THE INFLUENCE OF CAREER DEVELOPMENT AND TRAINING ON JOB SATISFACTION IN KARAWANG DISTRICT EMPLOYEES

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Abstract

Purpose: To analyze the influence of career development and training on employee job satisfaction at the BKPSDM Karawang office.

Research Methodology: This study employed a quantitative verification method. The population consisted of 53 employees, with all employees included using saturated sampling. Data analysis was conducted using multiple linear regression through SPSS v.25 software.

Results: Career development showed a positive influence on job satisfaction. Training demonstrated a positive and significant influence on employee job satisfaction at BKPSDM Karawang. The study found that both Career Development (X1) and Training (X2) variables have an influence on employee Job Satisfaction (Y).

Limitations: The study was confined to the BKPSDM Karawang office and focused solely on career development and training as factors affecting job satisfaction. Other potential influential variables such as discipline, workload, work schedule, motivation, environment, and leadership style were not examined in this research.

Contribution: This research provides insights into the relationships between career development, training, and job satisfaction in a local government office setting. The findings can inform management strategies to enhance employee job satisfaction by focusing on career development and training programs in similar public sector environments.

*Keywords: Career Development, Training, Job Satisfaction*

1. INTRODUCTION

(Rismayadi and Pertiwi 2023) said "The existence of human resources can obtain quality results is the hope of organizations or government agencies, for organizations or government agencies that have quality resources, they will be able to achieve optimal performance as desired by the organization, both by individual employees and groups in organizations or government agencies so that they will achieve and realize the goals of an organization"

BKPSDM, namely the Human Resources Development and Personnel Agency (BKPSDM) is a government agency that was formed after regional autonomy in 1999. Before the implementation of regional autonomy, all personnel affairs were in the central government, which existed in the regions only as implementers of personnel administration from central government policies. However, currently BKPSDM is more than carrying out that task, BKPSDM also manages all personnel affairs including the promotion process and government affairs in the field of Personnel and Human Resource Development. Based on Karawang Regent Regulation Number 65 of 2016 concerning the Position, Organizational Structure, Duties, Functions and Work Procedures of the Karawang Regency Human Resources Development and Personnel Agency, BKPSDM has the main task of assisting the regent in carrying out supporting functions for government affairs that are the authority of the region in the field of personnel and education and training as well as assistance tasks assigned to the region. (LAKIP BKPSDM 2022) In increasing the desired job satisfaction, the career development program carried out by the company can have an impact on the quality of employee human resources that the company has and increase employee job satisfaction in the company. Proven by research conducted in (Sulthan 2023) confirming that training and opportunities for career development have a significant impact on job satisfaction of Telkom University employees. Another study conducted by (Wau 2021) found that career development has a positive impact on employee job satisfaction at the MNC Studios company. With career development activities, the company is expected to create equality between employee needs or company capabilities, create employee motivation in realizing the desired career planning so that this can have an impact on the contribution given to the company. (Faronsyah & Trisninawati 2020) shows that career development significantly affects employee job satisfaction. According to research (Akhmal 2019) explains that career development has a positive impact on employee job satisfaction at PT. X in Tanjung Morawa, Medan. To analyze employee job satisfaction at the Karawang BKPDSDM Service, data is needed that has a direct influence on employee job satisfaction at the Karawang BKPSDM Service. The following is pre-research data conducted by researchers on employees of the Karawang BKPSDM Service that researchers have processed, including the following:

Table 1. Results of the Pre-Research Questionnaire Regarding Employee Job Satisfaction
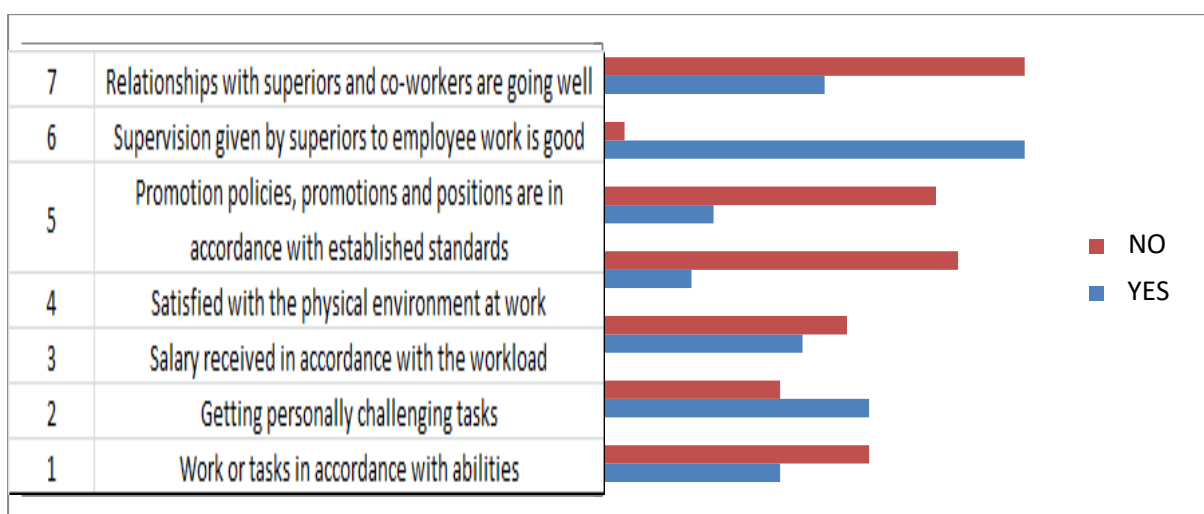
Source: Pre-Research Results in 2024

After conducting pre-research by distributing questionnaires to employees at BKPSDM Karawang, researchers found a phenomenon about employee job satisfaction, namely researchers found a phenomenon of dissatisfaction with work or tasks that were not in accordance with the abilities of their employees, and the salary received by employees was slightly not in accordance with the workload or tasks given, then there was employee dissatisfaction regarding the physical environment in the agency, then in addition there was a lack of clarity regarding the promotion policy regarding promotions in the agency, then from the results of the pre-research conducted by researchers, employees also felt that the supervision carried out by leaders or superiors regarding employee work was very lacking.

(Widyanti 2019) said "Career development is a step taken by companies or organizations to create and produce highly skilled and talented workers to understand and effectively develop their professional interests and skills. According to (Fadli 2023) states "Career development is also an expression that shows the progress of a person's position in an organization". Different from (Denok Sunarsi 2020) who explains that career development is the process of identifying a person's career potential by applying the right method to develop that potential and starting with an evaluation of employee performance. The following is supporting data that influences Career Development at the Karawang BKPSDM Service, including the following:
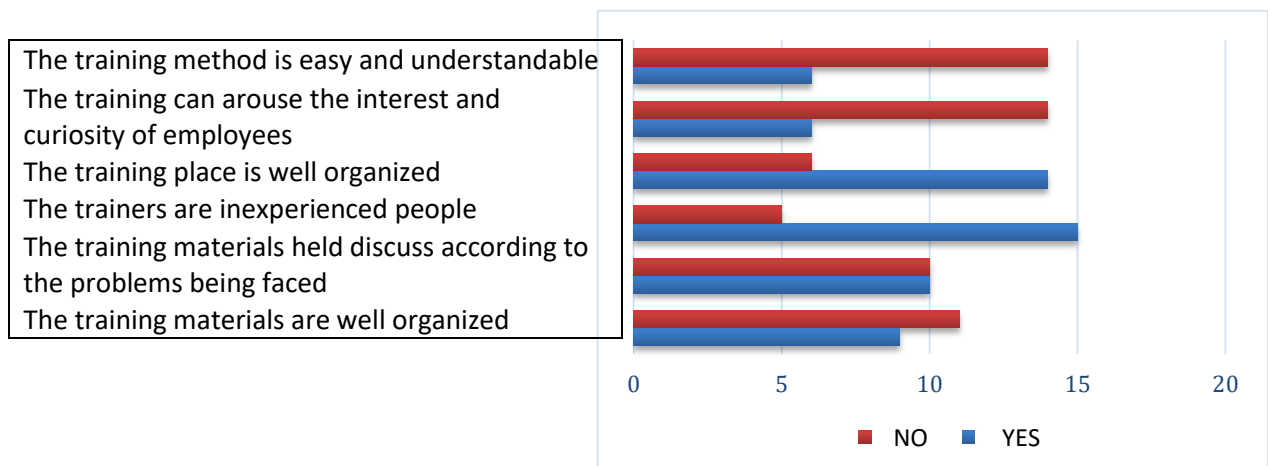
Table 2. Supporting Data

NO	INDICATOR	TARGET	ACHIEVEMENT	PERSEN %
1	ASN employees	8.000	7.508	93,85%
2	PNS who received a promotion decree	1200	1176	98,00%
3	Vacant high-ranking positions that have been filled	16	10	62,50%
4	PNS who took the civil service exam	100	93	93,00%
5	SLKS given by PNS	280	273	97,50%
6	Executor of vacant positions	9	6	66,67%

Source: BKPSDM Karawang 2022, processed by the author 2023

Based on the table above, it can be concluded that in 2022 the achievement of career development at the BKPSDM Karawang office was in a fluctuating or fluctuating state. According to the results of interviews with BKPSDM Karawang employees in the career development section, the lack of achievement presentation was due to the lack of clarity of career development in each employee section in the BKPSDM Karawang office. This can be seen from the number of employees who did not achieve their career development targets due to the lack of satisfaction and training that was not expected by employees that did not comply with the SOP. This factor is due to the low quality of information regarding career development provided by the BKPSDM Karawang office.

According to (Uus MD Fadli 2023) to improve employee careers, a competency-based training system was created that was able to improve employee skills in order to realize the placement of human resources that were owned according to their expertise. According to (Fadli 2023) one of the steps taken by the organization to win the competition in improving human resources is supported by the financial capabilities of the organization, which can develop employees. The following is supporting data that influences Training at the Karawang BKPSDM Service, including the following:

Graph 2. Supporting Data for Pre-Research Questionnaire Results

The training method is easy and understandable
The training can arouse the interest and curiosity of employees
The training place is well organized
The trainers are inexperienced people
The training materials held discuss according to the problems being faced
The training materials are well organized

After conducting pre-research by distributing questionnaires to employees at the Karawang BKPSDM office, the researcher found a phenomenon, namely the training method was not easy for employees to understand, and the training received by these employees was not enough to increase their curiosity, then from the results of this pre-research, employees felt that the work training material was not well organized.

Previous research results (Sulthan., 2023) The results obtained in this study indicate that career development has a significant positive impact on job satisfaction and training has a significant positive effect on employee job satisfaction at PT. Taiho Nusantara. The findings found describe that career development variables (X1) and training (X2) have an effect on job satisfaction (Y).

Previous research results (Firmansyah and Ubaidillah 2022) show that career development variables have a significant effect on job satisfaction at PT. Sekawan Cosmetics Wasantara, training variables do not have a significant effect on job satisfaction variables at PT. Sekawan Cosmetics Wasantara, motivation variables have a significant effect on job satisfaction at PT. Sekawan Cosmetics Wasantara, career development variables have the most significant effect on job satisfaction at PT. Sekawan Cosmetics Wasantara. The purpose of this study is to determine the partial effect of career development on employee job satisfaction at BKPSDM Karawang Regency. To determine the partial effect of training on employee job satisfaction at BKPSDM Karawang Regency. To determine the simultaneous effect of career development and training on employee job satisfaction at BKPSDM Karawang Regency.

2. LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT
Human Resource Management

According to (Fauzi et al. 2022) Human Resource Management is a branch of Management science. Human resource management is management related to all activities related to human resource management. Human resource management activities are carried out in organizations, both formal and informal organizations. In the journal (Rismayadi 2023) defines human resource management as the development of human resources aimed at planning,

implementing, recruiting, training, and developing employee careers. In the journal (Wike Pertiwi 2023) defines that human resource management is the process of managing people, through planning, recruitment, selection, training, development, compensation, career, safety and health and maintaining industrial relations until termination of employment in order to achieve agency goals and improve welfare. Based on the definition above, it can be synthesized; Human Resource Management (HRM) is a branch of management science that focuses on the management of human resources in organizations.

Organizational Behavior

In the book (Widyanti 2019) organizational behavior is an applied behavioral science built from a number of behavioral disciplines, especially psychology, sociology, and anthropology. The contribution of psychology is mainly on individuals or micro-level analysis, organizational behavior is an applied behavioral science built from a number of behavioral disciplines, especially psychology, sociology, and anthropology. The contribution of psychology is mainly on individuals or micro-level analysis, job satisfaction is also considered important because of its relationship to positive behavior. In the book (Wijaya 2017) Organizational Behavior is a field of study that investigates the impact of individuals, groups, and structures on behavior in organizations with the intention of applying such knowledge to improve organizational effectiveness. According to Wibowo in the book (Wijaya 2017) Organizational behavior is the study of human behavior in an organizational environment, the relationship between individuals and organizations, and the organization itself. Based on the definition above, it can be synthesized; Organizational Behavior is a field of study that explores the impact of individuals, groups, and organizational structures on behavior within it.

Human Resource Management

According to (Hasibuan, 2019) human resource management is the science and art of directing employee relationships and feelings to effectively and efficiently help achieve an organization's goals. According to (Johan, 2020) Human Resource Management (HR) requires a new strategic management approach to achieve better business outcomes. The organizational sustainability model framework in era 4.0 is used to map HR strategies to achieve sustainable competitive advantage. According to (Dea, 2024) Effective HR management, employees in the organization have the ability to overcome various challenges that arise and adapt quickly to changes, both internal and external. Based on the definition above, it can be synthesized; HR management is the science and art of managing employee relationships and emotions to be effective and help achieve organizational goals.

Career Development

In the journal (Wike Pertiwi 2019) career development of an employee needs to be done because an employee working in an organization not only wants to get what he has today, but also expects there to be changes, progress, opportunities given to him to advance to a higher and better level. In the journal (Sulthan 2023) explains career development is an employee activity that is able to direct employees in planning their future careers in the company, so that employees and the company can develop optimally. According to (Efendi 2023) the purpose of Career Development is to achieve individual and company goals and help employees understand their potential skills for certain tasks according to their potential and competence. Based on the definition above, it can be synthesized; Career development is a company initiative to plan employee careers, increase motivation, and performance. According to (Busro, 2018) career development variable indicators, namely:

1. Career clarity, measured by indicators: clear promotion, opportunity to become head/leader or deputy head/leader, opportunity to occupy certain positions according to the existing organizational structure.
2. Self-development is measured by indicators: opportunities to participate in various training, opportunities to continue education, opportunities to participate in various seminars/discussions/workshops, opportunities to participate in various competency courses to obtain expertise certificates.
3. Improvement of performance quality is measured by indicators: increasing self-discipline, loyalty, increasing motivation among employees.

Training

Training according to the journal (Sulthan 2023) training is a process in building and equipping employees with additional skills, abilities, knowledge, and behavior. Another opinion according to (Sinambela 2019) explains that training is an activity in improving an employee's skills by allocating a budget as a form of investment. In the journal (Wike Pertiwi 2023) training can be defined as a mechanism that has the expertise needed by employees to carry out their duties. Based on the definition above, it can be synthesized; Training is the process of developing and equipping employees with additional skills, abilities, knowledge and behavior. According to (Ahmad 2019) Training variable indicators, namely:

1. Training materials are well designed, training materials held discuss the problems being faced or being discussed
2. The method chosen has been adjusted to the type of training to be implemented, the training method can be easily understood by participants, the trainers are experienced and expert in their fields, the trainers can increase the attention of personnel to aspects of the tasks and responsibilities carried out.
3. The training place is well organized, training facilities and equipment have been provided in full.
4. Training participants focus on the problems being handled in the field, training participants pay attention to things that are their duties and functions as good employees.
5. Training can increase participation in work volume, training can arouse employee interest and curiosity about something.

Job Satisfaction

In the journal (Sulthan 2023) explains that job satisfaction is a compilation of workers' feelings with their work, whether they are happy or unhappy. Employees' feelings about their work reflect their behavior in doing their work. According to the journal (Ranjabar 2021) it is said that job satisfaction is a collection of employee views regarding whether the work is pleasant or unpleasant. In the journal (Budi Rismayadi 2023) job satisfaction is a feeling that arises and is expressed by an individual when they are able or unable to meet the expectations of the work process assigned to them. Robbins defines job satisfaction as something that can be achieved at work because employees have worked well and deserve to receive awards. Based on the definition above, it can be synthesized; Job satisfaction includes the overall feelings of employees towards work, showing happiness or unhappiness. According to (Robbins, 2012) Indicators of job satisfaction variables:

1. His own tasks, tasks according to habits, personally challenging tasks.
2. Own salary, the amount of salary received, the determination of wages.

3. Promotion, amount of salary received, choosing promotion method
4. Supervision, employees are given superiors, how to supervise employees
5. Satisfaction with superiors, satisfaction with coworkers
6. Working Conditions, satisfaction with the physical environment at work.

Hypothesis Development

The hypothesis of the above framework of thought is determined as follows, which is a relationship between Career Development and Training on Employee Job Satisfaction described as follows:

H1: There is a partial influence of Career Development on employee job satisfaction at the Human Resources Development and Personnel Agency.

H2: There is a partial influence of Training on employee job satisfaction at the Human Resources Development and Personnel Agency.

H3: There is a simultaneous influence of Career Development and Training on employee job satisfaction at the Human Resources Development and Personnel Agency.
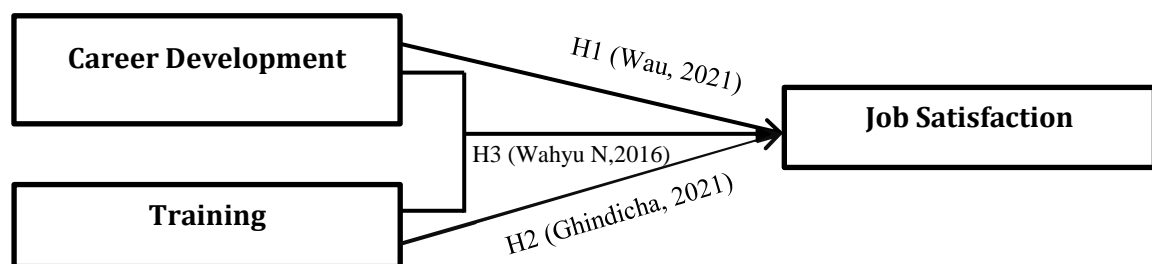

Fugure 1. Conceptual Framework

3. RESEARCH METHODOLOGY

According to (Ali 2020) The research method used in this study is a quantitative research method with verification analysis, namely by seeking information about existing symptoms, clearly defining the objectives to be achieved, planning the approach, collecting data as material for making reports and conducting hypothesis testing, and in collecting data using closed questionnaires.

Population

Population based on the explanation (Sugiyono n.d. 2022) that the population is a general area composed of objects with specific characteristics and levels agreed upon by researchers to be observed, studied, and conclusions drawn. The population in this study was all employees at BKPSDM Karawang as many as 53 employees. In this study, the side technique applied was the non-probability method.

Sample

According to (Herawati 2019) A sample is part of the number of characteristics possessed by a population. Another term for saturated sampling is census, where all members of the population are sampled. According to (Arikunto, 2020) in this study, the researcher used saturated sampling as a research sample. That saturated sampling is a sampling determination technique when all members of the population are used as samples. If the population is less than 100 people, then the total number of samples is taken. The sample used in this study was the total population of 53 employees.

Sampling Technique

According to (Rachamania 2022) Sampling technique is a technique for taking research samples through the use of several sampling techniques. In this study, the side technique applied is the non-probability sampling method of the saturated sampling technique model. According to (Sugiyono n.d. 2019) saturated sampling is a sampling determination technique when all members of the population are used as samples. The respondents selected by the author in this study were all employees of the BKPSDM office of Karawang Regency.

Data Collection Technique

Observation and distributing questionnaires to be answered. The application of instruments for collection in this study were questionnaires and interviews. According to (Sulthan 2023) The questionnaire in this study applied a Likert measurement scale, which was applied, namely a 5-point Likert scale, which meant, 1 Strongly Disagree, 2 Disagree, 3 Quite Agree, 4 Agree, and 5 Strongly Agree.

Data Source

According to (Sujarweni 2019) the data for this study is divided into primary data and secondary data. Primary data was obtained through a survey at the Karawang BKPSDM Service, which is the focus of the study. This data was obtained from observation, interviews, and filling out questionnaires. However, secondary data is supporting data from various sources such as the history and profile of the Karawang BKPSDM Service, journals relevant to the research variables, and the results of previous studies.

Data Analysis Technique

This study uses multiple linear regression analysis techniques. According to (Prasetyo 2021), Multiple Linear Regression is a regression analysis that describes the relationship between response variables (Y) and influencing factors that number more than one predictor (X1, X2, X3, X4, X5, X6, and X7), when an output is sought in numeric form and all the attributes owned are numeric, then linear regression is the right technique to solve it..

4. RESULTS AND DISCUSSIONS
4.1. Result

According to Arikunto (Khafid, 2017), validity testing is a measure of the suitability or level of suitability of an instrument. If the correlation is positive and the value is 0.3 and above, then it is said to be valid. Conversely, if the correlation of each element of the instrument is less than 0.3, then it is said to be invalid. The results of testing the research instrument in terms of validity on 30 respondents as stated in the following table, show that all statement items have an rcount value> 0.3610 in the rtable (0.05). The test results can be seen in the following table:

Table 3. Career Development Variables

Questionnaire Item No.	R Account	T Table	Note
X1.1	0,753	0,3610	Valid
X1.2	0,678	0,3610	Valid
X1.3	0,753	0,3610	Valid
X1.4	0,558	0,3610	Valid
X1.5	0,674	0,3610	Valid
X1.6	0,674	0,3610	Valid
X1.7	0,753	0,3610	Valid
X1.8	0,544	0,3610	Valid
X1.9	0,753	0,3610	Valid
X1.10	0,583	0,3610	Valid
X1.11	0,460	0,3610	Valid
X1.12	0,678	0,3610	Valid
X1.13	0,753	0,3610	Valid
X1.14	0,585	0,3610	Valid
X1.15	0,753	0,3610	Valid

Based on Table 3. The results of the validity test on the career development variable can be explained that all questions with a total of 30 respondents are said to be valid. This is because r-count> r-table using a significance level of 0.05 or five percent.

Table 4. Training Variables

Questionnaire Item No.	R Account	T Table	Noted
X2.1	0,757	0,3610	Valid
X2.2	0,689	0,3610	Valid
X2.3	0,757	0,3610	Valid
X2.4	0,785	0,3610	Valid
X2.5	0,640	0,3610	Valid
X2.6	0,640	0,3610	Valid
X2.7	0,442	0,3610	Valid
X2.8	0,632	0,3610	Valid
X2.9	0,655	0,3610	Valid
X2.10	0,689	0,3610	Valid
X2.11	0,670	0,3610	Valid
X2.12	0,655	0,3610	Valid
X2.13	0,785	0,3610	Valid
X2.14	0,640	0,3610	Valid
X2.15	0,785	0,3610	Valid

Based on Table 4. The results of the validity test on the training variable can be explained that all questions with a total of 30 respondents are said to be valid. This is because r-count> r-table using a significance level of 0.05 or five percent.

Table 5. Job Satisfaction Variables

Questionnaire Item No.	R Account	T Table	Noted
Y.1	0,812	0,3610	Valid
Y.2	0,641	0,3610	Valid

Y.3	0,474	0,3610	Valid
Y.4	0,641	0,3610	Valid
Y.5	0,638	0,3610	Valid
Y.6	0,844	0,3610	Valid
Y.7	0,812	0,3610	Valid
Y.8	0,739	0,3610	Valid
Y.9	0,812	0,3610	Valid
Y.10	0,579	0,3610	Valid
Y.11	0,638	0,3610	Valid
Y.12	0,844	0,3610	Valid
Y.13	0,844	0,3610	Valid
Y.14	0,812	0,3610	Valid
Y.15	0,418	0,3610	Valid

Based on Table 5. The results of the validity test on the training variable can be explained that all questions with a total of 30 respondents are said to be valid. This is because r-count> r-table using a significance level of 0.05 or five percent.

Table 6. Job Satisfaction Variable

Questionnaire Item No.	R Account	T Table	Noted
Y.1	0,812	0,3610	Valid
Y.2	0,641	0,3610	Valid
Y.3	0,474	0,3610	Valid
Y.4	0,641	0,3610	Valid
Y.5	0,638	0,3610	Valid
Y.6	0,844	0,3610	Valid
Y.7	0,812	0,3610	Valid
Y.8	0,739	0,3610	Valid
Y.9	0,812	0,3610	Valid
Y.10	0,579	0,3610	Valid
Y.11	0,638	0,3610	Valid
Y.12	0,844	0,3610	Valid
Y.13	0,844	0,3610	Valid
Y.14	0,812	0,3610	Valid
Y.15	0,418	0,3610	Valid

Based on Table 6. The results of the validity test on the job satisfaction variable can be explained that all questions with a total of 30 respondents are said to be valid. This is because r-count> r-table using a significance level of 0.05 or five percent.

Reliability Analysis

According to (Vernandes 2023) reliability testing is a measure of the stability and consistency of respondents in answering matters related to constructs. Reliability indicates an understanding that an instrument is reliable enough to be used as a data collection tool that is not tendentious or directs respondents to choose certain answers. A reliable instrument will produce data that is in accordance with the actual conditions. An instrument is said to be reliable if the reliability figure exceeds 0.6. Furthermore, the results of testing the research instrument in terms of reliability statistics on 30 respondents. The output of the reliability test results using the SPSS v.25 program, a summary of the reliability test results can be seen in the following table:

Table 7. Reliability Test Results

Variabel	Reliability Statistics Cronbach's Alpha	Note
Career Development (X1)	0,923 > 0,60	Reliable
Training (X2)	0,913> 0,60	Reliable
Job satisfaction (Y)	0,928 > 0,60	Reliable

Based on Table 7. The results of the reliability test show that the training variable has a reliable coefficient value of 0.923, the career development variable has a value of 0.913, and employee performance has a value of 0.928. Data is declared reliable if the Cronbach's Alpha value is >0.60. So it can be concluded that this research instrument is declared reliable because the coefficient value is >0.60.

The Normality Test aims to test and find out whether the regression model of the Training (X1), Career Development (X2), Employee Performance (Y) variables has a normally distributed value or not. This study uses the Kolmogorov-Smirnov normality test with the SPSS v.25 software tool. The following are the results of the normality test:

Table 8. Normality Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		53
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	6.82443487
Most Extreme Differences	Absolute	.112
	Positive	.112
	Negative	-.111
Test Statistic		.112
Asymp. Sig. (2-tailed)		.092[c]

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.

Based on Table 8. The results of the statistical test with the Kolmogorov-Smirnov test obtained results if the Asymp. Sig. (2-tailed) score obtained was 0.092 > 0.05. Thus, the results of the Kolmogorov-Smirnov statistical test with the existing data stated that the distribution was normal or normally distributed.

Table 9. F Test

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	7220.547	2	3610.273	70.782	.000[b]
	Residual	2550.283	50	51.006		
	Total	9770.830	52			

a. Dependent Variable: Job satisfaction
b. Predictors: (Constant), Training, Career Development

Based on table 9. The F test results obtained are 70,782, which means that F count > F table (3.183) with a significance level of 0.000 < 0.05, so H0 is rejected and H3 is accepted. It has meaning, proven that career development (X1) and training (X2) have a simultaneous impact on job satisfaction (Y). By using the formula df = n-k-1 = 53-2-1 = 50, then look at the table F = 3.183.

Table 10. T Test

		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	-2.916	4.169		-.699	.488
	Career development	.513	.154	.458	3.324	.002
	Training	.514	.163	.435	3.159	.003

a. Dependent Variable: Job satisfaction

Based on Table 10. The results of the T-test above show that the career development variable (X1) gets a t-count score of 3,324, meaning it is greater than the t-table value (0.67943) with a significance level of 0.002 <0.05, so H0 is rejected and H1 is accepted. It can be explained that career development (X1) is proven to have a partial significant effect on employee job satisfaction (Y) at BKPSDM Karawang. The training variable (X2) has a t-count score of 3,159, meaning it is greater than the t-table value (0.67943) with a significance level of 0.003 <0.05. It can be explained that training (X2) is proven to have a partial significant effect on employee job satisfaction at BKPSDM Karawang. To get the t-table, it is calculated using the formula:

n-k = 53-2 = 51 then look at the t-count table = 2.0078.

Table 11. Multiple Linear Regression Test

	Unstandardized Coefficients		Standardized Coefficients		
Model	B	Std. Error	Beta	t	Sig.
1 (Constant)	-2.916	4.169		-.699	.488
Career development	.513	.154	.458	3.324	.002
Training	.514	.163	.435	3.159	.003

a. Dependent Variable: Job satisfaction

Based on Table 11. The results of "Unstandardized Coefficients" provide information about the regression equation, namely how much the Career Development variable (X1) and the Training variable (X2) predict the Job Satisfaction variable (Y). The regression equation formula in this analysis or research is as follows: Y = a + b1X1 + b2X2 + e or Y Y = -2.916 + 0.513 (X1) + 0.514 (X2) + e.

a. The constant is -2.916 and is negative, meaning that if the Development variable (X1) and the Training variable (X2) have a value of 0 or constant, then the value of the Job Satisfaction variable (Y) is -2.916

b. The regression coefficient of Career Development X1 = 0.513 means that if Career Development increases by 1, it will increase Job Satisfaction by 0.513. The coefficient has a positive value, meaning that there is a positive relationship between the Career Development variable (X1) and Job Satisfaction (Y), where the higher the Career Development variable (X1), the more it will increase Employee Performance (Y).

c. The regression coefficient of Career Development X1 = 0.513 means that if Career Development increases by 1, it will increase Employee Performance by 0.513. The coefficient has a positive value, meaning that there is a positive relationship between the Training variable (X2) and the level of Job Satisfaction (Y), where the higher the Training variable (X2), the more it will increase Job Satisfaction (Y).

Table 12. Determination Coefficient Test

		Model Summary		
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.860^a	.739	.729	7.14183
a. Predictors: (Constant), Training, Career Development				

Based on table 12. The results of the determination coefficient test can be described that R square is 0.739 or 73.9%. This value can state that the Career Development and Training variables can explain the influence on Employee Job Satisfaction. Meanwhile, the remaining value of 26.1% can be caused by several other factors that were not studied such as Discipline, Workload, Work Stress, Motivation, Environment, Leadership Style.

4.2. Discussion

From the results of the study that has been conducted on 53 respondents, it can be seen that the test results obtained t value for the training variable partially show t count> t table, namely 3.324> 2.00758 with a significant value of 0.002 <0.05. This shows that the Career Development variable has a significant effect on the Employee Job Satisfaction variable at the Karawang BKPSDM office.

From the results of the study that has been conducted on 53 respondents, it can be seen that the test results obtained t value for the career development variable partially show t count> t table, namely 3.159> 2.00758 with a significant value of 0.003 <0.05. This shows that the Training variable has a significant effect on the Employee Job Satisfaction variable at the Karawang BKPSDM office.

From the results of this study that has been conducted on 53 respondents, it can be seen that the training and career development variables together have a positive and significant effect on employee performance. The test results simultaneously obtained the value of f count > f table, which is 70.782 > 3.183 with a significance level of 0.000 < 0.05. The R Square value is 0.739 = 73.9%. This means that Career Development and Training have an effect on BKPSDM Karawang Employee Job Satisfaction by 73.9% while 26.1% is influenced by other variables that are not included in the regression model. With the influence given by the Career Development and Training variables, it can increase Employee Job Satisfaction to work in an organized

manner and in accordance with the goals of the agency for employees at the BKPSDM Karawang office.

5. CONCLUSION

Based on the results of the study, the conclusions in this study are as follows: The level of career development has a positive effect on Job Satisfaction and Training has a positive and significant effect on employee Job Satisfaction at BKPSDM Karawang. The results of this study explain that the variables Career Development (X1) and Training (X2) have an influence on employee Job Satisfaction (Y) of 73.9%, while the remaining 26.1% can be caused by the research variables Discipline, Workload, Work Stress, Motivation, Environment, Leadership Style.

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From the results of the research that has been conducted on 53 respondents, it can be seen that the test results obtained t value for the career development variable partially show t count > t table, namely 3.159 > 2.00758 with a significant value of 0.003 < 0.05. This shows that the Training variable has a significant effect on the Employee Job Satisfaction variable at the BKPSDM service.

Based on the results of respondents' responses to career development variables on the dimension of opportunity to grow, the percentage of answers is lower than others. Thus, it would be good for the company to improve the quality of education and training provided in order to satisfy its employees. Based on the results of the study, career development and training implemented at the Karawang BKPSDM Service as a whole are considered to have a positive effect on employee job satisfaction. It is hoped that this career development and training program can be improvised over time to improve employee job satisfaction at the Karawang BKPSDM Service.

LIMITATION AND STUDY FORWARD

The study was confined to the BKPSDM Karawang office and focused solely on career development and training as factors affecting job satisfaction. Other potential influential variables such as discipline, workload, work schedule, motivation, environment, and leadership style were not examined in this research.

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