

THE EFFECT OF CAREER DEVELOPMENT ON EMPLOYEE SATISFACTION AT PT CHAROEN POKPHAND INDONESIA

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Abstract

The Effect of Career Development on Employee Job Satisfaction at PT Charoen Pokphand Indonesia in Makassar class of 2018. This study aims to determine career development has a significant effect on employee job satisfaction at PT Charoen Pokphand Indonesia. the type of data in this study is quantitative data using pearson product moment correlation analysis, the coefficient of determination and the t test. while the data sources are primary data and secondary data. Interview and questionnaire data collection methods sent a Google Form survey to 143 employees of PT Chaeron Pokphand Indonesia in Makassar. Based on the research results, the correlation coefficient (r) was obtained = 0.707, the coefficient of determination (r^2) = 50%, t count = 7.540 > t table = 1.672. This means that career development has a significant effect on employee job satisfaction at PT Charoen Pokphand Indonesia in Makassar.

Keywords: *Career Development, Job Satisfaction*

A. INTRODUCTION

Career development is a must for someone to work in an organization. Because, almost everyone wants their career to develop, wants to experience and feel progress in better career conditions. On the other hand, hardly anyone wants to experience setbacks in their best career, especially if they stop. Career is the number of job positions a person takes from the lowest position to the highest position in the work life cycle (Sinambala, 2016: 253). Career development that is not clear is the responsibility of the company which makes employees unable to create, there is no career path, career development is not only to provide opportunities for employees to get a higher career path, but to provide awareness of responsibility for the business carried out by employees .

Career development is one of human resource management activities as a kind of assistance and relationship between employees and companies. Despite the fact that all depends on the exceptional skills and participation of employees, companies must still provide shelter and support through well-organized development programs. The more a company's career development system, the simpler it is for employees to

develop their career and their influence has an impact on the company's progress as well. Job satisfaction is an employee's enjoyment of his role and work in the company. The level of satisfaction is often influenced by the expected feedback. "Hasibuan (2010) argues that job satisfaction is an emotional attitude towards happiness and love of work".

PT Charoen Pokphand Group is a multinational company based in Thailand with companies throughout Asia, one of which is Indonesia, founded in 1971 under the name PT Charoen Pokphand Indonesia Tbk (commonly referred to as CPI). Agribusiness sector to date (animal feed and DOC). In the career development of employees at PT Charoen Pokphand Indonesia are education, training and transfers. Education is an activity to develop the attitudes, behavior, skills and knowledge of employees. While training is to increase the knowledge of employees' abilities to carry out their work more effectively and efficiently and mutations, namely changes in the status/position or position of employees. According to researchers, career development is also not only a matter of position but emphasizes improving the ability of employees. As HRD may have done in the company, Starting a career development program is not easy.

There are 3 important roles in PT Charoen Pokphand Indonesia, namely:

Individual: every employee is responsible for developing himself to achieve a certain position.

Manager: provide support and feedback on the performance that has been displayed by employees

Companies: become a driving force by providing career path training programs.

PT Charoen Pokphand Indonesia Tbk, is engaged in manufacturing (animal feed) in the city of Makassar. Some of the problems that have arisen at PT Charoen Pokphand Indonesia Makassar include a lack of training for staff and employee creativity. Lack of top direction to subordinates, lack of opportunities to advance in job promotions that employees have.

Based on the background description above, the authors are interested in raising the title: "**The Influence of Career Development on Employee Job Satisfaction at PT Charoen Pokphand Indonesia**".

Based on the background description above, the formulation of the problem in this study is: Does career development have a significant effect on employee job satisfaction at PT Charoen Pokphand Indonesia?

The purpose of this study was: "to find out that career development has a significant effect on employee job satisfaction at PT Charoen Pokphand Indonesia".

B. LITERATURE REVIEW

Career development

Development is personal improvement carried out by individuals to achieve career planning and improvement of work plans by the personnel department in accordance with organizational lines or levels. Position is the overall

position/job/position that a person can occupy during a career working in an organization or organization.

According to "Hasibuan (2012: 31), career development indicators consist of:

1. Education
Education is concerned with increasing general knowledge and understanding of our entire environment.
2. Training
Improving the competence or skills of employees in the business sector.
3. Mutation
Transformation is a change that is ready, position, area, and that occurs both in the horizontal or vertical plane (promotion or demotion) in an organization.
4. Job promotion
Promotion is a transfer that extends power and responsibility in an organization to a higher level, with greater obligations, rights, status and income with it.
5. Working hours
Tenure can also affect the quality of employee performance in carrying out their job responsibilities.

Job satisfaction

Measuring the level of satisfaction because everyone has a different measure of satisfaction. According to "Rivai (2009: 118), indicators of job satisfaction are as follows:

1. Fill in the work
Job satisfaction, the emergence of actual work tasks and control as a job.
2. supervisor
A supervisor is a position in the corporate structure that has the authority and authority to issue orders to his subordinates under the direction of his superiors.
3. Organization Management
Company organization, how to organize employees. How management mobilizes employees.
4. Promotional opportunities
Here, employees can develop their careers so that they have the opportunity to advance.
5. Compensation and Rewards
Wages are work-related compensation, paid monthly, as a fixed expense, while incentives are additional income that boosts employee morale.
6. Work colleague
Where fellow employees who are competent and support each other in work and create a harmonious atmosphere within the company or organization.
7. working conditions
Comfortable working conditions are created within the company.

hypothesis

The hypothesis is a temporary solution for this research problem, until it is proven through the information that has been collected "Arikunto 2006". About the hypothesis in this study are:

It is suspected that career development has a significant effect on job satisfaction at PT Charoen Pokphand Indonesia

Conceptual Models

The frame of mind is made to make it easier, to understand the influence of the independent variables in the form of career development on employee job satisfaction. Based on this, the framework of this research is as follows:

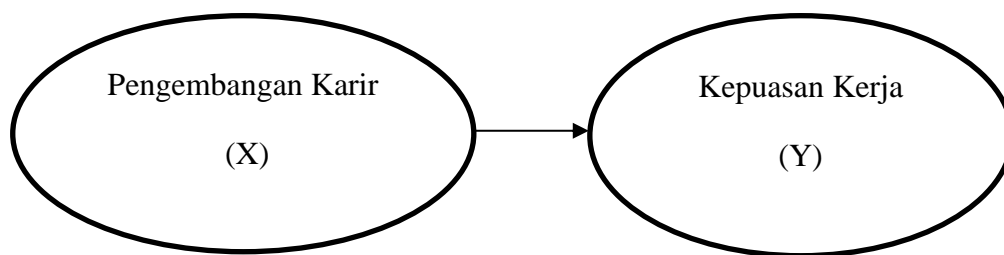



Figure 1 : Conceptual Model

Information :

Career Development (X) = Independent Variable

Job Satisfaction (Y) = Dependent Variable

 = Research Object
= Connection Line

The independent variable is an independent variable, this variable can also be called the influence variable, and is abbreviated as the X variable.

Related variables are variables that can change under the influence of the independent variable (Variable Y). the related variable is also often referred to as the independent variable affected variable and abbreviated Y Variable.

C. RESEARCH METHODS

Place and time of research

This research was conducted at PT. Charoen Pokphand Indonesia Tbk, which is located in the Makassar Industrial Area (KIMA) Jalan Kima 17 Kav. DD11, Tamalanrea, Makassar City, South Sulawesi (90244). The time of this research was carried out in February 2022.

Population and Sample

Population

As shown by Rumbuk (2016: 15) the population is a generalization area consisting of objects/subjects that have certain characteristics and are not entirely resolved by research to study and then make conclusions. In this study, the population was all employees of PT Charoen Pokphand Indonesia, 143 employees.

The sample is very important for the quantity and quality driven by the population (Sugiyono: 81). Thus the characteristic population to be investigated and can represent the entire population so that the number is less than the population. The population is 59 people.

Types of Research Data

The types of data used in this research are primary data and secondary data.

Primary data is data that provides data directly to data collectors (Sugiyono, 2014). main data obtained by distributing questionnaires to respondents (ie employees of PT Charoen Pokphand Indonesia).

Secondary data is data collected from various pre-existing sources for various purposes (Sugiyono, 2014). Secondary data comes from theoretical books, scientific writings, and journals that are relevant to the research question.

Data collection technique

Data collection techniques are methods of collecting data that are relevant for research. In this study, the data collection techniques used were:

1. Interview

Interviews are questions and answers with parties entitled to provide the necessary data.

2. Questionnaire (questionnaire)

Methods of data collection, consisting of the contents of a series of questions posed to respondents. Data collection was carried out through a questionnaire (questionnaire) and was filled out by respondents in the form of questions, with alternatives identified for each question. According to Arikunto (2006:46), researchers also minimize the number of questions.

Variable Measurement Scale

The estimation scale used in this study is the Likert scale. The Likert scale is a scale that is used to set perspectives, feelings and individual or group affirmations of social phenomena (Sugiyono 2018).

No	Alternative Answers	Score
1	Strongly agree (SS)	5
2	Agree (S)	4
3	Disagree (KS)	3
4	Disagree (KS)	2
5	Strongly disagree (STS)	1

Data analysis method

1. Correlation coefficient analysis

Perarson correlation (product moment) is a statistical test tool used to test the relationship hypothesis (relationship test) of two variables, whether the data is internal or ratio scale.

$$r = \frac{n \sum XY - (\sum X) \cdot (\sum Y)}{\sqrt{\{n \cdot \sum x^2 - (\sum x)^2\} \{n \cdot \sum Y^2 - (\sum Y)^2\}}}$$

Where:

r = Correlation Coefficient.

n = amount of data or research.

x = independent variable, in this case career development.

y = The dependent variable in this case is job satisfaction.

2. Determination coefficient analysis

²) tends to be studied so that the magnitude of the impact that the variable has with other variables, especially by comparing the level of the coefficient of determination, is known. If (r^2) is getting bigger close to 1 (one) then the model is more appropriate to find out the value of the coefficient using the following formula:

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

Information :

Kd = Coefficient of Determination.

r = Squared Correlation Coefficient.

The decision correlation value ranges from 0 to 1 if the coefficient of determination is close to 1. The impact method of the independent variable is strong. In any case, if the value of the coefficient of determination is close to 0, it means that the influence of the independent variable on the independent variable is increasingly vulnerable (Nawari: 2010).

3. T test

The t-test is used to determine whether the independent variable has a significant effect at 0.10. If the significance value is less than the confidence level, we accept the alternative hypothesis that the independent variables partially affect the independent variables.

The formula used is as follows:

$$th = r \sqrt{\frac{n-2}{1-r^2}}$$

Where :

Th = Hypothesis Test

r = correlation coefficient

n = number of samples

D. RESEARCH RESULTS AND DISCUSSION

Respondent Identity

In this study, the objects taken as samples were employees at PT Charoen Pokphand Indonesia in Makassar. Employees are used as research objects as many as 59 employees.

Analysis of the identity of the respondents in this study was seen from several perspectives, including depending on age level, years of service, last education and gender. The characterization carried out by employees in research is to: find out clearly and precisely the description of employees as an object of this research.

Respondents Based on Age Level

Age (Years)	Amount	Percentage
22-25	22	37%
26-29	26	44%
30-33	11	19%
Total	59	100%

Source: Primary Data

Based on the table shows that the number of respondents collected by age is 22-25 years as many as 22 respondents (37%), 26-29 years as many as 26 respondents (44%), 30-33 years as many as 11 respondents (19%). This means that more people aged 26-29 work at PT. Chaeron Pokphand Indonesia in Makassar.

Years of service

Length of working	Amount	Percentage
2-9 Months	3	5%
1-3 Years	41	69%
4-5 Years	15	25%
Total	59	100%

Source: Primary Data

Based on the table shows that the number of respondents collected based on length of work is 2-9 months with 3 respondents (5%), 1-3 years with 41 respondents (69%) and 4-5 years with 1-5 years (25%) . This means that 1-3 years of work more work at PT. Chaeron Pokphand Indonesia in Makassar.

Last education

Final Education	Amount	Percentage
high school	2	3%
D3-S1	54	92%
S2	3	5%
Total	59	100%

Source: Primary Data

Based on the table it shows that the number of respondents who were collected based on their last education was SMU with 2 respondents (3%), D3-S1 with 54 respondents (92%) and Masters with 3 respondents (5%). This means that with the last D3-S1 education, more people work at PT. Charoen Pokphand Indonesia in Makassar.

Gender

Gender	Amount	Percentage
Man	35	59%
Woman	24	41%
Total	59	100%

Source: Primary Data

Based on the table shows that the number of respondents who were collected based on gender was 35 male respondents (59%) and 24 female respondents (41%). This means that Males work more at PT. Chaeron Pokphand Indonesia in Makassar.

Correlation Analysis

Perarson correlation (product moment) is a statistical test tool used to test the relationship hypothesis (relationship test) of two variables .

$$r = \frac{n \sum XY - (\sum X) \cdot (\sum Y)}{\sqrt{\{n \cdot \sum x^2 - (\sum x)^2\} \{n \cdot Y^2 - (\sum Y)^2\}}}$$

$$= \frac{59 \times 88425 - (1306)(3969)}{\sqrt{(59 \times 29108 - (1306)^2)(59 \times 270257 - (3969)^2)}}$$

$$= \frac{5217075 - 5183514}{\sqrt{(1717372 - 1705636)x(15945163 - 15752961)}}$$

$$= \frac{33561}{\sqrt{(11736)(192202)}}$$

$$= \frac{33561}{\sqrt{2255682672}}$$

$$= \frac{33561}{47494,03}$$

$$r = 0.707$$

Table 1

Value interpretation (r)

Coefficient Interval	Relationship Level
0.00	Not correlated
0.01-0.20	Very low
0.21-0.40	Low
0.41-0.60	Currently
0.61-0.80	Enough
0.81-0.99	High (strong)
1.00	Very high (very strong)

Source: Husaini Usman (1995:201)

The value ($r = 0.707$) can be interpreted that the relationship between the two research variables is positive, in the Enough category. Can be connected positively and sufficiently influential between variable X (Career Development) to variable Y (Job Satisfaction). This means that if Career Development is good, there will also be an increase in Employee Job Satisfaction.

Determination coefficient analysis

Analysis of the coefficient of determination (r^2) with the aim of knowing how much impact one variable has on other variables, is more specific by comparing the magnitude of the coefficient of determination. If r^2 is getting bigger, closer to 1 (one), then the model is more appropriate.

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

The coefficient of determination (KD) = $r^2 \times 100\%$

$$KD = (0.707)^2 \times 100\%$$

$$KD = 0,499 \times 100\%$$

$$KD = 50\%$$

The value ($r^2 = 0.707$ which is influenced by the results of the calculation of the coefficient of determination (KD) can be interpreted that the independent variable x (career development) is able to explain the variable Y (job satisfaction) of 0.499 meaning that it has a contributing impact of 50% and the rest is influenced by other variables outside regression equation models.

Count t test

The t-test is used to determine whether the independent variable has a significant effect at 0.10. If the significance value is less than the confidence level, we accept the alternative hypothesis that the independent variables partially affect the independent variables.

The formula used is as follows:

$$th = \frac{r \sqrt{n-2}}{\sqrt{1-r^2}}$$

$$= \frac{0,707 \sqrt{59-2}}{\sqrt{1-(0,707)^2}}$$

$$= \frac{0,707 \sqrt{57}}{\sqrt{1-0,499}}$$

$$= \frac{0,707 \sqrt{57}}{\sqrt{0,501}}$$

$$= 0,707 \sqrt{113,77}$$

$$= (0.707) (10.666)$$

$$= 7.540$$

The t table value uses the t= distribution

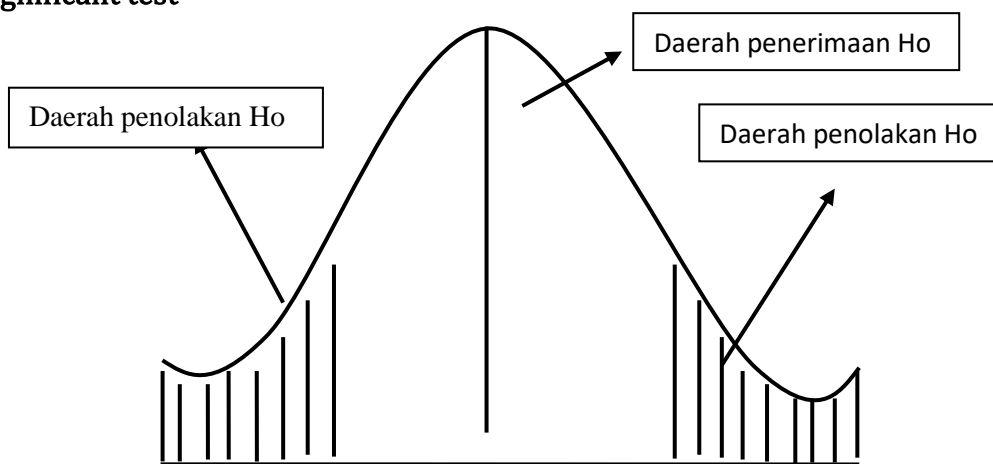
$$\alpha = 0.10$$

$$n = 57$$

$$t_{\text{table}} = 1.67203$$

From the calculation results obtained t value of 7.540. This value after being compared with the t table value is greater than the t count with an α level of 10% . which means H_a is accepted ($H_a : \beta \neq 0$) and H_0 is rejected ($H_0 : \beta = 0$) so, it can be said that there is an influence between variable X and variable Y, so that the hypothesis says that career development has a significant effect on employee job satisfaction at PT Charoen Pokphand Indonesia.

Figure 2 Test Curve t significant test



- t count - t table 0 t table t count

- 7,540 -1,672 1,672 7,540

Source of data: Data that has been Processed

E. CLOSING

Conclusion

Based on the results of the above research, the following conclusions can be drawn:

1. Based on the results of the research conducted it was very good and it was concluded that the Career Development variable had a Significant Influence on Employee Job Satisfaction at PT Charoen Pokphand Indonesia in Makassar.
2. Based on the results of the t test it is known that the calculated t value for the career development variable is ($7.540 > t_{\text{table}} = 1.672$) thus the Career Development variable has a significant effect on Employee Job Satisfaction at PT Charoen Pokphand Indonesia in Makassar.
3. Based on the results of the calculation of the coefficient (R) it is known that the correlation coefficient value is used to test the hypothesis, so there is a relationship between the two variables, namely career development on employee job satisfaction obtained = 0.707 and the coefficient of determination which means to find out how much influence one variable has on another variable others obtained (r^2) = 0.499.

Suggestion

Based on the results of the research that the writer did, there are several things that the writer would like to convey to the company, namely as follows:

1. In order for PT Charoen Pokphand Indonesia's job satisfaction to remain good, the company must always pay attention to employees by maintaining and increasing career development for employees so that performance increases.
2. We recommend that in the future, continuous training is carried out on the grounds that it may be an effective way to increase career development.
3. Preferably in the future, employees in the company must continue to improve their knowledge and skills in order to increase better career development.

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