence human resource performance in general positive and significant. This including improvement service through technology information, development employees, and commitment organization. Dharma et al., (2021) stated that technology company transformational as moderator show positive relationships and significant between performance employees and development career. This show that leadership transformational as moderator can help performance employee with give they development career.

H_4 is determined: Corporate Technology Strengthens the Relationship Between Career Development and Employee Performance

Moderation Top Company Technology Influence Employee Retention to Employee performance

Use technology effective information in the company can increase performance employee in a way significant. Use technology This can speed up work processes, improve productivity, and enables employee Work more efficient and with better quality good. Use technology this can also increase motivation and engagement employees, who in turn help they reach level optimal performance. Efforts company For maintain employee with provide technology supporters adequate work proven increase loyalty and performance employees. Technology companies also influence retention employee through convenience and efficiency job. Good retention give contribution positive to performance (De Putra and Leliyanah 2023).
H_5 is determined: Corporate Technology Strengthens the Influence of Employee Retention on Employee Performance

METHODS

Method research used is method quantitative with *structural equation modeling* (SEM). The SEM model is relevant used Because variables studied own indicator varying measurements and having a moderating effect (J. Hair & Alamer, 2022). The research model consists of from four variables. First, Career Development consists of five indicators, namely, fair treatment in career, concern of direct superiors, information about various promotion opportunities, interest in being promoted, level of satisfaction. Second, Employee Retention consists of five indicators, organizational components, organizational career opportunities, rewards, task and responsibility design, employee relations. Third, Employee Performance consists of five indicators, namely, efficiency and effectiveness, responsibility, discipline, initiative. Fourth, Company Technology consists of five indicators, information technology intensity, availability of experts, investment in technology, ease of exchanging information, ease of access to collaboration.

Analysis conducted consists of from a number of stages. First, presentation demographic data description respondents, so that known description respondents research. Second, provide explanation about statistics descriptive on answer respondents to the questionnaire research. Statistics descriptive presenting research data consisting of from mean, minimum, maximum and standard deviation. Statistics descriptive beneficial For describe level implications in the field from each variable is considered to be the model (Tambun and Sitorus 2024) . which is studied (Hair Jr et al. 2021) . Third, validity test For test whether questionnaire research used, valid or No represent variables studied. Validity measured with the score from the loading factor. If the score > 0.5 (Tambun et al., 2022) so questionnaire is valid and if the score > 0.7 then Fourth, reliability test For test reliability of research data, as well as test consistency answer respondents. The data is called reliable and dependable if the scores from rho, *Cronbach alpha, and composite reliability* are each > 0.7 (Sitorus and Tambun 2023) . Fifth, test the hypothesis and provide conclusion whether hypothesis accepted or hypothesis rejected. Hypothesis study This use *one tailed,* so hypothesis will be accepted if t- statistic value > 1.65 and p- value < 0.05 (Tambun et al. 2022) . Sixth, presenting equality the resulting regression as well as interpretation. Interpretation will described related mark coefficient influence as well as implications strategy. Seventh, explain mark coefficient the resulting determination from the research model.

The population of this study was employees at PT Wira Mitra Prima in the Jakarta area. The population was sampled using *purposive sampling,* a sampling technique that randomly distributed questionnaires to PT Wira Prima Mitra in Jakarta. The data collection procedure in

this study was respondent responses from questionnaires distributed to respondents via Google Form and sent via WhatsApp containing their opinions or assessments of the influence of warehousing performance and SOPs. Based on the recommendations of JF Hair et al., (2019) for *Smart PLS analysis*, the minimum sample size is 10 times the largest number of indicators in one construct. In this study, the largest number of indicators is 5, so the minimum size = 5 × 20 = 100 respondents.

RESULTS AND DISCUSSION

This study used a sample of 100 respondents, employees of PT Wira Mitra Prima, with 19 women (19%) and 81 men (81%). The respondents in this study were divided into four age groups, namely 21 people (40.4%) aged 21-25 years, 19 people (36.5%) aged 26-30 years, and those >30 years old (23.1%). Data quality testing in this study used *partial least squares* (PLS) analysis, which is a *structural equation model* (SEM) with an approach based on *variance or component-based structural equation modeling. The software* used is *SmartPLS (Partial Least Squares*).

Descriptive Statistical Test

According to Thomas (2023) , descriptive statistics is an analysis technique that describes research data through minimum, maximum, average, standard deviation, sum range, kurtosis, and distribution skewness values. The descriptive analysis techniques used in this study are the minimum, maximum, mean, and standard deviation values of each variable, namely Career Development, Customer Retention, Employee Performance, and Company Technology.

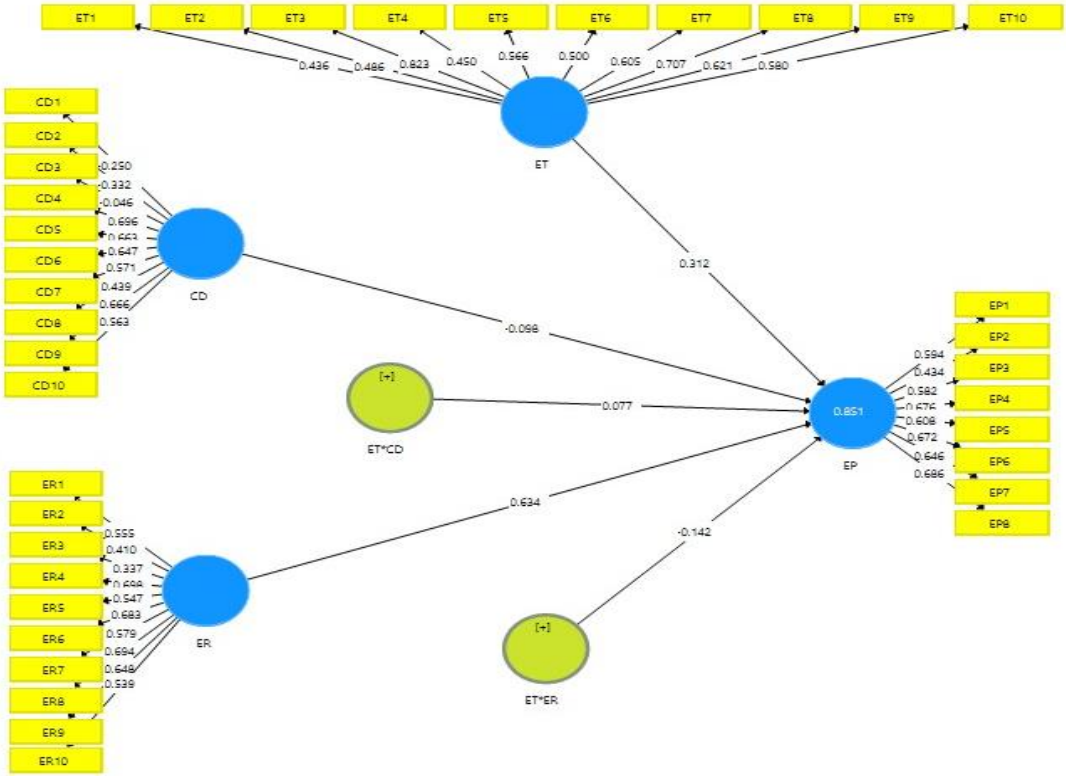
Table 1. Descriptive Statistical Test

Variables	N	Minimum	Maximum	Mean	Standard Deviation	Percentage
Kaier Development	100	1	5	3.59	0.718	71.8%
Customer Retention	100	1	5	3.95	0.79	79%
Employee performance	100	1	5	3.99	0.798	79.8%
Enterprise Technology	100	1	5	4.06	0.812	81.2%

Based on the Descriptive Statistics Test Results it was found as follows:

1. Referring to the results of the descriptive statistical analysis obtained from the variable (X1) Career Development, the minimum value is stated as 1 and the maximum value is stated as 5. It has an average or mean of 3.59 and a standard deviation of 0.718 or equivalent to 71.8%.
2. Referring to the results of the descriptive statistical analysis obtained from the variable (X2) Customer Retention, the minimum value is stated as 1 and the maximum value is stated as 5. It has an average or mean of 3.95 and a standard deviation of 0.79 or equivalent to 79%.
3. Referring to the results of the descriptive statistical analysis obtained from the variable (Y) Employee Performance, the minimum value is stated as 1 and the maximum value is stated as 5. It has an average or mean of 3.99 and a standard deviation of 0.798 or equivalent to 79.8%.
4. Referring to the results of the descriptive statistical analysis obtained from the variable (Z) Company Technology, the minimum value is stated as 1 and the maximum value is stated as 5. It has an average or mean of 4.06 and a standard deviation of 0.812 or equivalent to 81.2%.

Figure 1. Loading Factor Results



Based on the loading factor results shown above, all figures are above 0.5. This indicates that all indicators are valid. Therefore, it can be concluded that all indicators in the variables in this study are valid.

Validity and Reliability Test

Research validity is the extent to which a research instrument actually measures what it is supposed to measure. Research reliability, on the other hand, is how consistent the research results are when repeated using the same method. A study is said to be reliable if a person's answers to the questions given are consistent or stable over time. Validity and Reliability Tests can be done using various methods.

A reliability test is a measurement that indicates the extent to which the measurement is free from bias (error- *free*) and therefore ensures consistent measurement across time and across various items in its indicators. In PLS, this test can be conducted using the following methods:

1. *Cronch's Alpha*: measures the lower limit of the reliability value of a variable and is acceptable if the value is >0.6
2. *Composite Reliability*: measures the true value of a variable's reliability and is acceptable if the value is >0.7
3. *Average Variance Extracted* (AVE) is acceptable if its value is above 0.5

Table 2. Validity and Reliability

Variable	Croncbach's Alpha	rho_A	Composite Reliability	AVE
CD	0.761	0.736	0. 7 45	0.280
EP	0.763	0.771	0.829	0.381
ER	0.773	0.796	0.830	0.337
ET	0.781	0.811	0.836	0.347
ET*CD	1,000	1,000	1,000	1,000
ETHER	1,000	1,000	1,000	1,000

Explanation: Career Development, Employee Retention, Employee Performance, Corporate Technology

Validity and *Reliability tests* provide results with *Average Variance Extracted (AVE), Composite Reliability, and Cronbach's Alpha* in *the table* above, then the conclusion is stated, the *AVE value* gives the result that the variables of Career Development, Employee Retention, Employee Performance, Company Technology have reached a scale of > 0.5. Based on this, it explains that the variables have been declared valid and acceptable or all *discriminant validity variables are good. The Composite Reliability and Validity* values and *Cronbach's Alpha* reach a scale of > 0.7. Based on this, this test is rightly said to be credible and guaranteed. In line with the research carried out, it has reached a scale of > 0.7 on all available variables such as Career Development, Employee Retention, Employee Performance, Company Technology. This fact is obtained that the variables occupy effective reliability quality. The *structural model test* or *inner* model shows the relationship or strength of the estimate between variables measured using 3 criteria, namely *R-square,* and estimation *for path coefficient.* The following are the results of the research hypothesis testing:

R- square is index that shows to what extent a tool gauge For determine how much Lots endogenous variables are influenced other variables. Based on the existing data presentation, the *R-Square* value for the Employee Performance variable is 0.851. These results explain that the percentage of Career Development, Employee Retention, and Company Technology is 85.1%, and *the R-Adjust value* is 0.843 or 84.3%. Therefore, the data obtained is considered satisfactory because *the R-Adjust value* is above 50%.

In *the F-square* there is an influence between variables with the Size effect, the *F-square value* is 0.02 (small), 0.15 (medium), and the value of 0.35 (large) if the value being compared is less than 0.02 then it can be ignored or not accepted. So based on the *F-square value table* above which has a large effect size with the criteria >0.35 is on the Employee Retention variable which has a value range of 0.15 to 0.35 which is 0.512 so that Employee Retention is included in the large effect.

Hypothesis Testing

Testing the five hypotheses in the study in the table below, based on the data processing performed, the results can be used to answer the hypothesis in this study. Hypothesis testing in this study was conducted by examining the *T-statistics* and P-values. The research hypothesis can be declared accepted if *the T-statistics value* is >1.96 and the P- *value* <0.05. The following figure and table of research results that have been tested using PLS to see significant and insignificant data.

Table 3 Hypothesis Testing

	Hypothesis	Coefficient Value	Sample Mean	Standard Deviation	T Statistics	P Value	Decision
H1	Career Development -> Employee Performance	-0.098	-0.074	0.065	1,501	0.067	Rejected
H2	Employee Retention -> Employee Performance	0.634	0.607	0.097	6,553	0.000	Accepted

H3	Enterprise Technology -> Employee Performance	0.312	0.318	0.105	2,957	0.002	Accepted
H4	Enterprise Technology Moderation -> Career Development -> Employee Performance	0.077	0.057	0.071	1,079	0.141	Rejected
H5	Moderation Enterprise Technology- > Employee Retention -> Employee Performance	-0.142	-0.129	0.077	1,838	0.033	Accepted

Source: SmartPLS Data Processing Results, 2026

Based on the data results above, it can be concluded that the hypothesis test obtained is that of the 5 hypotheses proposed in this study, 3 hypotheses and variables were accepted and 2 were rejected.

Proof of the First Hypothesis: The Effect of Career Development on Employee Performance

Testing the first hypothesis refers to the table above that *the value T-Statistics* of the relationship between Career Development and Employee Performance 1.501> 1.65 and P *Value* 0.067<0.05. Based on the explanation, it shows that the first hypothesis is rejected or not significant. In this case, it states that the results of the evidence show that Career Development has no effect or is not significant on Employee Performance. The Career Development variable consists of five indicators, namely fair treatment in a career, concern for direct superiors, information about various promotion opportunities, interest in being promoted, level of satisfaction. In my opinion, this hypothesis is rejected because there are obstacles related to these indicators, for example, inadequate or incomplete promotions to attract interest.

Proof of the Second Hypothesis: The Effect of Employee Retention on Employee Performance

Testing on the hypothesis second referring to the table above that *T-Statistics value* relation between Employee Retention on Employee Performance is 6,553 > 1.65 and P *Value* 0.000 < 0.05. Based on the explanation, it shows that the first hypothesis is accepted, in other words, it contains a significant influence on the second hypothesis. So it is explained that Employee Retention has a strong relationship with Employee Performance. It is known that Employee Retention has five indicators. The first organizational component has a company culture, leadership, and HR policies that support well-being, such as *work-life balance* and safe work facilities. The second organizational career opportunity has internal promotion opportunities, training, and development that make employees see a bright future in the organization, increasing loyalty and productivity. The third is a reward system such as competitive salaries, bonuses, and non-financial recognition *(praise, awards)* that motivate retention by fulfilling the need for achievement. The fourth is the design of tasks and responsibilities has a challenging, diverse, and autonomous job design *(job enrichment)*, reducing boredom and increasing employee *engagement.* The fifth is employee relations has the quality of interactions between employees and with superiors, including collaborative teams and social support, which create a positive work environment.

Proof of the Third Hypothesis: The Influence of Corporate Technology on Employee Performance

The third hypothesis test refers to the table above that the *T-Statistics value* of the relationship between Corporate Technology and Employee Performance is 2.957> 1.65 and P

Value 0.002 < 0.05. Based on this explanation, it shows that the third hypothesis is accepted, in other words, there is a significant influence on the third hypothesis. So it is explained that Corporate Technology has a strong relationship with Employee Performance. It is known that Corporate Technology has five indicators. The first is the intensity of information technology having a high level of IT usage such as ERP, CRM, or AI *analytics* in daily work processes, increasing efficiency by 30-50%. The second is the availability of experts in the form of IT specialists or support teams for *maintenance* and *troubleshooting*, ensuring minimal *downtime.* The third is investment in technology having a sustainable budget for *hardware/software upgrades*, enabling innovation and adaptation to trends such as *cloud computing.* The fourth is the ease of exchanging information through collaboration platforms (*eg, Microsoft Teams, Slack*) that facilitate *real-time communication* between teams. Fifth, ease of access to collaboration has accessibility *to tools for remote/hybrid* collaboration, such as *shared drives or video conferencing*, supporting work flexibility.

Proof of the Fourth Hypothesis: Moderation of Corporate Technology on the Influence of Career Development on Employee Performance

Testing the fourth hypothesis refers to the table above that *the T-Statistics value* of the relationship between Corporate Technology and Employee Performance is 1.079> 1.65 and P *Value* 0.141 < 0.05. Based on the explanation, it shows that the fourth hypothesis is rejected or not significant, in this sense Corporate Technology cannot strengthen Career Development because it does not have the power to strengthen the Career Development variable on Employee Performance. In this context, Corporate Technology does not play a role as a factor that increases the effectiveness of Career Development in influencing employee performance. These results indicate that other factors may be more dominant in mediating the relationship between Career Development and Employee Performance, so that Corporate Technology does not make a significant contribution. Thus, efforts to strengthen Career Development need to be focused on other aspects that are more relevant and influential in this context.

Proof of the Fifth Hypothesis of Corporate Technology Moderation on the Effect of Employee Retention on Employee Performance

The test of the fifth hypothesis refers to the table above that *the T-Statistics value* of the relationship between Company Technology and Employee Performance is 1.838> 1.65 and P *Value* 0.033 < 0.05. Based on this explanation, it shows that the fifth hypothesis is accepted, in other words, there is a significant influence on the fifth hypothesis. It is explained that the Moderation of Company Technology on the Influence of Employee Retention has a strong relationship with Employee Performance. Because employees who have high retention usually have repeated experience in using company technology, so they are better able to utilize the technology consistently over time. Employees who often stay long tend to have higher trust in the organization's technology system, so good employee retention will have a greater impact on their performance when supported by company technology.

CONCLUSION

Conclusion of study This is answer formulation problems that have been formulated previously. Based on statistical tests so obtained results from study this. Research results show First, Career Development is not significant to Employee Performance, which means based on this the hypothesis is rejected. Second, Employee Retention has a significant effect on Employee Performance, which means the hypothesis is accepted. Third, Company Technology has a significant effect on Employee Performance, which means the hypothesis is accepted. Fourth, Company Technology Moderation cannot strengthen the relationship between Employee Development and Employee Performance, so the hypothesis is rejected. Fifth,

Company Technology Moderation strengthens the relationship between Employee Retention and Employee Performance with a significant effect, which means the hypothesis in this study is accepted.

Limitations experienced in study this and can become attention for researchers furthermore is importance improvement in various aspects of research This own a number of necessary deficiencies repaired in study continued. One of the limitations is amount The number of respondents was only 100, which is still insufficient to accurately reflect the actual situation. In data collection, the information provided by respondents through questionnaires sometimes does not reflect their true opinions, due to differences in thinking, assumptions, understanding, and honesty in completing the questionnaire.

Research conducted at PT Wira Mitra Prima company shows that this research still has many shortcomings, so there is still much to be done and several suggestions that must be given, namely the results of this study can be used as a consideration for management students. The number of respondents obtained must be above this research, because with The more respondents obtained, the better the results will be. research obtained. Further research is expected to be able to obtain more previous research journals for all variables. It is recommended for companies to maintain and strengthen employee retention strategies because employee retention has a strong influence on performance. For companies it is recommended to continue to improve technological support.

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