THE INFLUENCE OF CAREER DEVELOPMENT ON EMPLOYEE JOB SATISFACTION IN CLASS IIB PURWOKERTO NARCOTICS CORRECTIONAL INSTITUTION

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ABSTRACT

This study aims to determine the effect of career development on employee job satisfaction at the Class IIB Narcotics Penitentiary Purwokerto. This study uses quantitative research methods with non-probability techniques by applying a saturated sampling of 60 people. The data collection technique was carried out using the distribution of questionnaires to respondents via Google Form. There are 30 statement items that are used as indicators in the study. The data analysis technique used is through the normality test, simple linear regression test, significance test, and determination test which is processed using IBM SPSS software version 25. The results showed that there was an effect of career development on job satisfaction. The results of the determination test obtained with an R Square value of 32.7% on the job satisfaction variable, while the remaining 67.3% is influenced by other variables. Therefore, it can be concluded that there is an influence between career.

Keywords: Career Development; Job Satisfaction; Correctional Officer

INTRODUCTION

The role of humans is crucial as implementers in achieving common goals. The existence of human resources is considered to be the most vital element because only humans have intelligence, emotions, desires, capabilities, skills, and knowledge. Therefore, even though technological advances occur, information continues to develop, capital is available, and materials are sufficient, without the involvement of human resources, organisations will find it difficult to achieve the set goals (Arraniri, 2021). For this reason, human resources are the main asset that must be continuously developed in order to grow the organisation according to its vision and mission.

In public, private and government organisations, human resource management is very important (Sinambela, 2021). Structured human resource management makes it easier for organisations to achieve goals in implementing employee development programs. Government organisations are no exception. The importance of individual development is key in developing quality human resources, because this helps the country utilise its resources effectively and efficiently for the greatest prosperity of the people.

The task of government agencies is to improve the quality of their human resources. These human resources should have skills, quality, fast adaptability, and loyalty to the agency. Human resources arise from the combination of intellectual capacity and physical ability of each individual (Hasibuan, 2017). Employees have a vital role in an organisation to manage the course of activities and determine the success of planning organisational goals. With an increase in employee performance and productivity, it is expected that the organisation's ability to develop properly will also increase.

Rivai and Sagala (2005) revealed that the process of developing a person's quality directed at achieving career goals is the definition of career development. To achieve career goals, a person takes step by step as an effort to develop their career by paying attention to the state of the organisation. In the course of pursuing a career, the relationship is closely related to the conditions of the organisation where the individual works. Therefore, when an individual's competence is good enough, then a person can choose to move to a larger organisation, allowing them to achieve a career until they reach the desired, desired, or planned peak.

Job satisfaction is the sentiment felt by workers as a result of their perceptions or assessments of the job. overall good or not to his work (Robbins, 2003) Employee work attitudes reflect the feelings of employees towards the work they do. When the work in the organisation provides satisfaction to its employees, a good level of performance is usually shown by them for the benefit of the organisation (Azlina, 2019). The impact of job satisfaction can be reflected in the actions of employees in carrying out their daily duties. High job satisfaction can be reflected in work performance and the absence of employee tardiness. Meanwhile, low job satisfaction can be shown by tardiness, low productivity and increased employee leave.

Employee Leave Data
Purwokerto Narcotics Prison
Year 2023

	JAN	FEB	MAR	APR	MEI	JUN	JUL	AGS	SEP	OKT	NOV	DES
Orange	13	12	5	5	42	29	31	23	55	31	39	46
Blue	3	3	2	2	10	3	7	3	5	7	10	14

Source: Personnel of Purwokerto Narcotics Prison, 2024

Figure 1
Employee Leave Data

Based on the data in Figure 1, the number of employees on leave, both sick leave and annual leave, fluctuates but the trend is increasing. The peak in September and December, the number of employees who took leave was 60 people. When the number of leaves is too high, it will cause a heavy workload on colleagues who are not on leave, which can ultimately affect employee job satisfaction. If the workload is too heavy due to the absence of a number of employees, this can reduce the job satisfaction of employees who bear the additional workload. Not only that, the absence of a number of employees will reduce productivity and quality of work which in turn can have a negative effect on the overall job satisfaction of employees.

With reference to the previous problem, the researcher aims to conduct research with the title 'The Effect of Career Development on Employee Job Satisfaction at the Class IIB Narcotics Penitentiary Purwokerto'. The purpose of this study is to make a positive contribution for researchers in understanding how career development plays a role in influencing employee job satisfaction at the Class IIB Narcotics Correctional Institution Purwokerto.

LITERATURE REVIEW, RESEARCH FRAMEWORK, AND HYPOTHESES

In research conducted by Ghislieri et al., (2019) stated that workload affects job satisfaction. The research findings state that there is a negative influence between the level of workload and nurses' job satisfaction. In other words, the higher the workload experienced by nurses, the lower the level of job satisfaction they feel. According to Tentama et al., (2019) workload has an impact on the level of job satisfaction. Workload is also one of the determining elements in achieving job satisfaction. Therefore, attention to the abilities and conditions of employees before determining and assigning tasks is important for leaders. The number of tasks given by employees should be adjusted to the abilities of employees, both in terms of physical and cognitive abilities. Such efforts are made in order to enable employees to perform their duties well, thus causing them to be satisfied with the results of their work and become motivated to complete other tasks.

Trivellas et al. (2013) found that heavy workload and job stress are associated with low performance and job satisfaction. The higher the workload felt by employees, the more difficult it is to achieve an optimal level of job satisfaction. This is in line with Zainudin & Junaidah in Anasi (2020) who found a significant negative relationship between workload and job satisfaction of teaching lecturers. This shows that job

satisfaction must be given in accordance with the workload. Job satisfaction can be achieved when there is a balance between what is expected and what is received at work.

The author assumes based on previous research that employee job satisfaction can be influenced by workload. The higher the workload received by employees, the lower their job satisfaction will be. If the employee's ability is lower, the work demands are more so that fatigue will arise, this is what can affect job satisfaction (Herianto et al., 2022). If this condition continues, it can have a negative impact on the achievement of company or organisational results.

Career Development

According to Handoko (2003), the term career development can also be referred to as a personal improvement effort made by a person to achieve his career goals. The career development process can be defined as steps to improve the skills and abilities of employees in order to realize the career plans that have been designed (Nawawi, 2006).

According to Rivai and Sagala (2004), career development is a process that aims to improve individual skills in order to achieve desired career goals. According to this perspective, the focus of a career lies solely on improving work skills. In contrast, this concept does not address careers that do not develop or decline. A situation where a person remains in the same position or even declines is referred to as a career, as no development occurs. Career development, according to this concept, reflects the improvement of one's status within an organization according to the career path set by the organisation.

This study adapts the theory of career development by Busro (2008) referring to 3 (three) dimensions:
   a) Career clarity
   b) Self-development
   c) Performance quality improvement

Job Satisfaction

Robbins (2006) reveals that job satisfaction is a general view of one's job; the difference between the number of rewards received by a worker and the number of rewards they think they should receive. According to Herzberg (2008) Job satisfaction is a positive attitude that arises from an assessment of the results that have been achieved compared to existing expectations. In other words, job satisfaction involves a comparison between the achievements obtained and the desired expectations. When the results obtained are greater than expected, the level of employee satisfaction increases, and vice versa. Correspondingly, the smaller the results obtained compared to expectations, the lower the level of employee job satisfaction.

Job satisfaction refers to a general attitude or positive evaluation of work, which is formed based on an assessment of working conditions or a comparison between the rewards received and their expectations or expectations. The higher a person's level of job satisfaction, the higher the employee's morale. Job satisfaction is defined as an emotional state that can be in the form of pleasant or unpleasant experiences, which are viewed by employees towards their work. A person's satisfaction and dissatisfaction are generally personal, depending on the perception of the compatibility or conflict between expectations and results. An employee will feel satisfied with his work if he has reached the minimum limit of his desires have been fulfilled and there is no gap with the results. A positive gap occurs when performance or work results exceed the minimum expected

standard, so employees feel satisfied. Conversely, a negative gap occurs when performance is below the minimum expected, and this can lead to job dissatisfaction.

This study adapts job satisfaction from Celluci et al. (1978) referring to 5 (five) dimensions:

   a) Salary
   b) Promotion
   c) Co workers
   d) Supervisor
   e) The work itself

The Effect of Career Development on Job Satisfaction

In research conducted by Akhmal et al., (2023) stated that career development has an influence on employee job satisfaction. The research findings state that there is a positive influence between the level of career development and employee job satisfaction. In other words, the higher the career development experienced by employees, the higher the level of job satisfaction they feel.

Career Development (X) (Busro, 2018)	→	Job Satisfaction (Y) (Celluci et al., 1978)

Sumber : Busro, 2018 ; Celluci et al., 1978
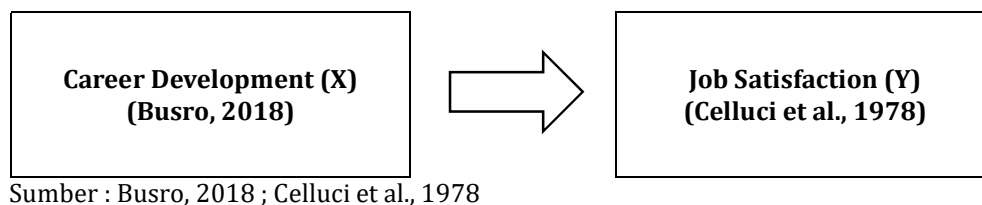
Figure 1
Research Framework

Hypotesis

Researchers describe the hypothesis in this study is thera is a significant influence of career development on job satisfaction at the Class IIB Narcotics Penitentiary Purwokerto.

METHOD

This research applies quantitative methods with the aim of testing the theory used through analysing the relationship between predetermined variables. The variables that are the focus of research include career development (X) as the independent variable and job satisfaction (Y) as the dependent variable, which is observed at the Class IIB Narcotics Penitentiary Purwokerto. The population used in this study were 60 correctional officers at the Class IIB Narcotics Correctional Institution Purwokerto. The sampling technique applied is a non-probability technique by applying saturated sampling or total sampling where all members of the population are included as research samples. The data sources used in this study consisted of primary and secondary data.

RESULTS AND DISCUSSION

Data Analysis

The research data was taken by distributing questionnaires to respondents who became the research sample. The data were collected at the Class IIB Narcotics Penitentiary Purwokerto as many as 60 people. In this case, before the questionnaire is distributed to

the research sample, validity and reliability tests will be carried out in different locations. The questionnaire will be distributed to 30 respondents at the Class IIA Correctional Institution Purwokerto. The test results will be analysed using IBM SPSS software version 25. To get the r table value at a significance level of 5% with a sample size of 30 people, you can use the statistical distribution of the r table value. From this distribution, it was found that the r table value was 0.254.

Validity Test

From the r-table, the number 0.254 was obtained. The results of the Validity Test using the SPSS programme are processed and presented in Table 1.

Table 1
Validity Test of Career Development (X)

Item	R Count	R Tabel	Sig. value	Sig. level	Remarks
X1	0.455	0,254	<0,001	0,05	Valid
X2	0.572	0,254	<0,001	0,05	Valid
X3	0.663	0,254	<0,001	0,05	Valid
X4	0.808	0,254	<0,001	0,05	Valid
X5	0.513	0,254	<0,001	0,05	Valid
X6	0.831	0,254	<0,001	0,05	Valid
X7	0.544	0,254	<0,001	0,05	Valid
X8	0.771	0,254	<0,001	0,05	Valid
X9	0.573	0,254	<0,001	0,05	Valid
X10	0.593	0,254	<0,001	0,05	Valid

Source: Processed by the author, 2024

From Table 1, it can be concluded that all statement items for Variable X (Career Development) are valid because the r-count for all items is greater than the r-table.

Table 2
Validity Test of Job Satisfaction (Y)

Item	R Count	R Table	Sig. value	Sig. level	Remarks
Y1	0.571	0,254	<0,000	0,05	Valid
Y2	0.327	0,254	<0,000	0,05	Valid
Y3	0.490	0,254	<0,000	0,05	Valid
Y4	0.293	0,254	<0,000	0,05	Valid
Y5	0.378	0,254	<0,000	0,05	Valid
Y6	0.311	0,254	<0,000	0,05	Valid
Y7	0.321	0,254	<0,000	0,05	Valid
Y8	0.360	0,254	<0,000	0,05	Valid
Y9	0.391	0,254	<0,000	0,05	Valid
Y10	0.444	0,254	<0,000	0,05	Valid
Y11	0.352	0,254	<0,000	0,05	Valid
Y12	0.430	0,254	<0,000	0,05	Valid
Y13	0.353	0,254	<0,000	0,05	Valid
Y14	0.452	0,254	<0,000	0,05	Valid
Y15	0.632	0,254	<0,000	0,05	Valid
Y16	0.415	0,254	<0,000	0,05	Valid
Y17	0.386	0,254	<0,000	0,05	Valid
Y18	0.364	0,254	<0,000	0,05	Valid
Y19	0.555	0,254	<0,000	0,05	Valid
Y20	0.477	0,254	<0,000	0,05	Valid

Source: Processed by the author, 2024

From table 1, it is concluded that all statement items for variable Y are valid, because the r-count for all items is greater than the r-table

Reliability Test

Using the SPSS programme, the following data was obtained:

Table 3
Reliability Test

Variable	Cronbach's Alpha	N of Items
Career Development	.809	10
Job Satisfaction	.723	20

Source: SPSS Data Processing, 2024

Based on table 3 then :
a) The number 0.809 > 0.6 is obtained, thus it can be concluded that all items on the Career Development variable (X) are reliable.
b) Obtained a number 0.723 > 0.6 thus it can be concluded that all items on the Job Satisfaction variable (Y) are reliable

Normality Test

This study uses a normality test using the Kolmogorov - Smirnov test method, where the significance value is 0.05. If the significant value> 0.05, then the residual data is normally distributed, while if the significant value <0.05, then the residual data is not normally distributed. The results of the Normality Test are presented in table 4.

Table 4
Normality Test with Kolmogorov-Smirnov

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		60
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	5.39762042
Most Extreme Differences	Absolute	.100
	Positive	.100
	Negative	-.062
Test Statistic		.100
Asymp. Sig. (2-tailed)[c]		.200[c,d]

Source: SPSS Data Processing, 2024

From Table 4, it is obtained that the significance value or Asymp. Sig. (2-tailed) for variables X (Career Development) and Y (Job Satisfaction) is 0.200 which is greater than 0.05. Thus, it can be concluded that the residual data is normally distributed so that it can be used in further analysis.

Simple Linear Regression Test

Based on table 5 regarding the results of the simple linear regression test above, it can be seen in the Unstandardised Coefficients column and sub column B. The table shows that the constant value is 24.495, which means that every increase in the level of workload, the job satisfaction variable is 0.938 or the value of the regression direction coefficient is 0.938.

Table 5
Simple Linear Regression Test

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	24.495	6.271		3.906	.000
Career Development	.938	.177	.572	5.310	.000

a. Dependent Variable: Job Satisfaction
Source: SPSS Data Processing, 2024

Significance Test

Based on the table 6 of significance test results above, it can be seen that the significance value is known to be 0.000 <0.05. From the results of these calculations, H0 is rejected and Ha is accepted, meaning that there is a significant influence between career development variables on job satisfaction variables on employees at the Class IIB Narcotics Correctional Institution Purwokerto.

Table 6
Significance Test

Anova[a]

Model	Sum of Square	df	Mean Square	F	Sig.
1 Regression	835.659	1	835.659	28.197	.000[b]
Residual	1718.924	58	29.637		
Total	2554.583	59			

a. Dependent Variable: Job Satisfaction
b. Predictors: (Constant), Career Development
Source: SPSS Data Processing, 2024

Determination Test

Based on the table 7, it is known that the correlation value (R) is 0.572. This shows that there is a relationship with a correlation that has a weak positive value between the career development variable and the job satisfaction variable. From the results of the determination table above, it shows that the R Square (R^2) value is 0.327. This shows that the amount of influence on the career development variable as the independent variable (X) on the job satisfaction variable as the dependent variable (Y) has an influence of 32.7%. The remaining 67.3% is influenced by other variables not explained in this study.

Table 7
Determination Test

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.572[a]	.327	.316	5.44395

a. Predictors: (Constant), Career Development
Source: SPSS Data Processing, 2024

CONCLUSION AND SUGGESTION

The main purpose of this study was to determine the effect of career development on employee job satisfaction at the Class IIB Narcotics Correctional Institution Purwokerto. Based on the results of data analysis that has been carried out by researchers, it can be concluded that the perception of employees of the Narcotics Correctional Institution Class IIB Purwokerto regarding career development is in the medium category. The results in this study indicate that career development in Class IIB Narcotics Correctional Institution Purwokerto is quite good and is marked by the level of employee perception showing a moderate level of 68.3%.

Employees of the Narcotics Correctional Institution Class IIB Purwokerto have a moderate perception of job satisfaction. The results of this study indicate that employee job satisfaction is quite good which is shown at a moderate level of perception of 71.7%. It is proven that there is a positive influence of career development on employee job satisfaction at the Class IIB Narcotics Correctional Institution Purwokerto.

Based on the results of the analysis that has been carried out by researchers related to the effect of career development on employee job satisfaction at the Class IIB Narcotics Correctional Institution Purwokerto, perceptions of workload which are in the medium category, indicate that employees get quite good career development. Organisations must pay special attention to employees who are still in the low or medium category regarding career development. More intensive training programmes, more equitable promotion opportunities, and assessment system.

Perceived job satisfaction, which is in the medium category, indicates that employees get quite good job satisfaction. The dominance of the moderate category also indicates that there is room for significant improvement in several areas, such as clearer promotion opportunities, improved relationships between colleagues and supervisors, and aspects related to self-development and employee welfare.

The existence of this research, which is related to the effect of career development on employee job satisfaction at Class IIB Narcotics Correctional Institution Purwokerto, hopes that leaders can improve career development and employee job satisfaction. In addition, research on career development and its effect on other variables is still rarely found in public organisations such as the correctional sector. Therefore, in the future it would be better if further research is carried out on the effect of career development on other variables needed to improve organisational achievement..

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