



IMPROVING EMPLOYEE SATISFACTION THROUGH TRAINING AND CAREER DEVELOPMENT

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Abstract

This study aimed to obtain information on the influence of training and career development on job satisfaction at PT Anggana Catur Prima, North Jakarta, either partially or simultaneously. This type of research uses quantitative methods. The total population is 202 with the sampling technique using the Slovin formula, and the samples obtained in this study amounted to 135 respondents. Data analysis was done using validity tests, reliability tests, classical assumption tests, regression analyses, correlation coefficient analyses, coefficient of determination analyses, and hypothesis testing. The result of this research is that training has a significant effect on job satisfaction, Career Development has a substantial impact on Job Satisfaction, and Training and Career Development simultaneously have a considerable effect on Job Satisfaction. The coefficient of determination is 80%, while other factors influence the remaining 20%.

Keywords: Training, Career Development, Job Satisfaction

INTRODUCTION

Human resources are an essential factor in a company. Therefore, employees are involved in every activity of the company's operations. An employee is required to work by the SOP of the Company where the employees work. To create the best SOP for both the employee and the Company, the Company has to pay attention to employee satisfaction (Munandari, 2019).

In general, the development and success of a company are influenced by several things, including the job satisfaction of the employees in the Company. Any organization, in every form, will always try as much as possible to achieve the organization's goals as efficiently and effectively as possible, and as known, the Company's goals are to earn as much profit as possible to maximize the value of wealth for shareholders. One way to get the maximum profit is by increasing the productivity of the workforce owned by the Company, which is the impact of job satisfaction felt by employees. An efficient and effective organization depends on the excellent and inadequate management of members of the organization itself. In order to realize the success of the organization, workers need to be given continuous training in technology and know-how, and satisfactory protection for the workforce must be provided (Saprudin, 2018).

PT Anggana Catur Prima was founded in 2012 as a company distribution. Distributing Two Belibis and Koepoe Koepoe. To give maximum results by optimizing every owned and good aspect individually and organizationally. Human empowerment and improvement sustainability in the system have become fundamental values with the main focus on people and systems. They strive to optimize job satisfaction so members can achieve organizational goals and foster harmonious relationships among themselves and the leadership.

Training is a function of human resource management, which is often done in the world of work because workers need to be more masterful of their work and better at it. Training is more focused on increasing ability and organizational HR expertise related to the assigned position or function, which is the current responsibility. The goals to be achieved and a training program are to increase individual job satisfaction in the current position or function. In addition to training in the function of human resource management is to control. Supervision is a process carried out to ensure that the entire series of activities that have been planned, organized, and implemented can run according to the expected target even though various changes occur in the business world environment. Activities in the supervisory function can be in the form of evaluating success in achieving business goals and targets according to indicators that have been determined, as well as clarifying and correcting steps above deviations that might be found (Putri & Edy, 2019).

According to Samsudin Sadili (2019: 140), Career development is a sequence (order) or position occupied by a person during a particular lifetime. According to Soetjipto in Sutrisno (2017:176), career development relates to preparing a career path, a sequence of positions (positions) that allows one to occupy it from the lowest level to the top level in the organizational structure.

Based on several previous studies, one of them conducted by N. Lilis Suryani (2022) showed results. This research shows that career development positively and significantly affects employee job satisfaction at PT. Qeon Interactive - Central Jakarta. However, the results of research from Ujang Aep Saefullah (2022) show that career development has no effect on employee job satisfaction Bank BJB as Regional Office Regional IV Banten. Based on the research conducted by Ina Namora Putri and Edy (2019) showed partial research results on how training variables affect employee job satisfaction at PT. Expravet Nasuba Medan. Career Development at PT Anggana Catur prima still needs to run optimally because the employees are just stuck in the same position even though it has worked for years.

LITERATURE REVIEW AND DEVELOPMENT OF HYPOTHESIS

Employee Satisfaction

Everyone who works expects to get a decision from the workplace. Job satisfaction will affect productivity significantly. It is expected that managers need to understand what to do to create job satisfaction; employees become supporting actors who achieve goals and have thoughts, feelings, and desires that can influence their attitudes toward their work. This attitude will determine work achievement, dedication, and love of work. Charged to her. (Syaiful Bahri and Yuni Chairatun Nisa, 2017)

Job satisfaction stated by Wexley and Yukl in Insiar Budiarti et al. 1 (2018: 141). that job satisfaction is a step in which an employee feels that part or job can be described where satisfaction is a feeling that is felt by satisfied or dissatisfied employees who related to his work. According to Robbins in 2016: 291. Stated that job satisfaction is a general attitude of individuals towards their jobs.

Moreover, it is an employee's emotional response to the situation and working conditions. The emotional response can be a feeling of satisfaction (positive) or dissatisfaction (negative).

Training

Training is a function of human resource management, which is often done in the world of work because workers need to be more masterful of their work and better at it. Training is more focused on increasing ability and organizational HR expertise related to the assigned position or function, which is the current responsibility. The goals to be achieved and a training program are to increase individual job satisfaction in the current position or function. In addition to training in resource management, man is in control.

According to Andrew E. Sikula in A. Anwar Prabu Mangkunegara (2013:44) states, "Training is a short-term educational process that uses systematic and organized procedures which are non-managerial to learn technical knowledge and skills for limited purposes." Training started by Soekidjo Notoadmodjo in his book *Insiar Budiarti et al. 1* (2018: 80) training is part of a stage of the process, learning with conceptually specific methods that can be said that training intended to improve the skills and abilities of a person or a group of people.

Training should be designed to achieve these goals in the organization, which simultaneously also realizes the goals of individual workers. Training is often considered the most active activity of the general public. Leaders support training because, through training, workers will become more skilled and, therefore, more productive. However, these benefits must be calculated with the appropriate time confiscated while workers are trained. (Abdullah, 2018)

Career Development

Career development is significant for an organization because a career is a need that must be continuously developed in a person to motivate them to get job satisfaction. Career development in every activity According to Sunyoto (2012:164), Career planning is a process that individual employees pass to Determine and take steps to achieve career goals. Cascio in Marwansyah (2012:207) argues that the word career can be seen from two different perspectives, including from an objective perspective and a subjective Viewed from an objective perspective, careers are sequences of a person's position during his life. In contrast, from a subjective perspective, career changes in values, attitudes, and motivations happen.

Factors Influencing Career Development, namely Achievement employment, is the most critical component for career development and is the most important to improve and develop a career. Exposure: Managers or superiors obtain this recognition mainly through Job Satisfaction and achievements, written reports, oral presentations, committee work, and hours done. Networking means gaining exposure outside the agency. Covers personal and professional contacts. The network will be

beneficial, especially in development (Fa'iq et al., 2022)

Handoko in Sinambela (2019:409) argues that "Career development is a personal enhancement tool that a person undertakes to achieve the desired career plan. Meanwhile, Veithzal in Sihombing et al. (2015: 94) put forward "career development process increase in individual workability achieved in order to achieve a career which is desired."

The Relationship between Training and Employee Satisfaction

Training is a function of human resource management, which is often done in the world of work because workers need to be more masterful of their work and better at it. Training is more focused on increasing ability and organizational HR expertise related to the assigned position or function, which is the current responsibility. The goals to be achieved and a training program are to increase individual job satisfaction in the current position or function. In addition to training in resource management, man is in control. Supervision is a process carried out to ensure that the entire series of activities that have been planned, organized, and implemented can run according to the expected target even though various changes occur in the business world environment. Activities in the supervisory function can be in the form of evaluating success in achieving business goals and targets according to indicators that have been determined as well as clarification and correction steps above deviations that might be found (Putri & Edy, 2018)

Based on research by Candra Ardi Wibowo (2021) titled Effects of Job Training, Career Development and Compensation Against Employee Job Satisfaction at Roy Sentosa Collection Yogyakarta, the research results show that job training and compensation positively affect job satisfaction. At the same time, a development career has no significant effect on job satisfaction.

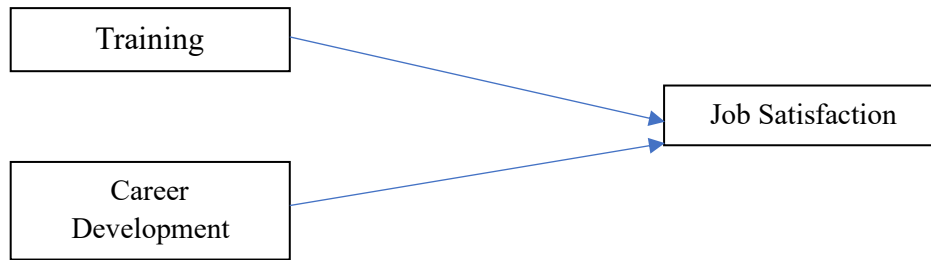
H1: It is predicted that training affects job satisfaction.

The Relationship between Career Development and Employee Satisfaction

Managers or superiors obtain this recognition mainly through job satisfaction and achievements, written reports, oral presentations, committee work, and hours spent on their jobs. Networking means gaining exposure outside the agency. Includes personal and professional contacts. The network will be beneficial, especially in development (Fa'iq et al., 2022)

Based on research conducted by Freedona Augustine Toreh, Greis M. Sendow, and Irvan Trang (2022) with the title The Effect of Competence Work, Career Development and Placement Against Job Satisfaction Agency Kean Regional Province of Sulu, the results showed that Competence Employment, Career Development and Placement are simultaneously influential significant effect on Job Satisfaction at the Regional Public Service Agency of North Sulawesi Province.

H2: It is predicted that Career Development Influences Job Satisfaction



RESEARCH METHODS

Population, Sample, and Sampling Method

The total population in this study is all employees who work for the Company PT Anggana Catur Prima, which is located at Jalan Pluit Raya No.20-21, Penjaringan, Penjaringan District, North Jakarta City which has a total of 202 employees.

The authors took several samples with the same probability to get a representative sample. By using a formula Slovin (Syofian Siregar, 2010, p. 149), with the formula:

$$n = \frac{N}{N(e)^2 + 1}$$

$$n = N / (e)^2 + 1$$

$$n = 202 / 1 + (202 \times (0.05)^2)$$

$$n = 202 / 1 + (202 \times 0.0025)$$

$$n = 202 / 1 + 0,505$$

$$n = 202 / 1,505$$

$$n = 134,21 \text{ (Rounded up to 135 Respondents).}$$

Data Collection Method

Data collection is an attempt to obtain information that will be used in variable measurement. Sugiyono (2017:308) states, "The data collection method is a scientific way to obtain valid data to prove developed knowledge so that it can be used to solve and anticipate problems.

The nature of the questionnaire that the researcher used was a closed questionnaire. This closed questionnaire is a question accompanied by a choice of answers. The scale used for testing this research data is a scale Likert 1-5. The Likert scale was used in the preparation of this research questionnaire, namely to determine the influence of training and career development on job satisfaction. This study obtained data using a closed questionnaire with a Likert scale. With answers STS (1), TS (2), RR (3), S (4), SS (5).

Data Analysis Techniques

Sugiyono (2017: 147) states, "In quantitative research, data analysis is an activity of collecting

data from different sources obtained." Activity in data analysis is grouping data based on variables and their types, tabulating by variables, presenting data based on the variables studied, performing calculations to answer the formulation of the problem, and performing calculations to test the hypotheses that have been filed. Data analysis in this research uses a validity test, reliability test, classical assumption test, regression analysis, correlation coefficient analysis, analysis coefficient of determination, and hypothesis testing.

RESULTS AND DISCUSSION

Validity test

A validity test is used to determine whether the questionnaire is valid. In testing the validity, researchers used SPSS version 26 with criteria as follows:

- a. If the value of r count $>$ r table is the same as the statement item, then the statement item is said to be valid.
- b. If the value of r count $>$ r table is invalid, then the statement item is said to be invalid.

The following results are used to calculate the validity test for each variable. Based on the result, it is known that the statement items on the variable declared valid; the value of r count evidences this $>$ r table obtained by the formula $df = n-2$ (135-2) with a sig level of 5%. A r table of 0.169 is obtained, so it can be concluded that all statement items on the training variables used in this research are valid.

Based on the second validity result above, it is known that the statement items on the satisfaction variable work are declared valid; the value of r count evidences this $>$ r table obtained with the formula $df = n-2$ (135-2) with a sig level of 5%, a r table of 108 is obtained 0.169, so it can be concluded that all statement items are variables job satisfaction used in this study is valid.

Reliability test

Reliability is a series of measurements or a series of measuring instruments that have consistency when measurements made with the measuring instrument are carried out repeatedly. A good instrument will be more relaxed in directing respondents to choose specific answers.

Suharsimi Arikunto (2016: 221) states that reliability is "An instrument can be trusted enough to be used as a data collection tool because the instrument is good." Meanwhile, according to Ghozali (2016: 48), a reliability test measures a questionnaire that indicates a variable or construct. A questionnaire is said to be reliable or reliable if one's answers to the questions are consistent or stable from time to time.

1. The instrument is reliable if the Cronbach Alpha value is $>$ 0.600.
2. If the Cronbach Alpha value is $<$ 0.600, the instrument is unreliable.

The results of the reliability test in this study were carried out using the Statistical Package for Social Science (SPSS) software for window Version 26, the results of which are, as can be seen, that the training variable is said to be reliable because the t count is more significant than 0.60, namely 0.953

> 0.60, it is said with the condition that $N = 15$ at a significant level of 5%.

The results of the reliability test in this study were carried out using the Statistical Package for Social Science (SPSS) software for window Version 26; the results can be seen that the training variable is said to be reliable because the t count is more significant than 0.60, namely $0.954 > 0.60$, it is said with the provisions $N = 15$ at a significant level of 5%, and for the second reliability test can be seen that the training variable is said to be reliable because the t count is more significant than 0.60, namely $0.924 > 0.60$, it is said with the provisions $N = 15$ at a significant level of 5%, and for the third reliability test can be seen that the training variable is said to be reliable, because the t count is more significant than 0.60, namely $0.973 > 0.60$, it is said with the provisions $N = 45$ at a significant level of 5%.

Classic assumption test

The classic assumption test is used to determine the accuracy of the data or the significance of the relationship between the independent variables and the dependent variable so that the results of the analysis can be interpreted more accurately and efficiently and avoid weaknesses that occur because there are still symptoms of classic assumptions or whether or not they are appropriate. Continued as research data. Testing was carried out using the SPSS Version program 26. In this study, the classical assumption test that was carried out consisted of a normality test, multicollinearity test, autocorrelation test, and heteroscedasticity test.

Normality test

The normality test is carried out to test whether the dependent and independent variables are usually distributed in the regression model. A good regression model is one in which the data distribution is normal or close to normal. It ensures that the assumption that the equation is usually distributed is carried out through a measuring tool approach to calculating the residual dependent variable.

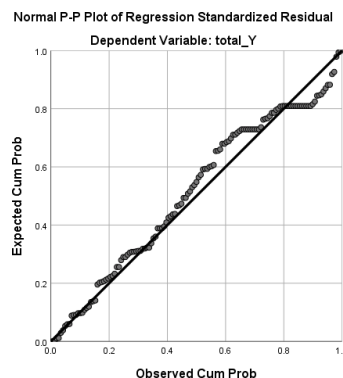


Figure 1. P-P Plot of Normality Test Results

In the picture above, it can be seen that the average probability plot graph shows a regular graphic pattern. It can be seen from the points that spread around and follow the diagonal line. Therefore, the model meets the assumption of normality.

Multicollinearity Test

The multicollinearity test is carried out to ensure that the independent variables do not have multicollinearity or do not have a correlation relationship between the independent variables. A good regression model should not correlate with the independent variables. This test can be done by looking at the Tolerance Value and Variance Inflation Factor (VIF) values. The prerequisites are as follows:

1. If the VF value is > 10 and the tolerance value is > 1 , there is a symptom of multicollinearity.
2. If the VF value < 10 and the tolerance value < 1 , then there is a symptom of multicollinearity.

The test results using SPSS Version 26 are as follows:

Coefficients

Unstandardized Coefficients			Standardized Coefficients	t	Sig.	Collinearity Statistics		
Model	B	Std. Error	Beta			Tolerance	VIF	
1	(Constant)	2.529	4.027		.628	.531		
	Pelatihan	.097	.096	.085	1.012	.313	.390	2.566
	Pengembangan_Karir	.804	.092	.732	8.738	.000	.390	2.566

a. Dependent Variable: total_Y

Based on the results of the multicollinearity test in the table above, the tolerance value for the Training variable is 0.390. For Career Development, it is 0.390. Moreover, 0.309, where both values are less than 1, and the Variance Inflation Factor (VIF) value of the training variable is 2.566, and the career development variable is equal to 2.566, where the value is less than 10. Thus, this regression model states that there is no multicollinearity disorder.

Heteroscedasticity Test

Heteroscedasticity testing is intended to test whether, in a regression model, there is an inequality of residual variance. One way to detect whether there is heteroscedasticity is to look at the scatter plot graph between the predicted value of the dependent variable (ZPRED) and its residual value (SRESID) with the following conditions:

1. Suppose the dots form a specific pattern, such as large waves widening and narrowing. In that case, there has been a disturbance of heteroscedasticity.
2. If the dots spread without forming a specific pattern, then there is no disturbance

The results of heteroscedasticity are as follows:

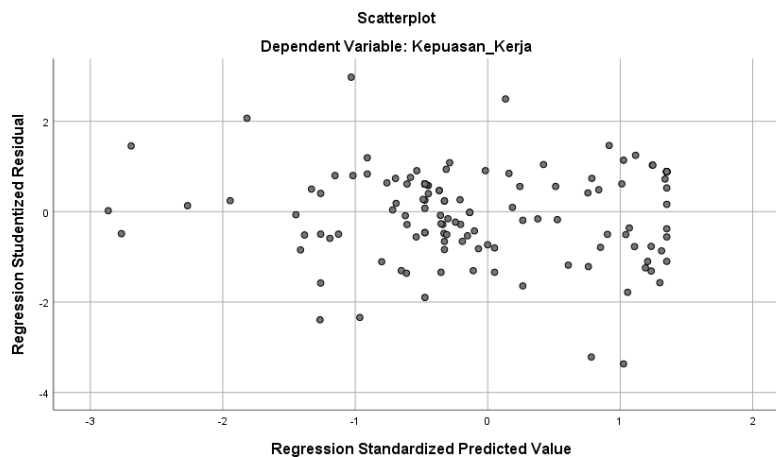


Figure 2 Scatter Plot Graph of Heteroscedasticity Test Results

Based on the results of the image above, the points on the scatterplot graph do not have a clear distribution pattern or do not form specific patterns. Thus, there is no heteroscedasticity disorder in the regression model, so this regression model is feasible to use.

Multiple Linear Regression Analysis

This regression test is intended to determine how much influence the variables X1 and X2 have on variable Y. In this study, Training (X1) and Career Development (X2) affect job satisfaction (Y) both partially and simultaneously. The following are the results of regression processing with SPSS Version 26, which can be seen in the following table:

Coefficients

Unstandardized Coefficients			Standardized Coefficients		t	Sig.
Model	B	Std. Error	Beta			
1	(Constant)	2.529	4.027		.628	.531
	Pelatihan	.097	.096	.085	1.012	.313
	Pengembangan_Karir	.804	.092	.732	8.738	.000

Source: SPSS data management version 26

Based on the analysis of the regression calculation results in the table above, the regression equation $Y = 4.027 + 0.096X1 + 0.092X2$ can be obtained. From the equation above, it can be concluded as follows:

- 1) A constant value of 4.027 means that if Training (X1) and Career Development (X2) are not considered, then job satisfaction (Y) will only be worth 4.027 points.
- 2) Training value (X1) 0.096 means that if the constant is constant. There is no change in the career development variable (X2). Every 1-unit change in the training variable (X1) will result in a change in job satisfaction (Y) of 0.096 points.
- 3) Career development value (X2) 0.092 means that if the constant is constant. Suppose there is no change in the training variable (X1). In that case, every 1-unit change in the career development variable (X2) will result in a change in job satisfaction (Y) of 0.092 points.

Partial Hypothesis Testing (t-test)

Testing the hypothesis of training variables (X1) and career development (X2) on job satisfaction (Y) is done by t-test (partial test). This study used a significance criterion of 5% (0.05) by comparing the value of t count with the t table, namely as follows:

- a) If the value of t count < t table means that H0 is accepted and H1 is rejected.
- b) If the value of t count > t table: means H0 is rejected and H1 is accepted

Effect of Training (X1) on Job Satisfaction (Y)

Determine the formulation of the hypothesis:

H0: $\rho_1 = 0$ There is no significant effect of training on job satisfaction

H1: $\rho_1 \neq 0$ There is a significant effect of training on job satisfaction. The results of data processing using the SPSS Version 26 program, with the following results:

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.623	4.869		2.387	.018
	Pelatihan	.750	.075	.656	10.032	.000

a. Dependent Variable: Kepuasan_Kerja

Hypothesis Test Results (t-test) Variable Training (X1) on Job Satisfaction (Y), based on the test results in the table above, the calculated t value is obtained > t table or (10.032 > 1.656) This is also reinforced by the ρ value < Sig.0.05 or (0.00 < 0.05). Thus, H0 is rejected, and H1 is accepted; this indicates that there is a significant effect between training (X1) on job satisfaction (Y)

Effect of Career Development (X2) on Job Satisfaction (Y)

Determine the formulation of the hypothesis:

H0: $\rho_2 = 0$ There is no significant effect of career development (X2) on job satisfaction (Y).

H1: $\rho_2 \neq 0$ There is a significant effect of training on job satisfaction. The results of data processing using the SPSS Version 26 program, with the following results:

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.145	3.697		1.121	.264
	Pengembangan_Karir	.877	.057	.798	15.263	.000

a. Dependent Variable: Kepuasan_Kerja

Results (t-test) Career Development Variable (X2) on Job Satisfaction (Y), based on the test results in the table above, the calculated t value is obtained > t table or (15.263 > 1.656). It is also reinforced by

ρ value < Sig.0.05 or (0.000 < 0.05). Thus, H0 is rejected, and H2 is accepted, indicating that career development (X2) significantly influences job satisfaction (Y).

Simultaneous Hypothesis Testing (Test F)

To test the effect of training variables (X1) and career development (Y) simultaneously on job satisfaction (Y) is done by statistical test F (simultaneous test) with a significance of 5%. This study used criteria with a significance of 5% (0.05), namely comparing the calculated F value with the F table with the following conditions:

- a. If the calculated F value < F table: means H0 is accepted and H3 is rejected
- b. If the calculated F value > F table, it means that H0 is rejected and H3 is accepted

To determine the magnitude of the Ftable, look for the condition $df = (n-k-1)$, then $(135-2-1) = 132$, so $F_{table} = 2.280$. The criterion is significant if the calculated F value > F table or ρ value < Sig.0.05.

The formulation of the hypothesis is as follows:

H0: $\rho_{1,2} = 0$ There is no significant effect simultaneously on training (X1) and career development (X2) on job satisfaction (Y).

H3: $\rho_{1,2} \neq 0$ There is a significant simultaneous effect of training (X1) and career development (X2) on job satisfaction (Y).

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7342.247	2	3671.124	117.008	.000 ^b
	Residual	4141.501	132	31.375		
	Total	11483.748	134			

a. Dependent Variable: Kepuasan_Kerja

b. Predictors: (Constant), Pengembangan_Karir, Pelatihan

Based on the test results in the table above, the calculated F value > F table or $(117.008 > 2.670)$ is also reinforced by the ρ value < Sig.0.05 or (0.000 < 0.05). Thus, H0 is rejected, and H3 is accepted; this indicates that there is a significant effect simultaneously between training (X1) and career development (X2) on job satisfaction (Y).

DISCUSSION

Effect of Training (X1) on Job Satisfaction (Y)

Based on the author's research data analysis, the value of the regression equation $Y = 11.623 + 0.750X1$ is obtained. The correlation coefficient value is 0.656. It means that the two variables have a strong relationship level. The value of determination or influence contribution is 0.431 or 43%. At the same time, the remaining 57% is influenced by other factors. The hypothesis test obtained count > ttable

or ($10.032 > 1.656$). Thus, H_0 is rejected, and H_1 is accepted. There is a partially significant effect between training and job satisfaction at PT Anggana Catur Prima - Jakarta. These results are also supported by previous research from Candra Ardi Wibowo (2021), which states that "job training has a significant positive effect on job satisfaction." It has a strong correlation with job satisfaction variables. The R Square value or the coefficient of determination in this study is 0.554, which means that the contribution between job training, work environment, and compensation variables has a strong correlation.

The variable job satisfaction is 55.4%, while the remaining 44.6% is influenced by other factors not observed in this study. This research is also supported by Ina Namora Putri and Edy (2019), who state that "Job training has a positive and significant effect on job satisfaction at the Republic of Indonesia Television Public Broadcasting Institute, East Kalimantan Station." The coefficient of determination (R^2) is 0.457, so training affects job satisfaction by 45%, and the remaining 55% is influenced by other variables that are not in this study.

The Effect of Career Development (X2) on Job Satisfaction (Y)

Based on the author's research data analysis results, the value of the regression equation $Y = 4.145 + 0.877X_2$ is obtained. The correlation coefficient value is 0.798. It means that the two variables have a strong relationship level. The value of determination or influence contribution is 0.639 or 63.9%. At the same time, the remaining 36.1% is influenced by other factors. The hypothesis test obtained $t_{count} > t_{table}$ or ($15.263 > 1.656$). Thus, H_0 is rejected, and H_2 is accepted. This means a significant influence partially exists between Career Development and job satisfaction at PT Anggana Catur Prima. This result is also supported by research by N. Lilis Suryani (2020), which states that "career development has a positive and significant effect on employee job satisfaction." The coefficient of determination is 35.7%. Career development positively and significantly affects employee job satisfaction by 35.7%. Partial hypothesis testing was obtained for $t_{count} > t_{table}$ or ($6.151 > 1.995$), so that H_0 was rejected and H_1 accepted, which means there is a positive and significant influence between career development and employee job satisfaction at PT. QEON INTERACTIVE. This research is also supported by research conducted by Krisdayani and Firmansyah Kusumayadi (2021), which states that career development positively affects the job satisfaction of employees of the Bima City Social Service Office. The magnitude of the influence value (R^2) is equal to 0.334. It explains the percentage of influence of the independent variable on the dependent variable, called the coefficient of determination, which results from squaring (R^2).

From this output, the coefficient of determination (R^2) is 0.334, which implies that the influence of the independent variable (career development) on the dependent variable (job satisfaction) is 33.4%. In comparison, other variables influence the remaining 66.6%. These results explain the influence between career development and job satisfaction.

Effect of Training (X1) and Career Development (X2) on Job Satisfaction (Y)

Based on the author's research data analysis, the value of the regression equation $Y = 2.529 + 0.097X_1 + 0.804X_2$ is obtained. The correlation coefficient value is 0.85. It means that the two variables have a moderate level of relationship. The value of determination or influence contribution is 0.800 or 80%. At the same time, other factors influence the remaining 20%. Hypothesis testing obtained F count $> F$ table or $(12.707 > 2.700)$; this is also reinforced by the ρ value $< \text{Sig.}0.05$ or $(0.000 < 0.05)$. Thus, H_0 is rejected, and H_3 is accepted, which indicates that there is a significant simultaneous effect between Training (X1) and Career Development (X2) on job satisfaction (Y).

The results of research from Doly Hasiholan Sitompul, Dicky Sinaga, Iren Maruba Sitanggang, and Mas Intan Purba (2021) stated that Career Training and Development had a positive effect on Job Satisfaction at PT Sinar Jernih Suksesindo. For the training variable, it shows that the significant value is $0.008 < 0.05$, and the result is t count $> t$ table $(2.698 > 1.984)$, which means that H_0 is rejected and H_2 is accepted.

Then, partially, the training variable significantly influences the performance of PT Sinar Jernih Suksesindo employees. The career development variable shows a significant value of $0.000 < 0.05$ and t count $> t$ table $(4.583 > 1.996)$, which means that H_0 is rejected and H_3 is accepted. So, partially, career development variables significantly affect the performance of PT Sinar Jernih Sukseindo employees.

CONCLUSION

the explanation and result of the researchers have been described above, and the conclusion that the researchers give are as follows:

1. Employee Training (X1)

The results of assessing respondents' answers to the employee training variable (X1) in the participant indicator got the lowest score at the questionnaire stand, the trainees attended the training according to the posts with an average of 4.11, and the objective indicator got the second lowest score on the questionnaire stand. After attending the training, I could complete work more efficiently and quickly with an average of 4.22, which company management must immediately correct. Therefore, the authors suggest that companies hold training to pay more attention to the training participants and separate them based on their positions to increase knowledge and skills in their fields.

2. Career Development (X2)

The results of assessing respondents' answers to the career development variable (X2) in the promotion opportunity indicator got the lowest score on the Company's questionnaire, which always stands at 9 about various promotion opportunities with an average of 4.09. The indicator of fair

treatment in a career got the second lowest score in the statement questionnaire. The Company has reasonably provided equal opportunities to all employees to get promoted, with an average of 4.12. The management should immediately correct it. Parties Then, the Company PT Anggana Catur Prima Jakarta Utara will treat employees more fairly, provide fair career opportunities, and always provide information opportunities without discrimination.

3. Job Satisfaction (Y)

The results of assessing respondents' answers to the career development variable (X2) in the turnover indicator got the lowest score in the questionnaire statement. I thought about leaving my job with an average of 3.16. The turnover indicator got the second lowest score in the port, and the work assignments given felt very heavy to be done. The management should immediately correct it. So, the Company PT Anggana Catur Prima North Jakarta should pay more attention to employee job satisfaction to maintain turnover, especially job descriptions for each employee.

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