

The Effect of Career Development, Physical Work Environment and Training on Job Satisfaction in Capital Market Licensing Department PT X

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Abstract:

Job satisfaction is an important thing that must be considered by the company. In 2021 and 2022, the results of the PT X job satisfaction survey showed a decline. One of the factors can be seen from the majority of employees who are not comfortable working in the office with the lack of support for facilities in the office. PT X employees are also not satisfied with the promotions that are carried out that cannot reach employees who have met the criteria for promotion. Training opportunities held by PT X also cannot reach all PT X employees. In fact, employee participation in existing training also affects employee job satisfaction.

This study aims to examine the effect of career development, physical work environment and training on job satisfaction. This research was conducted to be able to find out things that can be done to increase job satisfaction in the Capital Market Licensing Department of PT X.

This research uses a quantitative method with a deductive analysis approach. Data collection techniques using interviews, questionnaires, literature studies and observations with a total of 121 respondents. The data analysis technique uses Structural Equation Modeling PLS and uses the PLS application as supporting software.

The results showed that career development has a positive and significant effect on job satisfaction, the physical work environment has a positive and significant effect on job satisfaction, training has a positive and significant effect on job satisfaction.

From the research results obtained, the authors hope that it can be a reference for companies to be able to make improvements in terms of career development, physical work environment and training.

Keywords: Career Development, Physical Work Environment, Training, Job Satisfaction

Introduction

Generally in a company, job satisfaction is often used as a basis for measuring the level of maturity of the company. One of the symptoms that cause poor working conditions in a company is low job satisfaction. Conversely, high job satisfaction is an indication that the company can manage its human resources well which in turn can bring progress to the company concerned. According to Akbar [1], someone with a high level of job satisfaction shows a positive attitude towards the work. This means that someone will feel fast when there is no difference between what he wants and his perception of reality because the minimum

desired limit has been met. Job satisfaction is proven to be improved through the implementation of career development according to Yunita and Utami [2]. Career development is certainly something that every employee wants because generally the higher the position, the more successful the person's life at work. The work environment is one of the factors that can affect employee job satisfaction. According to Kurniati and Jaenab [3], increasing job satisfaction can be done by creating a good and comfortable work environment, both physical and non-physical. The work environment can be in the form of a physical work environment such as places and means of production, as well as a non-physical environment such as the atmosphere of the company's interpersonal relationships. One of the key factors that determine employee job satisfaction is training according to Mulyadi [4]. This is because training has a tendency to reduce mismatches in tasks, increase skill levels and increase employee motivation levels. Based on the background description above, the author is interested in conducting research on the influence of career development, physical work environment and training on employee satisfaction in the Capital Market Licensing Department of PT X.

Literature Review

- **Job Satisfaction**

Locke and Luthan in Yusuf and Maliki [5] provide a comprehensive definition of job satisfaction as a pleasant or positive emotional state resulting from an assessment of one's work or experience.

- **Career Development**

Yuniarsih and Suwanto [6] state that career development is a formal approach taken by the company to ensure that the employees needed are employees with the right qualifications and experience.

- **Physical Work Environment**

According to Dessler [7] training is important. Training is providing the skills needed by employees to do the job.

- **Training**

According to Widyaningrum [8] The physical work environment is all the physical conditions around the workplace where the physical work environment has a direct or indirect influence on employees and their performance.

- **Framework Analysis**

The author will present a discussion of research variables, such as career development, physical work environment, training (X), job satisfaction as variables (Y).

The framework of thought can be seen in Figure 1:

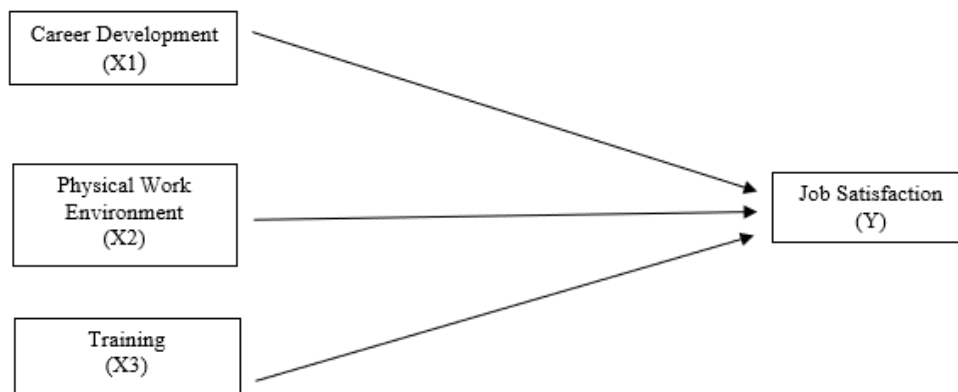


Figure 1 Framework

Research Hypothesis:

H1: Career development has a positive and significant effect on job satisfaction

H2: Physical work environment has a positive and significant effect on job satisfaction

H3 Training has a positive and significant effect on job satisfaction

Research Methods

• **Sample**

The type of sample used in this research is non-probability sampling or saturated sampling. According to Sugiyono [9] saturated sampling is a sampling technique when all populations are used as samples.. PT X, totaling 121 employees.

• **Data Analysis Technique**

The data collection method is done through questionnaires and the research strategy is through surveys. The questionnaire was distributed to all 121 employees at PT. X. The data analysis technique used in this research is Structural Equation Modeling (SEM). While the research analysis uses descriptive analysis, making path models, analyzing outer models, analyzing inner models, and testing hypotheses

• **Operational Variables**

The operationalization of this research variable is described in the following table 3.1:

Table 1 Validities Test

Variabel	Indikator	Rhitung	Rtabel	Kesimpulan
Career Development (X ₁)	P1	0.830	0.176	Valid
	P2	0.863	0.176	Valid
	P3	0.838	0.176	Valid
	P4	0.724	0.176	Valid
	P5	0.843	0.176	Valid
	P6	0.813	0.176	Valid
Physical Work Environment (X ₂)	P1	0.797	0.176	Valid
	P2	0.838	0.176	Valid
	P3	0.871	0.176	Valid
	P4	0.792	0.176	Valid
	P5	0.794	0.176	Valid
	P6	0.783	0.176	Valid
	P7	0.848	0.176	Valid
Training (X ₃)	P1	0.828	0.176	Valid
	P2	0.868	0.176	Valid
	P3	0.854	0.176	Valid
	P4	0.814	0.176	Valid
	P5	0.768	0.176	Valid
	P6	0.858	0.176	Valid
	P7	0.840	0.176	Valid
	P8	0.833	0.176	Valid
	P9	0.841	0.176	Valid
	P1	0.798	0.176	Valid

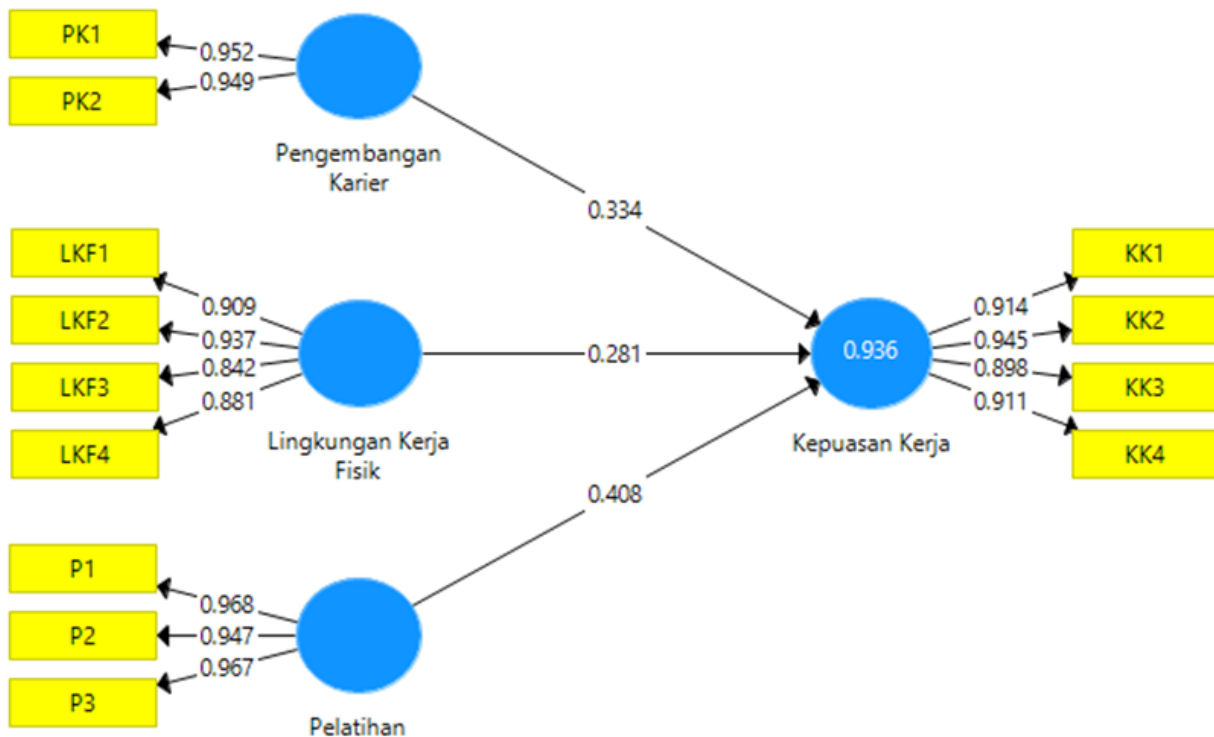
Job Satisfaction (Y)	P2	0.870	0.176	Valid
	P3	0.825	0.176	Valid
	P4	0.832	0.176	Valid
	P5	0.805	0.176	Valid
	P6	0.835	0.176	Valid
	P7	0.831	0.176	Valid
	P8	0.879	0.176	Valid
	P9	0.807	0.176	Valid

Table 2 Reliability Test

Variabel	Cronbach Alpha	Nilai Kritis	Kesimpulan
Career Development (X ₁)	0.902	0.700	Reliabel
Physical Work Environment (X ₂)	0.915	0.700	Reliabel
Training (X ₃)	0.945	0.700	Reliabel
Job Satisfaction (Y)	0.944	0.700	Reliabel

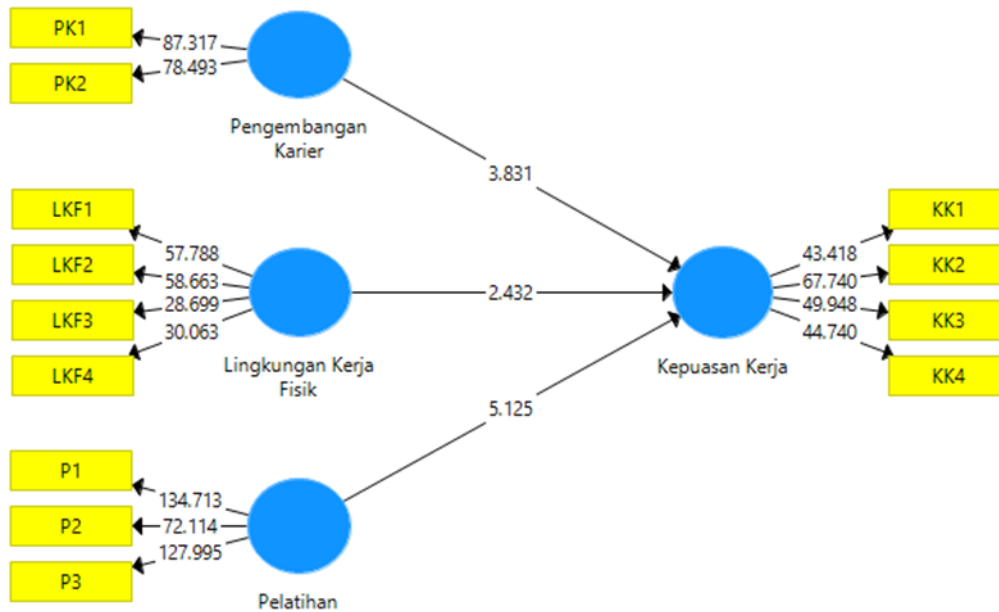
Result

Figure 2 Estimation Result SEM Model (Showing t Value)



1. Testing the Influence Between Variables

Figure 3 Showing Path Coefficient Value



- **PK → KK**

The effect of career development variables is analyzed using the path coefficient. Based on the partial test results using the path coefficient, the t-statistics result of 3,831 is greater than the t-table in this study of 1,980. With a pvalue of 0.000 which is smaller than the significance value of 0.05 so that the hypothesis is accepted.

- **LKF → KK**

The effect of physical work environment variables is analyzed using path coefficient. Based on the partial test results using the path coefficient, the t-statistics result is 2.432 which is greater than the t-table in this study of 1.980. With a pvalue of 0.008 which is smaller than the significance value of 0.05 so that the hypothesis is accepted.

- **P → KK**

The effect of job satisfaction variables is analyzed using path coefficient. Based on the partial test results using the path coefficient, the t-statistics result is 5.125 which is greater than the t-table in this study of 1.980. With a pvalue of 0.000 which is smaller than the significance value of 0.05 so that the hypothesis is accepted.

2. Coefficient of Determination

The hypothesis in this study can be known from the calculation of the model using the PLS bootstrapping technique. From the results of the bootstrapping calculation, the statistical t value of each relationship or path will be obtained. The path or inner model coefficient value shows the level of significance in hypothesis testing. Based on the results of data processing, the results of hypothesis testing are as follows:

Struktural	Original Sample	t-statistics	t-tabel	Sig (P _{value})	Keputusan
Career Development - > Job Satisfaction	0.334	3.831	1.980	0.000	Acceptable

Physical Work Environment -> Job Satisfaction	0.281	2.432	1.980	0.008	Acceptable
Training -> Job Satisfaction	0.408	5.125	1.980	0.000	Acceptable

3. Hypothesis Testing Results

1. Career Development has a positive and significant influence on job satisfaction.
2. Physical Work Environment has a positive and significant influence on job satisfaction.
3. Training has a positive and significant influence on job satisfaction.

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