

The Role of Career Development on Employee Job Satisfaction at the Balikpapan City Subdistrict Office

Moh Romadloni (romadloni15@gmail.com)
STIMI Samarinda

Abstract

This study is to assess the impact of leadership and career development on employee job satisfaction at the Balikpapan sub-district office, both partially and simultaneously. This research use quantitative methodologies. The research sample included 33 employees from the Balikpapan District Head Office. The data source for this study is primary data, which was collected directly by researchers through the findings of questionnaires and interviews about career development issues and employee work satisfaction at the Balikpapan sub-district office. Multiple linear regression was employed to analyze the data. According to the study's findings, leadership has a good and significant effect on employee work satisfaction, whereas career development has a favorable but small effect. Combined, the variables At the Balikpapan District Head Office, employee job satisfaction is positively and significantly influenced by leadership and career development.

Keywords: Leadership, Career development, Employee Job Satisfaction

Introduction

In the current era of globalization, government agencies are required to create leadership and develop human resources. The success of an agency is influenced by several factors, one of which is human resources. According to (Yusuf et al., 2022) Human Resources are people who work and work as assets of an organization/company that can be counted, and Human Resources are the potential that drives the organization. Human resources are also the driving factor of a government agency, human resources are also the main factor needed for survival and to achieve the agency's goals (Sugandi, 2023).

According to Kurhayadi et al. (2023) human resource management consists of four syllables, namely management, resources, power, people. The meaning of these four syllables is not difficult to understand. What is meant by human resource management is a control process based on management functions over human resources. . Human resource management can be defined as a series of actions in terms of thinking, selection, development, maintenance and development of human resources rather than other resources to achieve goals, both individual goals and the goals of an organization (Kushendar et al., 2023).

According to Sugandi (2021), human resource management is one of the fields of general management, where general management as a process includes aspects of planning, organizing, implementing and controlling. This process is found in the functions of production, marketing, finance and personnel. According to Sugandi (2021), human resource management is the design of formal systems in an organization to ensure the effective and efficient use of human talent to achieve stated organizational goals. Organizational culture is a pattern of basic assumptions created, discovered or developed by a particular group as a basis for behavior in the organization. Which will be passed down to new members as a way of seeing, thinking and feeling in the organization (Suprayogi, 2022). The meanings of culture and organization have different meanings, and organizational culture also has different meanings.

One of the factors that influences the level of success of an organization is employee job satisfaction. Every organization always hopes that its employees will get good job satisfaction, because getting good job satisfaction will provide optimal contributions to the organization. This cannot be separated from leadership and career development on employee job satisfaction. According to (Suryanto, 2023), job satisfaction is a feeling that supports the employee's self which is related to both his work and his condition. If the employee has high motivation and good job satisfaction, the employee will show totality in government agencies. If the aspects of justice and employee worthiness can be formulated well, then employees will feel satisfied and have high work morale which will in turn improve excellent service to customers (Matin, 2023).

Career development is a series of positions or titles that a person occupies while working in both private and government agencies. Career development is personal changes that a person makes to achieve a career plan. Career development carried out by the Balikpapan Subdistrict Office uses Human Resources management strategies in agencies that are able to increase a person's work development and enthusiasm, namely career patterns (Sugandi, 2022). The right career pattern development system is able to provide direction for employees for development. The right career pattern development system is able to support the agency's goals.

Literature Riview

Understanding Career Development.

Career development is critical for a business since it is a desire that must be continuously created within an employee in order to drive individuals to achieve job satisfaction. Career growth in each activity. Career planning is the process by which individual individuals define and work toward their career goals (Sugandi et al., 2023). According to (Kushendar et al., 2023), the term "career" can be seen from two distinct perspectives: objective and subjective.

Viewed from an objective standpoint, a career is a series of positions that a person holds during his life, however from a subjective standpoint, a career is the changes in values, attitudes, and motivation that occur. The most essential factor influencing career development is work performance, which is critical for enhancing and developing an employee's career. Exposure: Managers or superiors are recognized largely for employee performance and achievements, written reports, oral presentations, committee activity, and hours worked. Networking entails acquiring visibility beyond the agency. This includes both personal and professional contacts. This network will be extremely advantageous to employees, particularly for development (Suganda et al., 2021).

Improving ties between employees and agencies. Career advancement will improve employee interactions and attitudes toward their organizations. Career Development Indicators Fair Treatment in Career Fair treatment can be achieved if it is determined using objective, rational, and commonly understood criteria among employees (Rosadi et al., 2023). Concern for direct superiors. Employees often want their immediate supervisors to be involved in their professional development. Information about numerous promotional possibilities. There is interest in the best strategy for developing employee engagement in flexible and proactive career development techniques (Sahromi et al., 2022). Level of satisfaction Although, in general, everyone aspires to make progress, including in their careers, the definition of success differs. Thus, in order to fulfill its objectives, an agency or organization must be able to consider its employees' job satisfaction, which includes expectations and wants (Rosadi et al., 2023).

According to (Sahromi et al., 2023), job satisfaction is a sense of self-support for employees that is tied to both their work and their health. According to Pawit Wartono (2022), job satisfaction is defined as an employee's attitude toward work that is related to the work circumstances, employee cooperation, work imbalances accepted, and physical and psychological elements. Locke (Luthans, 2006: 233) described job satisfaction broadly as an enjoyable emotional state that arises/results from research on work or experience. Factors That Influence Job Satisfaction Psychological factors are those that relate to employee psychology, such as interests, job satisfaction, attitudes toward work, abilities, and skills. Social elements are those that influence how employees interact with their supervisors. Physical Factors Factors affecting employees' physical well-being, such as type of work, time and rest periods, work equipment, room conditions, temperature, lighting, air exchange, employee health, and age. Financial aspects relate to employee security and welfare, such as the salary structure and amount, social security, various allowances, amenities supplied, promotions, and so on.

Methods

To collect data, a question and answer session was held with the regional civil service division of the Balikpapan sub-district head. The questionnaire is a data collection method that consists of a set of questions addressed to employees or respondents at the research object, specifically employees of the Balikpapan District Head Office. Documentation study is one of the data collection approaches used in this research. Documents necessary include employee numbers, regulatory documents and forms of employee punishment, and scientific literature that support the theoretical studies in this research. Literature study is research conducted by researchers by gathering a number of books, magazines, papers, and journals pertaining to the challenges and aims of the research.

Results and Discussion

In this study, researchers employed a questionnaire to collect personal identity information from 33 respondents. The display of this data will give an overview of the gender, age, highest degree of education, and duration of service of employees at the Balikpapan City Subdistrict Office. The majority of the respondents in this survey were 20 women, with 10 people aged 23-35, 12 people aged 35-35, and 11 people aged 31-56,

Table 1 F Test Results
ANOVA^a

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	129.300	2	63.200	21.923	.000 ^b
Residual	79.067	27	2.929		
Total	207.367	29			

- a. Dependent Variable: Job Satisfaction
b. Predictors: (Constant), Career Development, Leadership

Based on the F test described above, the calculated F value is 21.923 with a probability of 0.000. Because the probability is less than 0.05 ($0.000 < 0.05$) and the calculated F (21.923) is greater than the F table where $df_1 = k - 1 = 3 - 1 = 2$ while $df_2 = n - k = 33 - 3 = 27$, namely (3.35), the regression model can be used to predict Job Satisfaction or it can be said that Leadership and Career Development simultaneously influence Job Satisfaction, thus proving that H03 is rejected and Ha3 is accepted.

Table 2. Coefficients t test results

Model	Unstandardized Coefficients	Standardized Coefficients	T	Sig.	
	B	Std. Error	Beta		
(Constant)	1.096	2.799		.392	.699
Leadership	.556	.179	.393	3.117	.003
Career development	.369	.159	.367	2.311	.029

The Leadership variable has a significance value of 0.003, which is less than 0.05 and exceeds the t table. These findings demonstrate that Leadership has a strong positive effect on Job Satisfaction, indicating that Ha1 is accepted and H01 is rejected. The career development variable has a significance value of 0.029, which is less than 0.05 and greater than the t table. These findings suggest that Career Development has a considerable beneficial effect on Job Satisfaction.

Conclusion

Based on their research, analysis, and evaluation, the researchers may conclude that leadership has a good and significant effect on employee job satisfaction at the Balikpapan District Head Office. Career Development has a good and considerable impact on Job Satisfaction at the Balikpapan District Headquarters. Leadership and Career Development Influence Job Satisfaction at the Balikpapan District Head Office.

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