

DOI: <https://doi.org/10.38035/dijms.v7i5.6558><https://creativecommons.org/licenses/by/4.0/>

The Influence of Organizational Climate and Career Development on Employee Job Satisfaction Administrative Affairs Agency, General Section of The Metro Jaya Police Resort Police

Tri Buana¹, Kemal Taufik², Sri Wahyuningsih³

¹ Management and Business Study Program, Mitra Bangsa University, Jakarta, Indonesia, email. trib9666@gmail.com

² Management and Business Study Program, Mitra Bangsa University, Jakarta, Indonesia, email. kemaltaufik.1007@gmail.com

³ Management and Business Study Program, Mitra Bangsa University, Jakarta, Indonesia, email. yuniwahyuningsih33@yahoo.com

Corresponding Author: trib9666@gmail.com¹

Abstract: This research has the following research objectives: To determine the influence of organizational climate on employee job satisfaction, To determine the influence of career development on employee job satisfaction and To determine the influence of organizational climate and career development on employee job satisfaction at the General Section of the Administrative Affairs Agency. The partial test results show that the Organizational Climate variable (X1) has a greater t-value than the t-table, so the alternative hypothesis is accepted, Career Development has a significant effect on Job Satisfaction. The partial test results show that the Career Development variable (X2) has a significant effect on Job Satisfaction. Organizational Climate and Career Development simultaneously have a significant effect on Job Satisfaction, Organizational Climate and Career Development simultaneously have a significant effect on Job Satisfaction. The results of the simultaneous test (F test) indicate that Organizational Climate and Career Development simultaneously have a positive and significant effect on Job Satisfaction. The Adjusted R Square value of 0.889 indicates that 88.9% of the variation in Job Satisfaction can be explained by these two variables, while 11.1% is influenced by other factors not examined in this study. The high contribution of these two independent variables indicates that the job satisfaction of Polri personnel at the General Section by the internal work atmosphere of the organization and the clarity of career development directions provided by the institution.

Keyword: Organizational Climate, Career Development, Job Satisfaction.

INTRODUCTION

Every organization, whether government or private, requires qualified human resources (HR) to achieve its stated goals. In the context of a police organization, the success of its duties is greatly influenced by the performance and work decisions of its employees. Work decisions

encompass employee willingness to perform tasks, loyalty to the organization, and commitment to fulfilling responsibilities. Employees who are able to make appropriate work decisions will support the organization's overall effectiveness.

Job satisfaction is often not achieved by employees in an organization . It is not uncommon for leaders to be unaware of the factors causing dissatisfaction, resulting in employees feeling dissatisfied with their work. Many organizations experience problems with employee satisfaction ranging from insufficient incentives, uncomfortable workplaces to problems with employee promotions. If left unchecked, it will result in a very high turnover rate . Job satisfaction is often demonstrated by employees by how they like the work itself and the level of enjoyment in carrying out the work. Generally, it can be stated that job satisfaction is a feeling of comfort and positive relationships between fellow employees (Bakotic, 2013:52).

According to Nugroho (2013), job satisfaction can reduce employee turnover and improve work performance. Job satisfaction is crucial to research, as it will ultimately impact the organization. People who express high levels of job satisfaction tend to be more productive, highly engaged, and less likely to resign than employees who experience less satisfaction.

One way organizations strive to improve employee satisfaction and foster commitment to their careers is by improving their own career development system. Employee career development is the answer to enabling employees to attain higher positions within the organization. Career development is not simply about providing opportunities for employees to achieve their goals; by attaining a certain level within the organization, an employee is also able to advance to a higher level, thus creating positive changes in their work.

Career development is something that indicates an increase in a person's status within an organization along a career path that has been established within the organization in question. A career reflects the development of individual members of the organization (employees) in the levels of positions or ranks that can be achieved during their work period in the organization in question. Thus, a career shows people in their respective roles or statuses within the organization, and every employee certainly wants their career to continue to develop over time to the highest position that can be achieved.

Based on the description above, it is clear that career development is very important for both the organization and its members. For the organization, career development is one of the efforts to place personnel appropriately according to their capacity and reward for the performance achieved by personnel. Meanwhile, from the personnel side, career development is one of the sources of motivation and job satisfaction which is very useful for improving performance, dedication, loyalty, and commitment to the organization. In accordance with the problems that exist in the Bureau of Rena Polda Banten, the author conducted research on: "The Influence of Organizational Climate and Career Development on Employee Job Satisfaction at Administrative Affairs Agency, General Section of the Metro Jaya Police Resort Police

METHOD

Types of research

The quantitative method was chosen so that the research results could be measured objectively through numerical data obtained from the questionnaire, then analyzed using inferential statistical techniques. A statement or question that requires alternative answers, strongly agree, agree, disagree, disagree where each: strongly agree is given a score of 4, agree 3, disagree 2, and disagree 1, (Sugiyono, 2022:7). Quantitative research takes a distance between the researcher and the object of research. Quantitative research uses formal, standard, and measuring instruments. The research method used is a survey method by collecting data through research instruments, and distributing questionnaires to members of the Indonesian National Police Certification Institute , the results of which are then processed using the SPSS program for Windows version 29 to determine the effect of organizational climate and career

development on employee job satisfaction. Administrative Affairs Agency of the General Section of the Metro Jaya Police Resort Police. This method is used to test the influence between two independent variables and one dependent variable.

Sample population

Definition of population according to Sugiyono (2019) is a generalization area consisting of objects or subjects that have certain characteristics determined by the researcher to be studied and then conclusions drawn. The author can conclude that the population in this study is employees at the General Section of the Administrative Affairs Agency of the Metro Jaya Police Resort Police, amounting to 100 employees. In this study, the sampling technique used total sampling of respondents, which the author used as many as 100 respondents at the General Section of the Administrative Affairs Agency of the Metro Jaya Police Resort Police

Method of collecting data

Techniques are methods for searching for and obtaining data on variables in the form of notes, reports, and documentation. According to Sugiyono (2020), there are two main factors that influence the quality of research data: the quality of the research instrument and the quality of the results. In this study, The data collection technique used is the field research technique, carried out by going directly to the field using a questionnaire data collection tool which is distributed to respondents.

The data collection techniques used in this study are as follows:

1. Questionnaire

In this study, the author used a closed questionnaire (statements that were already available), where the author provided respondents with a choice of each statement submitted, so that respondents only had to mark (X) or mark (√) on each statement option they wanted.

Assessment of a series of research questionnaire statements that have been answered by respondents using the following research norms:

A question is positive if the answer is:

- a) Strongly Agree Score 5
- b) Agree Score 4
- c) Quite Agree Score 3
- d) Disagree Score 2
- e) Strongly Disagree Score 1

Likert scale. The Likert scale is used to measure an individual's or group's attitudes, opinions, and perceptions about social events or phenomena. In this research, these social phenomena have been specifically defined by the researcher, and are hereinafter referred to as research variables.

2. Research Instruments

Research instrument: Organizational climate variable (X_1), The variables of career development (X_2) and employee job satisfaction (Y) are in the form of a questionnaire with a Likert scoring model filled out by respondents on the distributed questionnaire. The Likert scale consists of 5 (five) scales, namely Strongly Agree (SS), Agree (S), Quite Agree (CS), Disagree (TS) and Strongly Disagree (STS).

Analysis Method

The analysis technique used in this study was quantitative analysis using statistics. Furthermore, to obtain and expedite data input, statistical software was used to support this research. The software used to support this research was SPSS (Statistical Product and Service Solutions) version 29. In SPSS, raw data that had been processed into numbers was input into SPSS, making it easier for the author to conduct this research.

Validity Testing

The basis for decision making in validity testing is as follows:

- a) If the r value is positive and the r_{result} is $> r_{\text{table}}$, then the item or variable is valid.
- b) If the r value is negative and $r_{\text{result}} < r_{\text{table}}$ or r result is negative $> r_{\text{table}}$ then the item or variable is invalid.

A questionnaire is declared valid if the r value obtained from the calculation results (r_{xy}) is greater than the table r value (5%).

Instrument Reliability Test

According to Arikunto (2020), reliability refers to the degree to which an instrument is sufficiently reliable to be used using the Cronbach's Alpha formula. The basis for decision making in the reliability test in this study is as follows:

- a) If the r alpha value is positive and $r_{\text{alpha}} > r_{\text{table}}$, then the item or variable is reliable.
- b) If the r alpha value is negative and $r_{\text{alpha}} < r_{\text{table}}$ or r alpha is negative $> r_{\text{table}}$, then the item or variable is not reliable.

Multiple Regression Analysis

Sugiyono (2019) proposed multiple linear regression analysis used to make predictions, how the value of a variable changes dependent if the value of the independent variable is increased or decreased. This analysis is used by involving two or more independent variables between the dependent variable (Y) and the independent variables (X_1 and X_2), This method is used to determine the strength of the influence between several factors. independent variables simultaneously with the dependent variable.

$$\mu_{Y/X_1, X_2, \dots, X_n} = A + B_1X_1 + B_2X_2 + \dots + B_nX_n$$

Technique used in this study was multiple linear regression. The analysis was conducted computerized using the computer program Statistical Product and Service Solutions (SPSS) Version 29 for Windows.

Coefficient of Determination

The definition of the coefficient of determination according to Supangat (2018) is: "The coefficient of determination is a quantity to show the level of strength of the relationship between two or more variables in the form of a percentage (showing how much percentage of the diversity of y can be explained by the diversity of x), or in other words how much x can contribute to y."

Kuncoro (2021), according to him, the coefficient essentially measures the extent to which a model is able to explain variations in the dependent variable. The value of the coefficient of determination is between zero (0) and one (1). A small r^2 value means that the ability of the independent variables to explain the variable's variation is very limited. If the value is close to one, it means that the independent variables provide almost all the information needed to predict variations in the dependent variable.

The magnitude of the relationship between the variables " X_1 " and " X_2 " with the variable "Y" can be determined by using the coefficient of determination analysis, which is obtained by squaring the correlation coefficient. Based on the definition above, the coefficient of determination is part of the total diversity of the dependent variable that can be calculated by the diversity of the independent variable calculated with the coefficient of determination with the basic assumption that other factors outside the variable are considered fixed or constant. To determine the value of the coefficient of determination, it can be calculated using the formula:

$$K_d = r^2 \times 100\%$$

Information:

Kd = Value of coefficient of determination
r = Correlation coefficient value

Hypothesis

The calculations or analysis in this study utilize the SPSS computer program for Windows 29.0. The test statistics used are:

a. F test

The F test statistic is used to determine simultaneously (multiple) the influence between organizational climate (X_1), career development variables (X_2) and employee job satisfaction (Y), with the test results being:

- 1) H_0 is accepted if $F_{\text{count}} < F_{\text{table}}$.
- 2) H_0 is rejected if $F_{\text{count}} > F_{\text{table}}$.

b. t-test

To determine the influence of the independent variable individually (partially) on the dependent variable, the decision is to use a partial test (t-test) with the test decision being:

- 1) H_0 is accepted if $t_{\text{count}} < t_{\text{table}}$.
- 2) H_0 is rejected if $t_{\text{count}} > t_{\text{table}}$.

RESULTS AND DISCUSSION

The quantitative data that has been compiled, through the distribution of questionnaires or surveys that the researcher has conducted, becomes the average value of variable X_1 (organizational climate), variable X_2 (career development) and variable Y (employee job satisfaction) and is analyzed using parametric statistics with the program SPSS Release 29.0 For Windows, to determine whether each variable studied has a positive or negative influence on employee work effectiveness. Data were analyzed using the analysis regression command (option) found in the SPSS main menu. The values in each SPSS output are described as follows:

a. Multiple Linear Regression Test

- 1) The Influence of Organizational Climate (X_1) on Job Satisfaction (Y).

Coefficients table, the calculated t value for the Organizational Climate variable (X_1) is 9.773 while the t table value for $N = 100$ is 1.983. So $9.773 > 1.983$, then H_0 is rejected and H_a is accepted, it can be stated that Organizational Climate (X_1) has a significant effect on Job Satisfaction (Y).

- 2) The Influence of Career Development (X_2) on Job Satisfaction (Y).

Calculated t value for the Career Development variable (X_2) is 10.755, while the t table value for $N = 100$ is 1.983. So $10.755 > 1.983$, then H_0 is rejected and H_a is accepted, it can be concluded that partially the Career Development variable (X_2) has an effect on Job Satisfaction (Y).

b. F test

Calculated F value is 390.320, while the F table ($\alpha 0.05$) for $N = 100$ is 2.70. So the calculated $F >$ from the F table ($\alpha 0.05$) or $390,320 > 2.70$ with a significance level of 0.000 because $0.000 < 0.05$, it can be said that Organizational Climate (X_1) and Career Development (X_2) together have a positive effect on Job Satisfaction (Y).

c. Coefficient of Determination

Based on the calculations in the table below The influence test was carried out for the three variables, and based on the Model Summary table, the Adjusted R Square (R^2) value was 0.889. This shows that 88.9 % of Organizational Climate (X_1) and Career Development (X_2) simultaneously influence Job Satisfaction (Y), while the remaining 11.1% is influenced by other factors not examined in this study.

CONCLUSION

1. Organizational Climate has a significant effect on Job Satisfaction. The partial test results show that the Organizational Climate variable (X_1) has a calculated t value that is greater than the t table, so the alternative hypothesis is accepted.
2. Career Development has a significant influence on Job Satisfaction The results of partial testing indicate that the Career Development variable (X_2) has a significant influence on Job Satisfaction. Clarity of career paths, opportunities for education and training, and a fair and transparent promotion system have a positive impact on personnel's feelings of satisfaction at work.
3. Organizational Climate and Career Development simultaneously have a significant effect on Job Satisfaction. The results of the simultaneous test (F test) show that Organizational Climate and Career Development simultaneously have a positive and significant effect on Job Satisfaction. The Adjusted R Square value of 0.889 indicates that 88.9% of the variation in Job Satisfaction can be explained by these two variables, while 11.1% is influenced by other factors not examined in this study.

REFERENCE

- Amabile T.M., Schatzela, E.A., Monetaa, G.B & Kramer SJ. (2004). Leader behaviors and the work environment for creativity: Perceived leader support. *The Leadership Quarterly* 15: 5–32.
- As'ad. (2010). *Psikologi Industri*. Ed 4, Yogyakarta: Liberty.
- B Flippo, Edwin. (2000). *Manajemen Sumber Daya Manusia*, Jakarta.
- Bass, B.M & Riggio, R.E. (2006) *Transformational Leadership*, 2nd ed, New Jersey: Lawrence Erlbaum Associate, Publishers, Mahwah,
- Bateman, T.S. & Snell, S.A. (2004). *Management: The New Competitive Landscape*. New York: Sixth Edition. McGraw Hill.
- Bernardin, H.J. (2003). *Human Resources Management: An Experiential*. Approach, 3rd edition. New York: McGraw-Hill/Irwin.
- Bohlander, G & Scott Snell. (2010). *Principles of Human Resource Management*, 15th ed. Mason, OH: South Western - Cengage Learning.
- Byars, Lloyd I. dan Leslie w. Rue. 2006. *Human Resource Management* 8th edition. McGraw-Hill.
- Cardoso Gomes Faustino. 2004. *Manajemen Sumber Daya Manusia*, Bandung: Remaja Rosdakarya.
- Chan LLM, Shaffer MA and Snape E. 2004. In search of sustained competitive advantage: the impact of organizational culture, competitive strategy and human resource management practices on firm performance. *International Journal of Human Resource Management* 15 (1): 17-35.
- Danang, Sunyoto. 2012. *Manajemen Sumber Daya Manusia*. Jakarta: PT Buku Seru
- Davis, Keith dan John W. Newstrom, 2016, *Perilaku Dalam Organisasi*, Jilid I, Edisi Keenam, Alih Bahasa: Agus Dharma, Jakarta, PT. Erlangga.
- Dessler dan Huat Tan. 2012. *Human Resource Management: An Asia Perspective*, 2nd ed. Singapore: Pearson Education South Asia.
- Dessler, Gary. 2016. *Manajemen Sumber Daya Manusia* Jilid 1. Jakarta: PT. Indeks.

- Flippo, Edwin B, 1982, Manajemen Personalia, Terjemahan Moh. Masud, Jilid 1 dan 2, Edisi 6, Penerbit Erlangga, Jakarta
- Gibson, Ivancevich, Donnelly, Konopaske. 2007. Organizations Behavior Structure Processes. Thirteenth Edition. McGraw Hill Inc
- Gibson, James L. Dkk. 2016. Organizations Behaviour, Structure, Processes. Dallas : Business
- Gomes, Faustino Cardoso, 2013, Manajemen Sumber Daya Manusia, Penerbit Andi. Yogyakarta.
- Handoko, Hani. 2015. Manajemen Personalia dan Sumber Daya Manusia. Edisi 2. BPFE Yogyakarta.
- Hariandja, MARIHOT TUA EFENDI. 2015. Manajemen Sumber Daya Manusia. Jakarta: PT. Grasindo
- Hasibuan, Malayu SP, 2012. Manajemen Sumber Daya Manusia. PT. Bumi Aksara, Bandung.
- Hawthorne, 2011, Manajemen Personalia dan Sumber Daya Manusia. Yogyakarta: BPFE.
- Henry Simamora. 2001. Manajemen Sumber Daya Manusia. STIE YKPN. Yogyakarta.
- Jonathan, Sarwono. 2006. Metode Penelitian Kuantitatif dan Kualitatif. Yogyakarta: Graha Ilmu.
- Kreitner dan Kinicki. 2001. Organizational Behavior. Fifth Edition. Irwin McGraw-Hill.
- Mangkunegara, A.A.P. (2011). *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: PT Remaja Rosdakarya.
- Mathis, L.R & Jackson, H.J. (2013). *Manajemen Sumber Daya Manusi* (Terjemahan Jimmy Sadeli dan Bayu Prawira), Jilid 1; Jakarta: Salemba Empat.
- Mondy, R. Wayne. 2008. Manajemen Sumber Daya Manusia. Jakarta: Penerbit. Erlangga.
- Pattanayak B. 2013. Gaining competitive advantage and business success through strategic HRD: an Indian experience. Human Resource Development International 6 (3): 405-411.
- Rivai, Veithzal. 2018. Manajemen Sumber Daya Manusia untuk Perusahaan, Bandung: PT. Remaja Rosda Karya.
- Robbins, Stephen P. 2011. Perilaku organisasi. Jakarta: PT. Indeks Kelompok Gramedia.
- Robert Stringer, 2012, Leadership and Organizational Climate. Prentice Hall New Jersey
- Siagian, Sondang, 2017. Manajemen Sumber Daya Manusia, Bumi Aksara, Jakarta.
- Strauss dan Sayles. 2000. Perilaku Organisasi (Terjemahan Early Sundari). Jakarta: Penerbit Salemba Empat.
- Stringer, Robert, 2002, Leadership And Organizational Climate, Prentice Hall, New Jersey.
- Stringer, Robert, 2002, Leadership And Organizational Climate, Prentice Hall, New Jersey.
- Sugiyono, 2003, Statistik Untuk Penelitian, Bandung. Alfabeta.
- Sulistiyani, A.T & Rosidah. (2003). *Manajemen Sumber Daya Manusia*. Yogyakarta: Graha Ilmu.
- Suryana Sumantri. 2001. Perilaku Organisasi. Bandung: Universitas Padjadjaran.
- Suwatno dan Donni Juni Priansa. 2011. Manajemen Sumber Daya Manusia. Dalam Organisasi Publik Dan Bisnis. Bandung : Cv. Alfabeta.
- Umar, Husein. 2008. Metode Penelitian untuk Skripsi dan Tesis Bisnis Edisi Kedua. Jakarta: PT RajaGrafindo Persada
- Vaughan S. 2003. Performance: self as the principal evaluator. Human Resoruce Development International 6 (3): 371-385.
- Wang Y and Lo HP. 2003. Customer-focused performance and the dynamic model for competence building and leveraging A resource-based view. Journal of Management Development. 22 (6): 483-526.
- Wirawan. 2007. Budaya dan Iklim Organisasi: Teori, aplikasi, dan penelitian. Jakarta: Salemba Empat.
- Wirawan. 2008. Evaluasi Kinerja Sumber Daya Manusia. Jakarta. Salemba Empat.