

## The Influence Of Career Development And Work Environment On Employee Job Satisfaction (Case Study of Employees at PT. Singa Terbang Dunia)

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Article Info	Abstract
Received June 15, 2023 Revised June 20, 2023 Published June 22, 2023	<i>Human resources (HR) are the most important factor in efforts to achieve the success of organizations, groups and individuals. Seeing the importance of humanresources, companies or organizations need to pay attention to their employees in career development and work environment to achieve maximum employee job satisfaction. This research is survey research with a quantitative approach. The population of this study was employees of PT. The flying lion of the world. Data collection used questionnaires while data analysis was done using multiple regression analysis. Findings from structural models have proven that almost all hypothetical relationships are proven to be supported. There is a positive influence of partial career development on employee job satisfaction, there is a positive influence of the partial work environment on employee job satisfaction and there is also a simultaneous influence of career development and work environment on employee job satisfaction.</i>
<b>Keywords :</b>	
<b><i>Career Development, Work Environment, Employee Job Satisfaction.</i></b>	

### INTRODUCTION

Human resources have an important role in a company. A company will experience difficulties in achieving its goals without the support of its employees. Therefore, employees who have been owned by the company need to be maintained and developed in quality. The company's activity to advance the ability of its employees is employee career development. Career development is an effort to improve the ability of employees to achieve a career in a position / position that is higher than before. From an employee's point of view, career development provides a description of the future career path in an organization or company, and characterizes the long-term interests of the organization or

company for its employees (Gomes, 2003). Employee career development is the process and activities of preparing an employee to occupy a position in an organization or company, which will be carried out in the future. Career development is a process for managing a development through stages or learning processes while working (Rahman *et al.*, 2018). Career development includes activities to prepare a person on a planned career path (Bianca *and* Susihono, 2012). In addition to career development, work environment factors can also increase employee satisfaction to carry out activities with a feeling of security and comfort (Pitasari *and* Perdhana, 2018). Supporting the development of a career can encourage an individual, group, or organization to achieve a predetermined goal and can create a sense of satisfaction in a person (Handoko *and* Rambe, 2018). The company will have difficulty in achieving its goals if the conditions of the work environment are inadequate so that employee morale will be low and will affect job satisfaction in the company.

Job satisfaction is an important thing for everyone to have at work. Job satisfaction is a positive feeling about one's job which is the result of an evaluation of its characteristics (Bahri *and* Nisa, 2017). Job satisfaction is related to a person's feelings or attitudes about the work being undertaken, whether it is related to salary, promotion or education opportunities, supervision, coworkers, load, and so on (Rahayu *and* Rushadiyati, 2021). A high level of job satisfaction will affect a person in completing his work, so that company goals can be achieved properly. PT Singa Terbang Dunia is a company engaged in rotogravure packaging which includes making printing cylinders, and also printing packaging for various products. To achieve the tasks of this company, qualified employees are needed and supported by management policies to manage and maintain human resources, as well as create an adequate work environment. However, based on the facts that occur in the company, it is contrary to the theory discussed earlier. The number of employees changes, which reflects employee dissatisfaction at work. The data that the author obtained is as follows:

**Table 1. Data on the number of employees in 2019 – 2022.**

No	Year	Permanent Employee	Contract Employee	Total
1	2017	218	14	232
2	2018	100	40	140
3	2019	100	22	122
4	2020	100	21	121
5	2021	92	20	112
6	2022	95	19	114

**Source: PT. Singa Terbang Dunia.**

Based on Table 1, the number of permanent employees from 2017 to 2022 appears to be decreasing. Apart from the changing number of employees, the following is the company's policy on employee positions:

**Table 2. Data on promotion, mutation, and demotion of employees positions 2019 – 2022.**

No	Year	Job Promotion	Position Change	Demotion Position
1	2017	1	-	-
2	2018	-	8	7
3	2019	-	-	3
4	2020	2	6	2
5	2021	3	1	-
6	2022	-	-	1

**Source: PT. Singa Terbang Dunia.**

Based on Table 2, there is a company policy regarding employees who experience promotions, job transfers, and demotions. In 2017-2022 very few employee promotions were seen.

According to Andrew J. Dubrin, the objectives of career development include assisting in the achievement of individual and company goals, showing employee welfare relationships, helping employees realize their potential abilities, strengthening the relationship between employees and the company, proving

social responsibility, helping to strengthen the implementation of company programs, reducing *turnover* (employee turnover), reducing professional and managerial obsolescence and lastly encouraging a long-range thinking (view) (SUTEDJO And MANGKUNEGARA, 2018). Measuring job satisfaction by calculating the difference between what should be stated and the perceived reality Employees will have a sense of satisfaction if aspects of their work and aspects of themselves can build each other, but on the other hand employees are dissatisfied if these aspects do not build each other (Ilahi *et al.*, 2017). With a *career development* program, employees will have a better level of confidence because they get the opportunity to grow and develop. Based on the previous explanation, it can be concluded that career development aims to help determine, direct and fulfill employee career needs and adjust between employee needs and company vision. Based on the description of the background of the research problem above, research can be proposed with the title "The Effect of *Career Development* and Work Environment on Employee Job Satisfaction (Case Study of Employees at PT.Singa Terbang Dunia)".

## **METHODS**

This research uses a type of quantitative research. Quantitative method is a research methodology based on the philosophy of positivism, used to research on certain populations or samples and to test predetermined hypotheses. In this study using 3 variables, namely the Career Development variable as variable X1, the Work Environment variable as variable X2, and the Employee Job Satisfaction variable as variable Y. This research uses a descriptive approach method. The descriptive approach is a descriptive approach method that is carried out to determine the existence of independent variables, either only in one or more variables (independent variables or independent variables) without making comparisons of the variables themselves and looking for relationships with other variables (Sugiyono, 2019). The measurements used in this study used the Likert Scale. According to Siregar, the Likert scale is a scale that can be used to measure a person's attitudes, opinions and perceptions about a particular object or phenomenon (Imron, 2019). The population in this study were all employees of PT. Singa Terbang Dunia as many as 60 people, and the sample used was 60

people. sampling of this study using *non probability* sampling method. Data collection methods using interview techniques, literature studies, and questionnaire techniques. Data analysis using the SPSS program, and analysis in processing this research data using validity and reliability tests, classical assumption tests (normality tests, multicollinearity tests and heteroscedasticity tests), multiple regression analysis, R2 coefficient of determination, and hypothesis testing.

**RESULTS AND DISCUSSION**

1. Validity Test Results

a. Career Development Validity Test

**Table 3. Career Development Validity Test**

Statement	R-Count	R-Table	Information
X1.1	0,828	0,254	Valid
X1.2	0,672	0,254	Valid
X1.3	0,731	0,254	Valid
X1.4	0,722	0,254	Valid
X1.5	0,694	0,254	Valid
X1.6	0,792	0,254	Valid
X1.7	0,878	0,254	Valid
X1.8	0,859	0,254	Valid
X1.9	0,891	0,254	Valid
X1.10	0,842	0,254	Valid

Source: Primary Data Processed, 2023.

Based on the table above, it can be seen that all statement items in the independent variable Career Development (X1) are valid. This can be seen from the pearson correlation value r count of each statement item greater than r table with a significance value level for all items 0.05.

b. Work Environment Validity Test

**Table 4. Work Environment Validity Test**

Statement	Corected Item- Total	R-Table	Information
X2.1	0,625	0,254	Valid
X2.2	0,575	0,254	Valid
X2.3	0,694	0,254	Valid

Statement	Corerected Item- Total	R-Table	Information
X2.4	0,793	0,254	Valid
X2.5	0,706	0,254	Valid
X2.6	0,729	0,254	Valid
X2.7	0,613	0,254	Valid
X2.8	0,822	0,254	Valid
X2.9	0,597	0,254	Valid
X2.10	0,566	0,254	Valid

Source: Primary Data Processed, 2023.

Based on the test results, it can be seen that all statement items in the independent variable Work Environment (X2) are valid. This can be seen from the *pearson correlation* value  $r$  count of each statement item greater than  $r$  table with asignificance value level for all items 0.05.

c. Test the validity of job satisfaction

**Tabel 5. Test the Validity of Job Satisfaction**

Statement	Corerected Item- Total	R-Table	Information
Y.1	0,848	0,254	Valid
Y.2	0,877	0,254	Valid
Y.3	0,783	0,254	Valid
Y.4	0,827	0,254	Valid
Y.5	0,880	0,254	Valid
Y.6	0,874	0,254	Valid
Y.7	0,815	0,254	Valid
Y.8	0,863	0,254	Valid
Y.9	0,802	0,254	Valid
Y.10	0,708	0,254	Valid

Source: Primary Data Processed, 2023.

Based on the test results, it can be seen that all statement items in the independent variable Job Satisfaction (Y) are valid. This can be seen from the *pearson correlation* value  $r$  count of each statement item greater than  $r$  table with asignificance value level for all items 0.05.

2. Reliability test

**Table 6. Reliability Test**

Variable	N of Item	Coefficient Reliability	Information
Career Development	10	0,970	Reliable
Work Environment	10	0,939	Reliable
Job Satisfaction	10	0,946	Reliable

Source: Primary Data Processed, 2023.

Based on the results of the reliability test, it is stated that Career Development, Work Environment, and Employee Job Satisfaction have *Cronbach's Alpha* > 0.60 which means they have met the reliability requirements. So it can be concluded that the statement items can be used as instruments for further research.

3. Classical Assumption Test

a. Normality Test

**Table 7. Normality Test**

N		60
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	2,32860878
Most Extreme Differences	Absolute	,119
	Positive	,119
	Negative	-,116
Test Statistic		,119
Asymp. Sig. (2-tailed)		,146 <sup>c</sup>

Source: Primary Data Processed, 2023.

Based on the test results, that the test results using the one sample *Kolmogorov-Smirnov* method, the significance value is 0.146 and > from 0.05 so it can be concluded that the residual value is normally distributed.

b. Multicollinearity test

**Table 8. Multicollinearity Test**

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Career Development	,403	2,479
	Work Environment	,503	2,879

Source: Primary Data Processed, 2023.

Based on the test results obtained for the Career Development variable with a *tolerance* value of  $0.403 > 0.1$  and a VIF value of  $2.479 < 10.0$ , there are no symptoms of multicollinearity and the Work Environment variable with a *tolerance* value of  $0.503 > 0.1$  and a VIF value of  $2.879 < 10.0$ , there are no symptoms of multicollinearity and the work environment variable with a *tolerance* value of  $0.269 > 0.1$  so that the research can be continued to the next stage, namely the heteroscedasticity test.

c. Heteroscedasticity test

**Table 9. Heteroscedasticity Test**

Model		Sig.
1	(Constant)	,029
	Career Development	,941
	Work Environment	,499

Source: Primary Data Processed, 2023.

Based on the test results, it can be seen that the Career Development variable has a significance of  $0.941 > 0.05$ , so there is no heteroscedasticity and the Work Environment variable has a significance of  $0.499 > 0.05$ , so there is no heteroscedasticity.

4. Multiple linear regression analysis test

**Table 10. Multiple Linear Regression Analysis Test**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,993	2,349		1,274	,208



Career Development	,373	,044	,727	8,50 7	,00 0
Work Environment	,110	,040	,233	2,73 0	,00 9

Source: Primary Data Processed, 2023.

Based on the test results, the results of the multiple linear regression analysis above can be concluded as follows:

- a. The regression coefficient is positive, so it can be said that the direction of the influence of career development variables and the work environment on job satisfaction is positive.
- b. The career development regression coefficient (X1) of 0.373 states that every 1% increase in the value of career development, the value of job satisfaction increases by 0.373.
- c. The regression coefficient and work environment (X2) of 0.110 states that every 1% increase in value and work environment, the value of job satisfaction increases by 0.110.

Based on the Significance results from the *coefficient* table, the value of 0.000 for career development and the value of 0.009 for the work environment is smaller than 0.05, it can be concluded that the career development variable and the work environment have an effect on the job satisfaction variable.

#### 5. Coefficient of determination

From table 4.9 above, it can be explained that the magnitude of the correlation /relationship (R) value between the career development and work environment variables (X1 and X2) on the job satisfaction variable (Y) is 0.919, then with a coefficient of determination (R Square) of 0.844, which means that the effect of the independent variable in this case career development and work environment on the dependent variable in this case job satisfaction is 84.4%, where 84.4% is due to  $0.844 * 100 =$  then obtained 84,4%.

6. Hypothesis

a. T test

**Table 11. T Test**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,993	2,349		1,274	,208
	Career Development	,373	,044	,727	8,507	,000
	Work Environment	,110	,040	,233	2,730	,009

Source: Primary Data Processed, 2023.

- The Effect of Career Development on Job Satisfaction (H1)

Obtained the t value of the career development variable count of 8.507 greater than 2.002 ( $8.507 > 2.002$ ) with a significance value of less than 0.05 ( $0.000 < 0.05$ ) it can be concluded that the career development variable (X1) has a significant effect on job satisfaction (Y).

- The Effect of Work Environment on Job Satisfaction (H2)

Obtained the t value of the work environment variable count of 2.730 greater than 2.002 ( $2.730 > 2.002$ ) with a significance value of less than 0.05 ( $0.009 < 0.05$ ) it can be concluded that the work environment variable (X2) has a significant effect on the job satisfaction variable (Y).

b. F test

**Table 12. F-Test**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1613,892	2	806,946	143,405	,000 <sup>b</sup>
	Residual	298,233	53	5,627		
	Total	1912,125	55			

Source: Primary Data Processed, 2023.

Based on the processing results above, the calculated F value is 143.405 with a significance of 0.000, where the F table value is 3.16 smaller than the calculated F ( $143.405 > 3.17$ ) and the significance value of 0.000 is smaller than 0.05 ( $0.000 < 0.05$ ) so it can be concluded that career development and work environment have a significant effect on job satisfaction (Y).

- The Effect of Career Development (X1) on Job Satisfaction (Y) PT. Singa Terbang Dunia

Based on the partial test results, the career development variable obtained a t value of 8.507 is greater than the t table of 2.002 with a significance value of less than 0.05 ( $0.000 < 0.05$ ), it can be concluded that Career Development has a significant effect on Employee Job Satisfaction of PT Singa Terbang Dunia. The results of this study are relevant to previous research conducted by Syaiful Bahri and Yuni Chairatunnisa with the title *The Effect of Career Development and Work Motivation on Employee Job Satisfaction at BPJS Employment Belawan Branch Office* [12]. The results of this study concluded that career development has a positive effect on satisfaction and motivation has no effect on job satisfaction career development and morivation have a significant effect on job satisfaction. Both use quantitative methods, have similar problems in companies about career development and employee job satisfaction different variables.

- The Effect of Work Environment (X2) on Employee Performance (Y) PT. Singa Terbang Dunia

Based on the results of partial testing of the work environment variable, the t value of 2.730 is greater than the t table of 2.002 with a significance value of less than 0.05 ( $0.009 < 0.05$ ), it can be concluded that the Work Environment has a significant effect on Employee Job Satisfaction of PT Singa Terbang Dunia. The results of this study are relevant to previous research conducted by Haedar, Saharuddin, and Herlangga with the title *Effect of Work Environment and Job Tenure on Employee Job Satisfaction at PT Hadji Kalla*. The results of the analysis show that work environment factors and tenure have a

significant effect on job satisfaction [13]. The most dominant factor influencing is the work environment. Both use quantitative methods, have similar problems in companies about the work environment and different variable job satisfaction.

- The Influence of Career Development (X1) and Work Environment (X2) on Job Satisfaction (Y) PT. Lion Fly World

Based on the results of simultaneous processing, the calculated F value is 143.405 with a significance of 0.000, where the F table value is 3.16 smaller than the calculated F ( $143.405 > 3.17$ ) and the significance value of 0.000 is smaller than 0.05 ( $0.000 < 0.05$ ) so it can be concluded that Career Development and Work Environment simultaneously have a significant effect on Job Satisfaction of Employees of PT Singa Terbang Dunia. The results of the R test<sup>2</sup> show that Job Satisfaction of Employees of PT Singa Terbang Dunia is influenced by Career Development and Work Environment by 84.4% and the remaining 15.6% is influenced by other variables not examined in this study.

## CONCLUSION

Based on the research and discussion that has been carried out regarding the effect of *career development* and work environment on job satisfaction of employees of PT Singa Terbang Dunia, the following conclusions can be drawn:

1. Career development partially has a significant influence on job satisfaction of employees of PT Singa Terbang Dunia. From the results of this study, an employee always hopes to get a good career where he works. Career development is proven to be able to increase employee job satisfaction.
2. The work environment partially has a significant influence on the job satisfaction of employees of PT Singa Terbang Dunia. This means that work relationships, work atmosphere, facilities, welfare, supervision and employee security are able to influence employee performance.

3. The results of simultaneous testing show that *career development* and work environment simultaneously have a positive and significant effect on job satisfaction of employees of PT Singa Terbang Dunia.

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