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THE IMPACT OF WORK MOTIVATION, WORK ENVIRONMENT, AND CAREER DEVELOPMENT ON EMPLOYEE JOB SATISFACTION

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Abstract. Human resources are very important in a company. therefore every company always tries to have quality human resources and companies must pay attention to aspects of work related to human resources, because without quality human resources a company will not run well between HR and companies must have a mutually beneficial relationship requires, companies need quality employees, employees also need a work environment that can provide satisfaction such as having a clean and comfortable work environment, one of the company's activities to advance the abilities of its employees is employee career development and providing motivation to employees from research is to determine the effect of motivation , work environment and career development on job satisfaction of employees of PT. Kalibaru Indonesia This research is included in the category of quantitative research. The total population is 302 employees, so the sample used is 77 employees because it uses the Slovin formula. From these results work motivation, work environment and career development affect job satisfaction.

Keywords : Work Motivation, Work Environment, Career Development, Job Satisfaction

1. INTRODUCTION

Human resources (HR) is very important in a company, therefore every company always strives to have quality HR, because without quality HR a company will not run well between HR and the company must have a relationship that requires each other, companies need employees quality and the company should pay attention to work aspects related to human resources.

Basically, companies want to have employees who are smart, clever, and skilled, able to work hard, have high enthusiasm. Companies need to pay attention to the problem of employee motivation by observing, supervising, changing and directing employee behavior in accordance with the stated goals company wants.

A person's various attitudes toward his work reflect his favorable and unfavorable experiences at work and his hopes for future experiences. Fun work to do can be said that the job gives satisfaction to the owner. The opposite event, dissatisfaction will be obtained if a job is not fun to do.

Employee job satisfaction is influenced by the work environment, because a conducive work environment will make employees feel comfortable and happy while at

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work. Employees will feel more motivated to complete their tasks. A conducive work environment can reduce employee fatigue after work and create employee job satisfaction.

Employees who have high work motivation will be more enthusiastic at work and tend to be more satisfied with their work, so they will work better and achieve better results. Conversely, people who are less interested in their work or lack high work motivation will be dissatisfied with their work and the results produced will also be less than optimal. In general, work motivation and job satisfaction have a reciprocal relationship. High work motivation can increase job satisfaction, while high job satisfaction can increase work motivation. High job satisfaction can improve a person's performance and increase work productivity, and can reduce the turnover rate (employee resignation rate) in the company. Therefore,

The work environment is one of the factors that can affect one's job satisfaction. A good and comfortable work environment will make a person more comfortable and comfortable at work, thereby increasing motivation and job satisfaction. Conversely, a work environment that is not good or bad can reduce one's motivation and job satisfaction. An uncomfortable work environment can cause stress and fatigue, which can reduce work performance and productivity.

The work environment is everything that is around the workers that can influence him. The existence of a comfortable work environment can provide encouragement to work in earnest, so that it can provide work performance for achieving goals so that the company will continue to progress in developing its business. Career development is personal changes that a person makes to achieve a career plan (Baroroh, 2016)

Career development is needed to manage HR effectively and efficiently. From the start when employees enter the company, it is better if an employee is able to plan his career path while in the company, while the company's job is only to facilitate employees and provide information on how an employee achieves his career goals, such as determining certain requirements in taking a certain position.

Career development available to someone can affect the level of job satisfaction that is felt. People who have the opportunity to develop and develop themselves in their work will be more motivated and more satisfied at work, so they can improve their performance and results. Rather, people those who do not have the opportunity to develop in their work will be less motivated and less satisfied with their work, so that the performance and results produced will also be less than optimal. Therefore, companies need to provide fair and equitable career development opportunities for all employees in order

to increase employee job satisfaction.

2. THEORETICAL BASIS

2.1. Job satisfaction

Everyone who works expects to get satisfaction from his place of work. Basically job satisfaction is an individual thing because each individual will have different levels of satisfaction according to the values that apply to each individual. The more aspects of work that are in accordance with individual wishes, the higher the level of satisfaction felt. Wibowo (2010) job satisfaction is a general attitude towards a person's work, which shows the difference between the amount of rewards they receive workers and the amount they should receive. Job values are the goals that employees want to achieve in doing their jobs. The expectations to be achieved are work values that are considered important by individuals in meeting their basic needs. Basic needs are everything that workers expect in return for the work they have done. So that the more aspects of needs that are fulfilled, the higher the level of worker satisfaction. Arifin (2012) job satisfaction is how people carry out work and its aspects.

2.2. Work motivation

Tirtayasa (2010) motivation is a process that encourages a person or work group from the outside so that they want to carry out something that has been determined. Work motivation itself is one of the factors that determine the high and low performance of an employee. Motivation is also related to a person's psychological factors as a manifestation of the relationship between attitudes, needs and satisfaction that occurs in humans. Encouragement or motivation is important because with motivation it is expected that every employee wants to work hard and enthusiastically to achieve high work productivity. It can be concluded that motivation is the encouragement that makes a person do the work he wants voluntarily without feeling forced.

2.3. Work environment

The work environment in a company is one of the things to pay attention to, even though the work environment does not go through a production process within a company, the work environment has a direct influence on the employees who carry out the production process. A work environment that focuses on employees can improve performance. Conversely, a bad work environment will reduce the work motivation of its employees.

Wuwungan (2017) work environment is everything that can influence him in carrying out his duties. Aruan (2017) work environment is everything that is around employees and can affect them in carrying out their duties, for example by having an air conditioner (AC) with adequate lighting and so on. Astuti (2019) all the tools and materials encountered, the environment the environment in which a person works, his work methods and work arrangements both as individuals and as a group. It can be concluded that the work environment can be expected to create a conducive work environment so that employees can work comfortably and enthusiastically carry out their duties.

2.4. Career Development

The new paradigm of the career system in the organization places idealism and fighting spirit to realize the idea, competence, mastery of information, technology and mastery of foreign languages as the main keys for individuals to success (Alwi, 2001). According to Simamora (2006) Career is a sequence of activities related to work. The aim of all career development programs is to match the needs and goals of employees with career opportunities available in the company today and in the future.

2.5. Hypothesis Development

2.5.1. The relationship between work motivation and job satisfaction

It is important for employees to have motivation at work. Employees who have high motivation, will get satisfaction at work. Ahmed et al (2010) conducted research at four universities in Punjab related to how motivation influences job satisfaction there. As a result, motivation shows a significant influence on job satisfaction. Kaihatu (2010) conducted research on the same variables at the Pakuwon Food Festival Surabaya. The results show that motivation has a significant effect on job satisfaction. Chatterjee (2015) also obtained similar results between motivation variables on job satisfaction. Based on this explanation, the following hypothesis is proposed:

H1: Work motivation has an effect on job satisfaction

2.2.2. The relationship between work environment and job satisfaction

The results of the study from Simbolon (2017) on work environment variables and employee performance show that the work environment has a significant positive effect on employee performance. Kusmaningtyas' research (2014) also shows that the work environment is proven to have a significant influence on employee performance. Referring to the description above, the hypothesis developed in this study is as follows:

H2: The work environment influences job satisfaction

2.2.3. Relationship between career development and job satisfaction

The results of Oduma's research (2014) stated that career development affects employee performance. employee researcher. From the start when an employee enters the company, it is better for an employee to be able to plan his career path while in the company, while the company's job is only to facilitate employees and provide information on how an employee achieves his career goals, such as determining certain requirements in taking a particular position. Based on this explanation, the following hypothesis is proposed:
H3: Career development has an effect on job satisfaction

3. RESEARCH METHODS

This type of research is quantitative. The population in this study are employees who work at PT. Kalibaru totaled 302, with a sample of 77 respondents who were obtained from the slovin formula. This study took primary data sources because researchers visited the object of research directly and distributed questionnaires to respondents. To obtain the data needed to support this research. As for the primary data source in this study, all 77 respondent data were used. The secondary data for this study were in the form of journals and data received from companies. The data collection method is by distributing questionnaires through the Google form. In measuring respondents' answers, filling out the questionnaire was measured using a Likert scale, namely a scale that contains five levels of preference for answers with alternative answers. Methods Data analysis with multiple linear regression analysis using the SPSS program.

4. RESULTS AND DISCUSSION

4.1. Characteristics of Respondents

This section will explain the descriptive data obtained from the respondents. This data is used as additional information to understand research results. Respondents in this study were employees who participated in this study. The data is presented in tabular form based on gender, age and education and years of service.

4.2. Characteristics of Respondents

The results of the frequency distribution of respondents based on gender can be seen in the

following table:

Table 1. Characteristics of Respondents by Gender

GENDER

		frequency	percent	Valid Percent	Cumulative Percent
Valid	man	23	28.0	28.0	28.0
	woman	54	72.0	72.0	100.0
	Total	77	100.0	100.0	

Source: Processed research data, 2022

Based on table 1. data obtained that out of 77 respondents, the majority of respondents were male with 23 employees (28%) and women with 54 employees (72%). From the total of all respondents used.

The results of the frequency distribution of respondents based on recent education can be seen in the following table:

Table 2. Characteristics of Respondents Based on Last Education

EDUCATION

		frequency	percent	Valid percent	cumulative percent
Valid	SENIOR HIGH SCHOOL	77	100.0	100.0	100.0

Source: Processed research data, 2022

Based on table 2. obtained the data shows that of the 77 respondents, most of the respondents were high school employees with 77 employees (100%).

The results of the frequency distribution of respondents based on age can be seen in the following table:

Table 3. Characteristics of Respondents by Age

AGE

		frequency	percent	Valid Percent	cumulative percent
Valid	18 to 25 YEARS	30	40.0	40.0	40.0
	26 to 35 YEARS	22	29.3	29.3	69.3
	36 to 45 YEARS	20	26.7	26.7	96.0
	≥ 46 YEARS OLD	3	4.0	4.0	100.0
	Total	77	100.0	100.0	

Source: Processed research data, 2022

Based on table 3. obtained data that 77 respondents, most of the respondents are in the age range of 18 to 25 years as many as 30 employees (40%), ages 26 to 35 years as many as 22 employees (29.3%), aged 36 to 45 years as many as 20 employees (26.7%), and age ≥
46 years as many as 3 employees (4%).

The results of the frequency distribution of respondents based on length of service can be seen in the following table:

Table 4. Characteristics of Respondents Based on Length of Service

LENGTH OF WORK

		Frequency	percent	Valid percent	cumulative percent
Valid	< 1 YEAR	9	12.0	12.0	12.0
	1-2 YEARS	26	34.7	34.7	46.7
	3-5 YEARS	32	42.7	42.7	89.3
	≥ 5 YEARS	8	10.7	10.7	100.0
	Total	77	100.0	100.0	

Source: Processed research data, 2022

Based on table 4, data was obtained that out of 65 respondents, 9 employees (12%) had a long working period of < 1 year, 26 employees (34.7%) had a long working period of 1-2 years, 32 employees (42.7%) had a long working period of length of service for 3-5 years, and 8 employees (10.7%) have length of service ≥ 5 years.

4.3. Multiple Linear Regression Analysis Test

Statistical calculations in the multiple linear regression analysis used in this study were SPSS Version 22 software. Multiple linear regression analysis was used in this study with the aim of determining whether there was

the effect of the independent variable on the dependent variable. The results of multiple linear regression are as follows:

Table 5. Multiple Linear Regression

Test Results

Coefficientsa

	Unstandardized Coefficients		standardized Coefficients		
Model	B	std. Error	Betas	t	Sig.

1	(Constant)	-5,323	6,852		-,777	,440
	Work motivation	,728	, 197	,320	3,688	,000
	Work environment	,464	, 174	,255	2,666	,009
	Career Development	,459	, 103	,407	4,477	,000

Source: Processed research data, 2022

Based on the SPSS output above, the regression equation is obtained as follows:

Y = -5.323 + 0.728 X1+ 0.464X2+ 0.459X3

The model shows the meaning that Constant = -5.323 If the variables of Work Motivation, Work Environment, Career Development and Job Satisfaction are assumed to be constant, then Job Satisfaction will increase -5.323. The coefficient value of Work Motivation is 0.728 stating that every time there is an increase of 1 score for Work Motivation it will be followed by an increase in Job Satisfaction of 0.728. The coefficient value of the Work Environment shows a number of 0.464, stating that if there is an increase of 1 score for the Work Environment will be followed by an increase in Job Satisfaction of 0.464. The coefficient value of Career Development shows a number of 0.459, stating that if there is an increase of 1 score for Career Development it will be followed by an increase in Job Satisfaction of 0.459.

4.4. The coefficient of determination

The coefficient of determination (R2) essentially measures how far the model's ability to explain the variation in the dependent variable. The value of the coefficient of determination can be seen in table 6.

Table 6. Coefficient of determination (R2) Model Summary b

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	,731a	,534	,515	4,685

a. Predictors: (Constant), X3, X1, X2
b. Dependent Variable: X4
Source: Processed research data, 2022

Based on the output in table 6, the adjusted R square is 0.515 or (51.5%). This shows that the percentage contribution to the influence of the variables Work Motivation, Work Environment and Career Development on the Job Satisfaction variable is equal to51.5%. While the remaining 48.5% is influenced by other variables not included in this research model.

4.5. Discussion

4.5.1. The Effect of Work Motivation on Employee Job Satisfaction

Based on the results of testing the first hypothesis that research shows work motivation has a positive and significant effect on employee job satisfaction. The results of this study are in line with previous research, which explains that work motivation influences employee performance, through compensation, so that employees feel satisfied at work (Ekhsan, 2019). Work motivation is a very important factor in determining one's level of job satisfaction. High work motivation can increase job satisfaction because someone will be more enthusiastic at work and tend to be more satisfied with their work. Conversely, people who are less interested in their work or lack high work motivation will be dissatisfied with their work and the results produced will also be less than optimal. Increasing work motivation can be done in various ways, including giving awards or rewards to employees who excel, increasing career opportunities and self-development for employees, and creating a comfortable and conducive work environment to work. Thus, employee job satisfaction will increase along with increased employee motivation.

4.5.2. The Influence of the Work Environment on Employee Job Satisfaction

Based on the results of testing the second hypothesis, research shows that the work environment has a positive and significant effect on employee job satisfaction. This is in line with the research conducted by Badrianto (2019), that the impact of the work environment is able to provide comfort at work. Work environment is an important factor that can affect one's job satisfaction. A good and comfortable work environment will make a person more comfortable and comfortable at work, thereby increasing motivation and job satisfaction. Conversely, a work environment that is not good or bad can reduce one's motivation and job satisfaction. An uncomfortable work environment can cause stress and fatigue, which can reduce work performance and productivity. To increase employee job satisfaction, Companies need to pay attention to the work environment provided to employees. The physical conditions of the work environment such as cleanliness, room temperature, and ease of access must be considered so that employees can work

comfortably. Good co-workers who respect each other also need attention so that employees can work in a harmonious atmosphere. A good work culture in the company also needs attention, such as effective and open communication, as well as opportunities to contribute and develop at work Good co-workers who respect each other also need attention so that employees can work in a harmonious atmosphere. A good work culture in the company also needs attention, such as effective and open communication, as well as opportunities to contribute and develop at work Good co-workers who respect each other also need attention so that employees can work in a harmonious atmosphere. A good work culture in the company also needs attention, such as effective and open communication, as well as opportunities to contribute and develop at work.

4.5.3. The Effect of Career Development on Job Satisfaction

Based on the results of testing the third hypothesis that research shows that career development has a positive and significant effect on employee job satisfaction. The results of this study are in line with research conducted by Akhmal (2018) that career development can contribute to job satisfaction. Career development is a factor that can affect one's job satisfaction. People who have opportunities to develop and develop themselves in their work will be more motivated and more satisfied at work. Conversely, people who do not have the opportunity to develop in their work will be less motivated and less satisfied with their jobs. Increasing opportunities for career development can be done in various ways, including by providing training and courses to improve employee competency, providing apprenticeship and internship programs for employees who wish to develop themselves, and providing opportunities to try different jobs so that employees can discover their interests and talents. Thus, employee job satisfaction will increase along with the increase in career development opportunities provided to employees.

5. CONCLUSION

It can be concluded that motivation, work environment, and career development are very important and interrelated factors in determining employee satisfaction. High work motivation can increase employee satisfaction because someone will be more enthusiastic at work and tend to be more satisfied with their work. A good and comfortable work environment can also affect employee satisfaction because employees will feel more at home and comfortable at work, thereby increasing motivation and job satisfaction. Career development available to employees can also affect employee satisfaction because

employees will be more motivated and more satisfied at work if they have the opportunity to develop and develop themselves in their work. Therefore, companies need to pay attention to these factors in order to increase employee satisfaction optimally. Companies can take various ways to increase employee motivation, work environment, and career development, including giving awards or rewards to employees who excel, increasing career opportunities and self-development for employees, and creating a comfortable and conducive work environment. Thus, employee satisfaction will increase and employee performance will also increase optimally. increasing career opportunities and self-development for employees, as well as creating a work environment that is comfortable and conducive to work. Thus, employee satisfaction will increase and employee performance will also increase optimally. increasing career opportunities and self-development for employees, as well as creating a work environment that is comfortable and conducive to work. Thus, employee satisfaction will increase and employee performance will also increase optimally.

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