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The Influence of Life Satisfaction and job Satisfaction to Career Development of Employees at PT. X in Jakarta

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The aim of this study is to examine the influence of life satisfaction and job satisfaction to career development of employees at PT. X in Jakarta. Sampling method used is purposive sampling to structural level of the organization, amounted of 100 persons. Technique of data analysis to test hypotheses models using Structural Equation Model (SEM) with Linear Structural Model version 8.72 by Joreskog and Sorbom (2008). The result of all hypotheses test showing fit to empirical data. (CFI=0.98; RMSEA=0.012;CMIN/DF=1.034; IFI = 0.98). The structural relationship between variables maybe summarized as follows: (1) life satisfaction has a positive and significant influence to career development of employees at PT. X in Jakarta, for $t=5.21$ and Coefisien of 0.75. (2) job satisfaction does not have a significant influence to career development of employees at PT. X in Jakarta, as the $t=-0.44$ is smaller than the $t\text{-table}=1.96$, and coefisien for -0.040 . (3) life satisfaction and job satisfaction have influence to career development of employees at PT. X in Jakarta, for $R_y = 0.57$ and $t=3.82$.

Key words: *life satisfaction, job satisfaction, career development*

1. Introduction

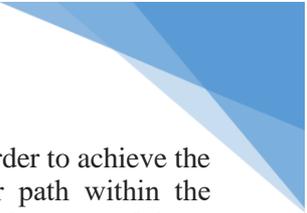
Human resource is valuable asset and investment in an organization as they are in a strategic role to achieve organization goals and to make advancement of the organization which it need to be maintained and developed, so the success of the organization to make an improvement to achieve its goal. Every organization or corporation is doing many activities to achieve their goal which is to gain profit.

One of the organization's activities to improve employees' ability is by career development. Flippo (2007) suggests that career development is a set of job activities which are separated yet linked, and give meaning and continuance to one's life. Career development was designed to help employee in assessing internal needs, developing and informing available career opportunity, and connecting the need, ability and career opportunity of employee and within the organization. In his career, the employee has a personal life, many things he wants to accomplish in his lifetime; he has certain standard of life satisfaction. Life satisfaction is very important for a person to keep running and hit the target in his life. Life satisfaction is the degree of which a person evaluates the overall quality of his life positively; as something pleasant or how much the person likes the life he leads (Kreitner & Kinicki, 2010) .

2. Literature Review

2.1. Career Development

Career is seen as a series of promotions to get a job with a higher responsibility or the placement of a better position in the hierarchy of one's work throughout his working life. According to Bernardin (2003) career development is a series on attitudes and behaviors related to work activities and experiences throughout one's life. Furthermore, Bernardin (2003) suggests that career development is the process of improving the ability of individual work that is accomplished in order to achieve the desired career. It can be concluded that career development is a continuous process through which individuals with his personal efforts realize the goal of career planning that adapted to the conditions of the organization.



Career development is a process of improving the working ability of individual in order to achieve the desired career. It is a condition that indicates the increasing status in one's career path within the organization. And although the human resource management can play a role in the development of those activities, but the employees themselves should be concerned of this matter, as they are the one who will get the benefit (Sudiro, 2011).

2.2. Life Satisfaction

According to Neugarten (in Purnama, 2009), individual who feel psychologically satisfied in their life is individual who love to do daily activities, considers their life having a meaning, feels that they have achieved the desired objectives, has a positive outlook and a happy mood. Life satisfaction is a measurement of happiness that indicates pleasure or satisfaction in the welfare, pleasure or desire-fulfillment. Happiness is the ultimate goal of human life. If one fails to get happiness, life will be a sad experience for them.

Meanwhile, according to Diener (2005) life satisfaction is a cognitive evaluation of individuals regarding his quality of life and the fulfillment of all desires and necessities of life. In assessing life satisfaction, it depends on the level of life satisfaction of individuals perceived to be completely sourced from the perspective of the individual. In making judgments about life satisfaction, a person tends to evaluate his current living conditions and then reconsider everything that happened. Therefore, this assessment could be affected by the perceived mood at time of assessment or information provided when he made his judgment. People will look back on all the important aspects of his life and will compare with the current condition.

2.3. Job Satisfaction

Job satisfaction is the level of pleasant feeling obtained from a person's job ratings or work experience (Colquitt, Lepine, & Wesson, 2011). In other words, job satisfaction is the level of contentment a person feels regarding his or her job. Meanwhile, Robbins and Judge (2015) give the definition of job satisfaction as positive feelings about work as a result of the evaluation of its characteristics. Job requires interaction with colleagues and superiors follow organizational policies, performance standards, living with less than ideal working conditions, and such. Job with high satisfaction allows someone to experience a positive feeling when they think about their work or taking part in the activities of the task. Those with the low job satisfaction experienced negative feelings when they think about their work or taking part in their work activities.

Aspects of job satisfaction according to Colquitt, Lepine, and Wesson (2011) are: a) pay satisfaction which is a comparison between desired payment with the payment they received, b) promotion satisfaction, providing opportunities for greater personal growth, better wages and higher prestige, c) supervision satisfaction is about their superiors whether their boss competent, polite, a good communicator and not be lazy, annoying, keep your distance d) coworker satisfaction is about their peers are intelligent, responsible, helpful, fun, and exciting, e) satisfaction with the work itself is about their actual job duties whether the task is challenging, exciting, respected, and utilize the skills, f) altruism is the characteristic of love to help others and be the cause of moral, g) status is about having power over others, or having popularity, h) environment, indicates a secure feeling and comfortable.

3. Hypotheses

1. There is influence of life satisfaction to career development of employees at PT. X in Jakarta.
2. There is influence of job satisfaction to career development of employees at PT. X in Jakarta.
3. There is influence of life and job satisfaction to career development of employees at PT. X in Jakarta.

The conceptual diagram (as a frame of thinking) this research can be shown as follow:

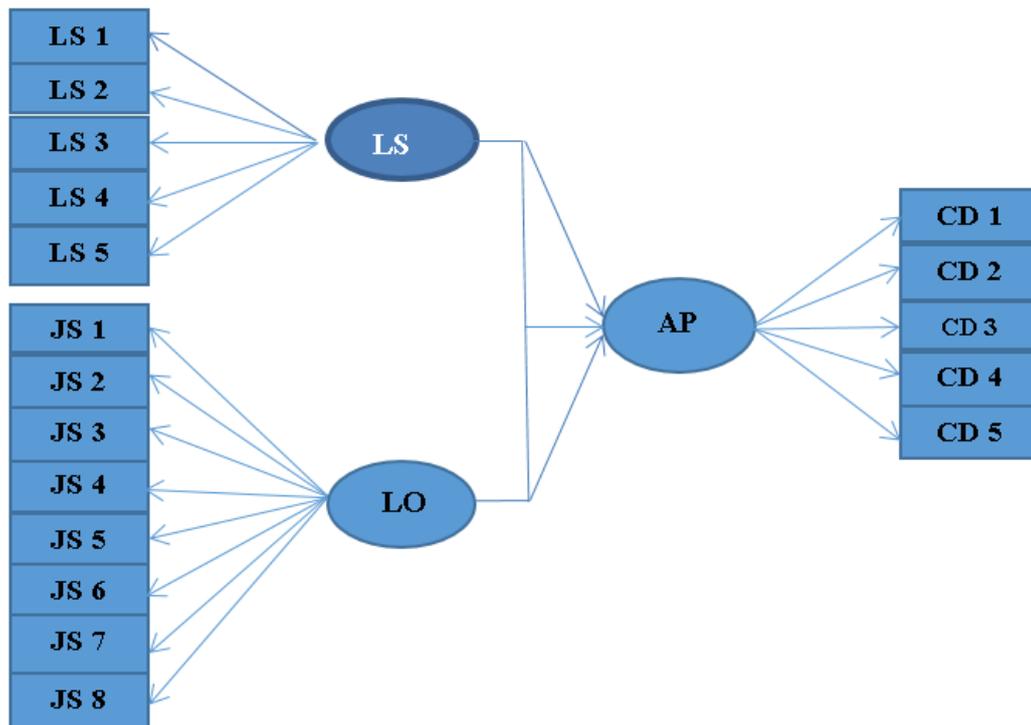


Figure 1. Conceptual Diagram

4. Methods

4.1. Research Design

This research uses quantitative method using structural equation model with linear structural relationship 8.72 (Joreskog & Sorbom, 2008), through the questionnaires with Likert scale.

4.2. Variables

The variables in this study consisted of two exogenous variables and one endogenous variable. Exogenous variable is a condition that is considered to have an effect on the reactions of participants or research subjects. Variable has a sense as a reaction participants in research conditions are thought to be influenced by exogenous variables, in other words, this endogenous variable is the dependent variable in the model. Variables in this study are as follows: variables I (exogenous): life satisfaction, variables II (exogenous): job satisfaction, and dependent variables (endogenous): career development.

4.3. Population and Sample

The population in this study is 1500 employees of PT. X in Jakarta and the sample is 100 respondents. The sampling technique is purposive sampling, a way sampling done by selecting a subject based on specific criteria set for the researcher. Samples were selected based on the level of the organization, i.e those who are in the structural level.

4.4. Instrument: Validity and Reliability Results

The validity of life satisfaction analysis is using confirmatory factor analysis by Lisrel. Life satisfaction instrument consists of five aspects which is constructed by Manurung (2016) based on Neugarten (1998), produces loading factor more than 0.50. Job satisfaction instrument consist of eight aspects which is constructed by Manurung & Lavena (2016) based on Colquitt, LePine dan Wesson (2011) produces loading factor more than 0.50. Career development instrument consist of four aspects which is constructed by Manurung (2016) based on Neugarten (1998), produces loading factor more than 0.50. All items from the dimensions of research variables are valid by using loading factor values above 0.50. The reliability of the research variables is above 0,70 and described as follows:

Table 1. Construct Reliability

Latent Variable	Construct Reliability	Result
Life Satisfaction	0.824	Reliable
Job Satisfaction	0.761	Reliable
Career Development	0.831	Reliable

5. Data Analysis and Result

Summary of CFA Analysis Result:

Table 2. Goodness of Fit Model

Goodness of the Fit	Cut off value	Estimation	Result
Chi-Square (χ^2)	142.14	117.56	Fit
Significancy	≥ 0.05	0.442	Fit
RMSEA	≤ 0.08	0.012	Fit
CFI	≥ 0.95	0.98	Fit

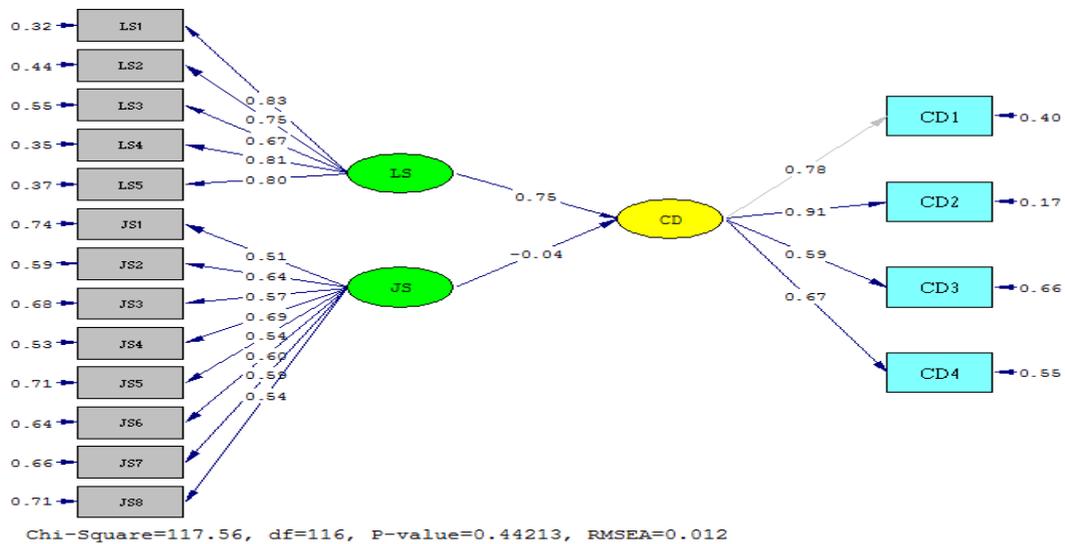


Figure 2. Relationship among Variables after Testing

Structural Equations

$$CD = 0.75*LS - 0.040*JS, \text{ Errorvar.} = 0.43, R^2 = 0.57$$

(0.12)	(0.089)	(0.11)
6.50	-0.44	3.82

Results the study of influence of life satisfaction and job satisfaction to career development of employees at PT X in Jakarta is fit, means hypothetical model accepted based on results of the analysis to test the theoretical model. It can be described as the following results:

- 1) Life satisfaction has a positive and significant influence to career development of employees at PT. X in Jakarta for $t = 6.50$ and coefisien of 0.75.
- 2) Job satisfaction does not have a significant influence to career development of employees at PT. X in Jakarta, as the $t = -0.44$ is smaller than the t -table = 1.96, and coefficient for -0.040.
- 3) Life satisfaction and job satisfaction have influence to career development employees of PT. X in Jakarta, $R^2 = 0.57$ and $t = 3.82$.

6. Conclusion

The conclusions of this research are described as follows:

- 1) There is a significant influence of life satisfaction to career development of employees at PT. X in Jakarta.
- 2) There is not a significant influence of job satisfaction to career development of employees at PT. X in Jakarta.
- 3) There are significant influence of life satisfaction and job satisfaction simultaneously to career development of employees at PT. X in Jakarta.

The above conclusion means that with increasing life satisfaction and job satisfaction, it will increase career development of employees.

7. Suggestion

Based on the research results obtained, then the advice that can be given as follows:

- 1) Future research should further develop other models by adding other variables that can affect the career development, eg: organizational climate, performance management, talents management, or other variables.
- 2) For further research should be viewed not only in PT. X in Jakarta, but to spread the data in other companies and see the difference between structural and non-structural.

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