

The Influence Of Career Development, Work Motivation And Individual Characteristics On Employee Job Satisfaction At The DjP North Sumatra I Regional Office

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Abstract:

The purpose of this study is to ascertain whether employee job satisfaction at the DJP North Sumatra I Regional Office is influenced by career development, work motivation, and individual characteristics simultaneously or in part. The examination was led at the North Sumatra I DJP Provincial Office Jalan Sukamulia No. 17A Medan, with a population of 145 individuals and an exploration test of 59 individuals. Information assortment was completed through meetings, polls and documentation. Using version 24 of the IMB Statistics for Product and Service Solution (SPSS) computer program, multiple regression analysis was used to analyze the data. In view of the consequences of the examination, it was found that profession improvement meaningfully affects work fulfillment for representatives of the North Sumatra Provincial Office of DJP I. This is upheld by the investigation results t count $>$ t -table ($2.077 > 2.004$) at $n = 59$ at an importance level of 95%. Work inspiration meaningfully affects the work fulfillment of representatives of the DJP North Sumatra Local Office I; this is upheld by the examination of t count $>$ t -table ($5.857 > 2.004$) at $n = 59$ at an importance level of 95%. Individual qualities affect the work fulfillment of representatives at the North Sumatra Local Directorate General Office I; this is upheld by the t count $<$ t -table examination ($1.326 < 2.004$) at $n = 59$ with an importance level of 95%. The F -count esteem $>$ F table ($50.623 > 2.78$) expresses that together (differently), there is a positive and huge effect on profession improvement, work inspiration and individual qualities on the work fulfillment of representatives of the North Sumatra Local Office of DJP.

Keywords Career Development, Work Motivation, Job Satisfaction

Introduction

HR (HR) is one of the resources possessed by an organization or association with a job as implementers of strategies given by the association and as implementers of functional exercises of the association. The outcome of accomplishing authoritative objectives can't be isolated from the job of HR in the association. An association that is continuously developing is the fantasy of leading proprietors and investors. Both the public authority and the confidential area anticipate that their associations should develop and foster with these turns of events, it is expected that associations will actually want to rival the advancement of the times. Seeing the presence of these specialists or representatives, the organization's executives need to focus on the interests of workers and have the option to create a work environment that energizes expanded work fulfillment (Riniwati, 2016).

Work fulfillment is a significant peculiarity in organizations since it is connected with representative mentalities or an individual's sentiments towards the current task. A person's feelings about the benefits of their job are known as their level of job satisfaction. This disposition comes from their view of work. This discernment is a mental cycle (giving significance) utilized by somebody to decipher and figure out the singular's viewpoint in seeing exactly the same thing in various ways. Work fulfillment is a seriously intriguing and significant issue since it has been demonstrated to be of incredible advantage to the interests of people, workplaces and society. For people, work fulfillment permits endeavors to build their satisfaction throughout everyday life. For workplaces, work fulfillment is completed with regards to endeavors to increase execution through working on the mentalities and conduct of representatives. In the interim, the local area will absolutely partake in the consequences of the administration limit. Work fulfillment is an impression of individuals or representatives' sentiments towards their work. Employees don't just work in the office in a formal capacity; they also need to be able to enjoy their work in order to avoid feeling bored and be more diligent in their activities. Representatives will be more joyful workers assuming they are upheld by different favorable circumstances, so they can foster their abilities (Larasati et al., 2017).

Literature Review / State-of-Arts / Research Background

Endeavors to increase representative work fulfillment by focusing on worker profession advancement. Vocation improvement is an administrative exertion that is arranged and done ceaselessly to further develop worker capability and hierarchical execution through preparation, training and improvement programs. As per (Kurniawan, 2019) profession improvement is the most common way of expanding individual work capacities to accomplish the ideal vocation. The leadership needs to give serious consideration to employee career development. If they don't, employee work performance will drop, which will make it harder for the agency to achieve its goals. (Rahmayanti, 2016) directed research entitled The impact of profession improvement on representative work fulfillment at the Bireuen Region Wellbeing Administration Office. The aftereffects of the examination showed that profession improvement affected worker work fulfillment at the Bireuen Region Wellbeing Administration Office.

The following component that can impact representative work fulfillment is work inspiration. Inspiration is a desire or main impetus that emerges inside a person to follow through with something. Stimulation in the form of needs—both material and non-material—that must be satisfied gives rise to motivation. As per Wursanto (Aprilia Rianti, 2012), motivation is a reason or impulse within humans that motivates them to act or refrain from acting. Representative inspiration can be impacted by interest factors, compensation, the need for security, relational connections and amazing chances to work. Giving consolation or inspiration to workers will actually improve the presentation of every person in the organization, so the organization's objectives can be accomplished. Good work motivation will increase employee job satisfaction. Conditions in which representatives truly encourage different workers at work and have a decent work soul. The presence of high work inspiration in every representative will obviously make the worker more dynamic in completing his work. Naturally, this has a positive effect on the business. (Yunitasari, 2021) led research entitled The impact of work inspiration and vocation advancement on work fulfillment of representatives of the Public Works Division of Thruways, East Java Region, Kediri Street and Extension. The executives specialized in the execution unit. The outcomes of this examination were that profession improvement essentially affected work fulfillment. representatives of the East Java Territory Public Works Division of Interstates, Kediri Street and Scaffold The executives specialized in the execution unit.

Individual characteristics are another factor that may influence employee job satisfaction. To have the option to accomplish objectives successfully and proficiently, associations should treat people altruistically by focusing on worker needs, for example, by giving essential necessities (attire, food and asylum), ensuring assurance and security, and staying away from weighty strain in the working environment to foster potential. himself. Individual qualities should be visible through interests, perspectives and requirements (H. M. S. Bahri & SE, 2018). With individual qualities such as exorbitant interest, great perspectives and necessities, representative work inspiration will likewise increase. (Suhartini, 2022) directed research entitled *The Impact of Individual Qualities, Occupation Qualities, and Authoritative Qualities on Representative Work Fulfillment at the Labor Supply and Immigration Administration, Bantul Regime, Yogyakarta*. The outcomes of this examination were that work qualities affected representative work fulfillment. At the Labor Supply and Immigration Administration, Bantul Rule, Yogyakarta.

As per (Jufrizen & Sitorus, 2021), work fulfillment is a lovely or horrendous, profound state where representatives view their work. (Simanjuntak et al., 2017) says that work fulfillment is an individual's viewpoint, both positive and negative, about their work. Besides, (S. Bahri & Nisa, 2017) states that work fulfillment is the point at which a representative can feel whether his work is charming or terrible to do. In the meantime, (Amran, 2023) says that an individual's evaluation of their work or positive and enjoyable experiences are both factors that contribute to job satisfaction. (Priansa, 2014) defines job satisfaction as an employee's feelings about their work, including whether they are happy/liked or unhappy/disliked as a result of the employee's interaction with their work environment or as a perception of their mental attitude. As per (Mustapa, 2023), work fulfillment is delighting in work that gets acclaim, work results, position, treatment, gear and a decent workplace. Representatives who like to appreciate work fulfillment at work will focus on work over compensation, despite the fact that compensation is significant.

As per (Pio, 2017), profession advancement is a private upgrade made to accomplish a lifelong arrangement. Career development, according to (Kurniawan, 2019), is a person's personal effort to implement a career plan. Career development, according to (Kurniawan, 2019), is a formal strategy employed by businesses to ensure that individuals with the necessary qualifications and experience are available when needed. In addition, career development is a personnel activity that, according to (Rizka, 2013), enables employees to maximize their own personal development by assisting them in planning their future careers within the company. According to (V. Rivai, 2016), career development is the process of improving one's own work skills through a series of career advancements.

(Setiawan, 2015): Work inspiration is the consequence of an assortment of interior and outside powers that influence work to pick proper ways of activity and utilize specific ways of behaving. Work motivation, according to (A. Rivai, 2020), is a collection of attitudes and values that motivate individuals to accomplish particular tasks in line with their individual objectives. Samsudin (2010:281) defines motivation as "the process of influencing or encouraging someone or a work group from outside so that they want to carry out something that has been determined." This definition is based on Samsudin's definition.

As indicated by (Dewi et al., 2021), individual qualities are qualities that show an individual's disparities in inspiration, drive, capacity to stay enduring in confronting an errand until fulfillment, taking care of issues, or how to adjust to changes that are firmly connected with the climate that impacts individual execution. (Tumewu et al., 2014) characterizes individual qualities as conduct or character that exists in a representative, both positive and negative. (Dewi et al., 2021) states that singular qualities are qualities that show an individual's disparities in inspiration, drive, capacity to stay undaunted in confronting an undertaking until fulfillment, taking care of issues, or how to adjust to changes that are firmly connected with the climate that impacts individual execution.

Methodology

The author uses quantitative research in this study because the collected data will be numerical. The figures acquired will be broke down additional in information examination. This examination comprises of four factors, in particular vocation advancement, work inspiration and individual attributes as autonomous factors and representative work fulfillment as the reliant variable. This study's objectives are as follows: profession advancement, work inspiration and individual attributes as autonomous factors and representative work fulfillment as the reliant variable (D. Sugiyono, 2013).

Populace is a speculation region comprising of: objects/subjects that have specific characteristics not entirely set in stone by analysts to be concentrated and afterward ends drawn, (S. Sugiyono, 2016). The example

is important for the number and attributes moved by the populace, (Prof. Dr. Sugiyono, 2017). Tests taken from the populace should be genuinely delegate. Test estimation is a stage to decide the size of the example taken in doing explore on an item. The types and indicators of the variables in this study must be identified through variable operationalization. Aside from that, variable operationalization plans to decide the estimation size of every variable, so speculation testing utilizing apparatuses can be completed suitably.

As per (D. Sugiyono, 2010) research factors are anything in anything not entirely set in stone by the analyst to be concentrated so data about it is gotten, then, at that point, ends are drawn. In this exploration, the information examination procedure utilized is different straight relapse examination and utilizations apparatuses as the SPSS program. SPSS (Measurable Bundle for Sociologies) is a PC program used to examine information with factual examination, the SPSS utilized in this exploration is SPSS variant 24 (Ghozali, 2018).

Case studies/experiments/ demonstrations/ application functionality

Validity test

Instrument legitimacy testing should be visible in the Revised Thing Complete Connection segment. On the off chance that the connection number acquired is more prominent than the basic number ($r\text{-count} > r\text{-table}$), then the instrument is supposed to be legitimate. In view of the legitimacy test, it very well may be reasoned that all questions to quantify each exploration variable are announced to be legitimate. The aftereffects of the variable legitimacy test are as per the following:

Table 1. Variable Validity Test

Variable	Instrument		r-count	r-table	Description
Career development (X1)	1)	PK1	0.421	0.256	Valid
	2)	PK2	0.295	0.256	Valid
	3)	PK3	0.666	0.256	Valid
	4)	PK4	0.821	0.256	Valid
	5)	PK5	0.801	0.256	Valid
	6)	PK6	0.752	0.256	Valid
	7)	PK7	0.817	0.256	Valid
	8)	PK8	0.571	0.256	Valid
	9)	PK9	0.405	0.256	Valid
	10)	PK10	0.366	0.256	Valid
Work motivation (X2)	1)	MK1	0.540	0.256	Valid
	2)	MK2	0.564	0.256	Valid
	3)	MK3	0.805	0.256	Valid
	4)	MK4	0.732	0.256	Valid
	5)	MK5	0.427	0.256	Valid
	6)	MK6	0.825	0.256	Valid
	7)	MK7	0.742	0.256	Valid
	8)	MK8	0.725	0.256	Valid
	9)	MK9	0.496	0.256	Valid
	10)	MK10	0.328	0.256	Valid
Individual characteristics (X3)	1)	KI1	0.457	0.256	Valid
	2)	KI2	0.576	0.256	Valid
	3)	KI3	0.754	0.256	Valid
	4)	KI4	0.746	0.256	Valid
	5)	KI5	0.542	0.256	Valid
	6)	KI6	0.724	0.256	Valid

	7)	KI7	0.708	0.256	Valid
	8)	KI8	0.701	0.256	Valid
	9)	KI9	0.507	0.256	Valid
	10)	KI10	0.451	0.256	Valid
Employee job satisfaction (Y)	1)	KKP1	0.337	0.256	Valid
	2)	KKP2	0.346	0.256	Valid
	3)	KKP3	0.579	0.256	Valid
	4)	KKP4	0.624	0.256	Valid
	5)	KKP5	0.742	0.256	Valid
	6)	KKP6	0.779	0.256	Valid
	7)	KKP7	0.506	0.256	Valid
	8)	KKP8	0.788	0.256	Valid
	9)	KKP9	0.659	0.256	Valid
	10)	KKP10	0.619	0.256	Valid

Reliability Test

In the wake of completing a legitimacy test, the next stage is to do an information dependability test to see if the instrument is solid by checking the Cronbach's alpha. Unwavering quality testing is completed to see if the estimating gadget utilized is reliable and stays reliable, assuming the estimation is rehashed. If the Cronbach's alpha of a questionnaire is greater than 0.6, it is considered reliable. This shows that the examination information is solid.

Table 2. Variable Reliability Test

Variabel	Cronbach's Alpha	Reliability Limits	Description
Career development (X1)	0.745	0.6	Reliabel
Work motivation (X2)	0.754	0.6	Reliabel
Individual characteristics (X3)	0.751	0.6	Reliabel
Employee job satisfaction (Y)	0.746	0.6	Reliabel

The Influence of Career Development, Work Motivation and Individual Characteristics on Employee Job Satisfaction

In testing the speculation in view of the estimation results, one might say that profession improvement, work inspiration and individual qualities at the same time affect representative work fulfillment at the North Sumatra I DJP Provincial Office. Consequently, at the same time, the aftereffects of this examination are as per the hypothesis, which expresses that advancement in profession, work inspiration and individual qualities are influential for representative work fulfillment. The positive and huge impact of profession advancement, work inspiration and individual qualities applied at the North Sumatra I Provincial DJP Office will increase representative work fulfillment. This implies that profession improvement, work inspiration and individual qualities play a significant part in expanding representative work fulfillment. This additionally shows that I feel that the nature of my work is as per the abilities I have, I feel that the nature of my work is as per my capacities, I'm consistently serious and exhaustive in finishing jobs, I generally focus on the guidelines given by my bosses in

following through with responsibilities. , continuously enter and go home as per working hours guidelines, complete undertakings as per the predetermined time/on time, consistently do errands totally as per time, have a feeling of obligation in completing errands/work, have the option to sort out together well in conveying work, and have drive that is valuable in assisting with finishing better work.

The Influence of Career Development on Employee Job Satisfaction

To some extent, the consequences of this examination show that vocation improvement affects worker fulfillment at the DJP North Sumatra I Provincial Office. This impact shows that vocation improvement is in accordance with representative work fulfillment; all in all, the satisfaction of profession advancement will impact worker work fulfillment. good/high. At the DJP North Sumatra I Regional Office, this influence demonstrates that career development plays a significant role in increasing employee job satisfaction. This is obvious from the responses of respondents who, on average, concur that they believe they are being dealt with genuinely in the ongoing profession framework; pioneers generally have open access. to representatives to foster their professions, the preparation I got was valuable in fostering my vocation, the preparation I got empowered me to take care of business at a higher profession level, my vocation can improve on the off chance that I perseveringly increment my insight, the schooling I got had the option to foster my vocation, happy with the current advancement framework at the DJP North Sumatra I Provincial Office, have an interest in being advanced in a specific position, the organization offers me chances and chances to develop through preparing programs and courses, feel happy with the vocation way of my employer.

The Influence of Work Motivation on Employee Job Satisfaction

Work motivation has a positive and significant impact on employee job satisfaction, according to some of this study's findings. As such, satisfying work inspiration at the DJP North Sumatra I Local Office will impact representative work fulfillment. This shows that work inspiration is exceptionally vital and critical to be carried out in the North Sumatra Local Office of DJP I. This is obvious from the responses of respondents who, on average, concur that my compensation is sufficient to meet my everyday requirements and my lodging needs. I, at work, get health care coverage inclusion; at work, I get mishap protection; there is close participation between representatives in the workplace; there is collaboration between workers in talking well overall; they get acclaim from the administration in light of the fact that their work results are acceptable; representatives feel they are not misjudged by their work results; I accomplish work execution in view of the abilities I have; and I am offered the chance to convey considerations or thoughts.

The Influence of Individual Characteristics on Employee Job Satisfaction

Somehow, the consequences of this study show that singular qualities have no effect on representative work fulfillment at the North Sumatra Local Directorate General Office I. This impact shows that the impact of individual qualities isn't under the similar heading as representative work fulfillment. This impact likewise shows that singular qualities don't play a significant role in expanding representative work fulfillment at the DJP North

Sumatra I Provincial Office. This is apparent from the responses of respondents who, on average, disagree that my capacity to cooperate with my associates helps me complete my obligations. Furthermore, arranging objectives and distinguishing capabilities to be accomplished, abilities to have that suit my singular qualities, having an open disposition so I can cooperate with anybody in a group or bunch, working as per the capacities I have, having an instructive foundation that makes me a genuine model for individual partners, the time of work that impacts my insight will help me in completing different undertakings, feel valued by my bosses for the abilities I have, have a cheerful and excited outlook on working at the North Sumatra Provincial Directorate General Office I, representatives have an undeniable level, comprehend and dominate the hypothesis of the work I do.

Conclusion

Profession improvement, work inspiration and individual qualities at the same time affect representative work fulfillment at the DJP North Sumatra I Local Office. This is upheld by the consequences of the examination of F count $>$ F-table ($50.623 > 2.78$) at $n = 59$ at the level of importance of 95%. Profession advancement somewhat affects representative work fulfillment at the DJP North Sumatra I Provincial Office; this is upheld by the consequences of the t count $>$ t-table examination ($2.077 > 2.004$) at $n = 59$ at an importance level of 95%. Work inspiration to some extent affects representative work fulfillment at the DJP North Sumatra I Local Office; this is upheld by the consequences of the t count $>$ t-table examination ($5.857 > 2.004$) at $n = 59$ at an importance level of 95%. Individual qualities somewhat affect representative work fulfillment at the North Sumatra DJP Local Office I; this is upheld by the consequences of the t count $<$ t-table examination ($1.326 < 2.004$) at $n = 59$ at an importance level of 95%.

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