

The Effect of Career Development and Work Motivation on Job Satisfaction of Employees of the Transportation Department of Central Lampung Regency

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Abstract

One component of regional autonomy related to transportation is transportation services. The purpose of this study is to determine how the level of job satisfaction of workers is influenced by professional growth opportunities and intrinsic motivation to work at the Transportation Agency of Central Lampung Regency. A total of 56 people working at the Transportation Agency of Central Lampung Regency were surveyed using this quantitative methodology. A Likert scale questionnaire was used as part of the data collection approach with the help of SPSS version 29. Multiple linear analysis produced the findings. Workers of the Transportation Department of Central Lampung Regency became the research sample. The research findings show that professional growth opportunities and intrinsic motivation in the workplace affect the level of job satisfaction of workers. Workplace satisfaction is influenced by professional growth opportunities and intrinsic motivation, according to the findings of this study.

Keywords: Transportation Agency, Career Development, Work Motivation, Employee Job Satisfaction

INTRODUCTION

In order for organizations to function as a means of human collaboration in achieving the right goals, it is important for them to have resource support for their operations. The performance of an organization is directly related to the number and quality of its human resources, often referred to as human capital. In order to remain



competitive, businesses and government agencies alike are looking for human resources (people) that are high-performing and fit their specific needs. For an organization to function properly, its resources are essential. Without them, workers will not be able to give their all to their tasks, which in turn will prevent them from reaching their full potential. Inadequate human resource management can hinder an organization's progress towards its performance and survival goals.

When an employee feels proud of his job, happy to be treated fairly, recognized and cared for by his superiors, respected, and feels safe in his work environment, then he will most likely be satisfied with his job. This is because his job allows him to fulfill his needs, desires, and ambitions, which in turn makes him happy.

Career development is one of the strategies to change one's behavior to achieve their professional goals, said Fauzi M. and Wakhinah (Fauzi & Wakhinah, 2020). During career development, it is important to focus on steps and actions that will help one get a job in a future company.

To maintain the loyalty of its staff, an institution must help them advance professionally. A person's ability to advance in his or her career is a key component to the success or failure of the institution. Therefore, heads of institutions should do everything they can to make workers as efficient as possible and create an environment that allows them to advance in their careers. In addition to helping workers, leadership should determine what skills and talents workers need and then provide them with opportunities to advance in their careers. Because an employee's attitude towards his or her agency may be positively influenced by the level of attention given to his or her career.

The purpose of career development is to help workers achieve their goals while preparing them for the future professional prospects that the institution may provide.

There should be direction from leaders to workers on how to stay motivated at work as this is a key component in how people perform their jobs and how well the organization achieves its goals. Work motivation according to Newstrom (in Yateno, 2020) is the sum of internal and external factors that influence employees to make good decisions and show certain behaviors. In theory, the intensity of an employee's motivation determines the extent to which he is driven to carry out his obligations. An employee with strong intrinsic motivation strives to be an inspiration to those around him and a change agent in the organization. Just as intrinsic motivation serves as a motor for physical activity, it also influences the mental approach that workers should take in their work.



Workers in an agency need something to push them to do their best. One needs inspiration in order to work inspired and with a strong fighting spirit.

Headquartered in Gunung Sugih, the Transportation Agency of Central Lampung Regency acts as the executor of local government transportation. The head of the agency is directly responsible to the Regent through the Regional Secretary.

If employees of the Transportation Agency of Central Lampung Regency are disciplined in coming to the office every day, their work motivation will increase. On the other hand, high levels of absenteeism mean reduced performance benefits and opportunities for advancement. about absenteeism and how it can hinder job prospects.

Initial research on work motivation at the Transportation Agency of Central Lampung Regency showed a downward trend. The employees showed a lack of leadership warnings and an inability to use their work time efficiently, despite the fact that they would receive additional performance allowances for being diligent and effective.

The Transportation Department of Central Lampung Regency has not shown optimal work motivation due to job satisfaction. To do this, performance allowances are added. These payments can affect employees' career growth, encouraging them to pursue higher education and improve their work routines and discipline to get a better job. can take advantage of professional development opportunities, but unfortunately, many workers continue to miss work beyond the quota required by the agency, which can adversely affect their ability to advance their careers.

RESEARCH METHODS

Associative quantitative methodology is used in this kind of research. Workers at the Central Lampung Regency Transportation Agency office in Gunung Sugih, Central Lampung Regency will be the subject of this research. Starting in December 2023, this research will continue until completion. A total of 65 people were selected for this study from a population of 122 people working at the Transportation Agency of Central Lampung Regency. The staff of the Transportation Department of Central Lampung Regency will be given a questionnaire containing Likert-scale questions in the form of a checklist as part of the data collection approach.



RESULTS AND DISCUSSION**Table 1. Career Development Validity Test Results**

No	Rhitung	Rtabel	Keterangan
X1.1.1	0,496	0,263	Valid
X1.1.2	0,586	0,263	Valid
X1.2.1	0,558	0,263	Valid
X1.2.2	0,456	0,263	Valid
X1.3.1	0,297	0,263	Valid
X1.3.2	0,585	0,263	Valid
X1.4.1	0,504	0,263	Valid
X1.4.2	0,619	0,263	Valid

Source: Data Managed by Researchers, 2024

The data above proves that for career development variables 1-8, the estimated r value of each question item is higher than the r table value. In this way, researchers can utilize any and all questions from the career development variable.

Table 2. Job Motivation Validity Test Results

No	Rhitung	Rtabel	Keterangan
X2.1.1	0,695	0,263	Valid
X2.1.2	0,595	0,263	Valid
X2.2.1	0,391	0,263	Valid
X2.2.2	0,561	0,263	Valid
X2.3.1	0,423	0,263	Valid
X2.3.2	0,391	0,263	Valid
X2.4.1	0,383	0,263	Valid
X2.4.2	0,503	0,263	Valid
X2.5.1	0,495	0,263	Valid
X2.5.2	0,577	0,263	Valid

Source: Data Managed by Researchers, 2024

Based on the data in the table, the r count value of each question item that ranges from 1 to 10 on the Work Motivation variable is higher than the r table and r count. Therefore, any investigation into the factors that motivate people to work can serve as a research tool.



Table 3. Job Satisfaction Validity Test Results

No	Rhitung	Rtabel	Keterangan
Y1.1.1	0,666	0,263	Valid
Y1.1.2	0,445	0,263	Valid
Y1.2.1	0,585	0,263	Valid
Y1.2.2	0,549	0,263	Valid
Y1.3.1	0,523	0,263	Valid
Y1.3.2	0,481	0,263	Valid
Y1.4.1	0,617	0,263	Valid
Y1.4.2	0,560	0,263	Valid

Source: Data Managed by Researchers, 2024

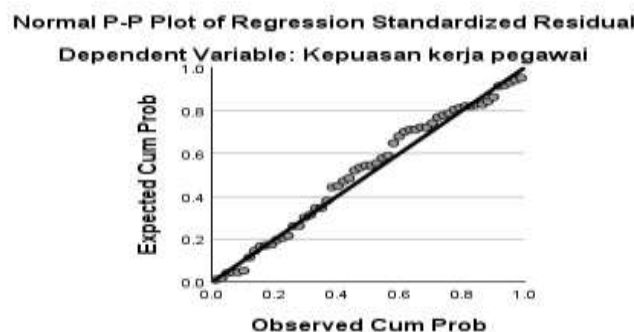
Each question item on the employee job satisfaction variable 1 to 8 has a value of r count greater than the value of r table or r count, seen from the data in the table above. In order to utilize all questions related to employee job satisfaction in the study process.

Table 4. Reliability Test Results

Variabel	Cornchbach Alpha	Ralpha	Status
Pengembangan Karir (X1)	0,606	0,60	Realibel
Motivasi Kerja (X2)	0,655	0,60	Reliabel
Kepuasan Kerja Pegawai (Y)	0,667	0,60	Reliabel

Source: Data Managed by Researchers, 2024

All data elements are considered valid in the table above as the Cornbach Alpha value is greater than 0.60.

Table 5. Normality Test

Source: Data Managed by Researchers, 2024

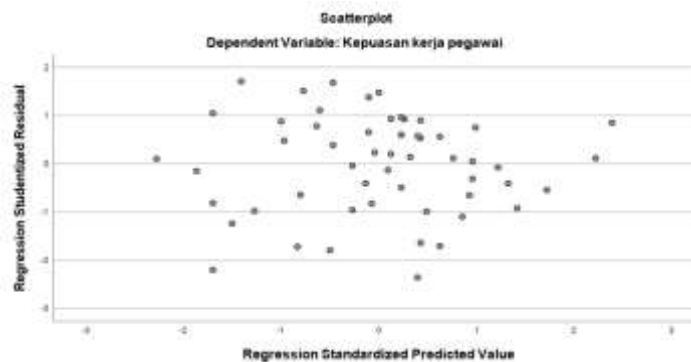
It can be seen from the graph above that the data in this study follows a diagonal distribution which indicates that the relationship or normality test between the dependent and independent variables is fulfilled.

Table 6. Multicollinearity Test

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	22.001	2.110		10.426	<.001		
Pengembangan Karir	.238	.052	.496	4.603	<.001	.997	1.003
Motivasi Kerja	.109	.034	.348	3.229	.002	.997	1.003
a. Dependent Variable: Kepuasan kerja pegawai							

Source: Data Managed by Researchers, 2024

Based on the data in the table, it can be seen that career development (X1) and work motivation (X2) do not exhibit multicollinearity. This is because both variables have tolerance values below 1, specifically $0.997 < 1$, or when viewed through the VIF, the values are below 10, specifically $1.003 < 10$.

Table 7. Heteroscedasticity Test

Source: Data Managed by Researchers, 2024

From what we can see in the image above, the dots are all over the place and don't seem to create any pattern, either above or below zero or on the Y-axis.

Table 8. Multiple Linear Regression Analysis Test

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1.	(Constant)	22.001	2.110		10.426
	Pengembangan Karir	.238	.052	.496	<.001
	Motivasi Kerja	.109	.034	.348	.002
a. Dependent Variable: Kepuasan kerja pegawai					

Source: Data Managed by Researchers, 2024

The following are the results of the regression equation determined through calculations performed on the SPSS program:

$$Y = 22,001 + 0,238 + 0,109$$

The regression equation has the following meaning:

- If the average of all independent variables for employee job satisfaction is 22,001, then the constant = 22,001 represents zero for career growth and work motivation.
- The coefficient of career development (X1) = 0.238 means that the career development variable can be said that every additional 1 point of career development will increase employee job satisfaction by 23.8%.
- With a regression coefficient of work motivation (X2)=0.109, we can say that workers will be 10.9% more satisfied with their jobs for every 1 point increase in work motivation.

From these results it can be stated that the career development variable (X1) has more influence on the employee job satisfaction variable (Y) with a value of 23.8%.

Table 9. Partial Significance Test (t)

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	22.001	2.110		10.426
	Pengembangan Karir	.238	.052	.496	<.001
	Motivasi Kerja	.109	.034	.348	.002
a. Dependent Variable: Kepuasan kerja pegawai					

Source: Data Managed by Researchers, 2024



Based on the data in the table, the significance value of career development (X1) is less than 0.05 and the tcount value of 4.603 is greater than the ttable value of 2.632, indicating that career development affects employee job satisfaction. Thus the relevant test rules support the acceptance of H_a and the rejection of H_o , indicating that career growth (X1) has an effect on employee job satisfaction (Y).

The table data shows that work motivation has an effect on employee job satisfaction ($t_{count} = 3.229 > t_{table} = 2.632$), and the significance threshold of work motivation X2 is $0.002 \leq 0.05$. Based on partial testing requirements, H_o is rejected and H_a is accepted; this indicates that X2 (work motivation) has an effect on Y (job satisfaction).

Table 10. Simultaneous Significant Test (F)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	23.359	2	11.680	16.701	<.001 ^b
	Residual	37.065	53	.699		
	Total	60.425	55			
a. Dependent Variable: kepuasan kerja pegawai						
b. Predictors: (Constant), Motivasi kerja, Pengembangan karir						

Source: Data Managed by Researchers, 2024

The fcount value of 16.701 $\geq$ ftable 3.17 with sig probability $< 0.001 \leq 0.05$ as shown in the table above. The most effective model for the dependent variable of employee job satisfaction according to this hypothesis is the combination of career growth and work motivation.

Table 11. Coefficient of Determination (R)²

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.622 ^a	.387	.363	.836
a. Predictors: (Constant), Motivasi kerja, Pengembangan karir				
b. Dependent Variable: kepuasan kerja pegawai				

Source: Data Managed by Researchers, 2024



The R-Square value of 0.387 or 38% is shown in the findings table. At 38%, work motivation and career development in the workplace have an impact on job satisfaction. In addition, factors not included in this study account for or impact the remaining 62%.

Employee job satisfaction (Y) is influenced by all independent factors (career advancement and work motivation), according to the findings of this study. The following is a more in-depth explanation of the analysis and testing results:

The Effect of Career Development on Employee Job Satisfaction

The research findings show that career growth has a positive impact on employee job satisfaction, supported by a t-count value of 4.297 and a possible sig $< 0.001 \leq 0.05$. Based on this impact, workers will be more satisfied with their jobs when employers invest in their professional growth.

Education and training programs are there to help workers improve their mindset, abilities, and skills, which proves this point. Giving workers the opportunity to develop their careers will encourage them to put in their best efforts and demonstrate their ability to pursue the high-level jobs open to them as long as they meet the necessary qualifications.

In addition, when given the opportunity to hone your skills, you can provide high-quality work that meets employer expectations. The results of this study are supported by Kiki Fatmalia 2022, Syahburi 2017, Aditya Utama et al 2021, who concluded that career development and work motivation have an influence on employee job satisfaction.

The Effect of Work Motivation on Employee Job Satisfaction

The study found that the level of employee job satisfaction is positively and significantly correlated with the level of work motivation. With a sig probability of $0.001 \leq 0.05$, the tcount of 3.229 shows this. The more or better the motivation given by the leadership to its people, the higher or better the job satisfaction that will be experienced by its employees.

Employees will feel happy with their work and the company's commitment to them if they get a fair wage and commensurate with the responsibilities of their position. The findings of this study corroborate other studies that show that intrinsic motivation at work has a beneficial effect on workers' perceptions of their own job satisfaction (Ratna Puji Astuti 2019, Pitri Yani, 2022).



The Effect of Career Development and Work Motivation on Employee Job Satisfaction

Based on the results of the ANOVA (Analysis of Variance) test which produces an f-table value of 3.17 and a probability $\text{sig} < .001 \leq 0.05$, it can be concluded that career development and work motivation have a significant effect on employee job satisfaction so that H_a is accepted and H_0 is rejected.

So, workers can be happy in their jobs if companies invest in their professional growth and provide them with opportunities to be motivated at work. The availability of career development possibilities, such as training and education to improve workers' skills and knowledge in performing and completing tasks, is proof of this.

In addition, the motivation workers get can also lead to their happiness at work. One way to demonstrate this is by ensuring your staff have enough money and the right incentives to love their jobs. Workers will be happier in their jobs if their employers invest in their professional growth and offer them opportunities to feel motivated at work. Consistent with other research, this study found that career advancement opportunities and intrinsic motivation at work have a positive impact on workers' happiness at work. (Aditya Utama 2021, Kiki Fatma 2022).

CONCLUSIONS

Offering employees the opportunity to advance in their careers has a good and big impact on their job happiness. When workers can see their career progress, they will be more satisfied with their job overall, which is a reflection of the importance of career development from their perspective.

There is a positive and statistically significant correlation between intrinsic motivation at work and satisfaction with one's position as an employee. Employees who are highly motivated to do their jobs well will be able to maximize the results of their efforts. The personal success of each worker is directly proportional to the level of intrinsic motivation they feel at work.

Career advancement has a positive and statistically significant impact on workers' happiness at work, according to research. As a result, production and loyalty will increase as a result of employees' increased drive to do a good job.



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