



The influence of compensation and career development on employee job satisfaction in navigation district type a class ii Tanjung Emas Port Semarang

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Abstract

The development of the shipping business sector has resulted in an increase in ship visits so that navigation activities have also increased. The Navigation District is a UPT in the field of navigation. The performance of Navigation District employees must be optimal in order to meet the needs of handling navigation activities at the port so that job satisfaction is very important to pay attention to. The purpose of this research is to determine the influence of compensation and career development partially or simultaneously on employee satisfaction of Navigation District Type A Class II Tanjung Emas Port Semarang. The study was conducted using a quantitative method on the population of all employees of the Navigation District Type A Class II Tanjung Emas Port Semarang with a selected sample of 100 people. The instrument used was a questionnaire for IBM SPSS 25 data collection to analyze the data. The data analysis technique used multiple linear regression analysis statistical tests, t-tests, f-tests and determinant coefficients. The results showed that compensation had a positive and insignificant effect on employee job satisfaction ($\beta_2 = 0.031$; sig. = 0.630), while acrylic development had a positive and significant effect on employee job satisfaction ($\beta_1 = 0.329$; sig. = 0.000). Compensation along with career development had a significant simultaneous influence on employee job satisfaction (sig. = 0.000) with contribution 23.9% ($R^2 = 0,239$).

Keywords: Compensation, Career Development, Job Satisfaction

Introduction

The rapid development of the times has resulted in the entire industry being required to be able to move quickly, but still be of high quality. In this case, government agencies as the holder of authority in a region must be able to compensate by providing excellent service. To realize this, agency officers must be able to work optimally, efficiently and effectively so that their performance is satisfactory. Relevant government agencies must be able to manage human resources well, including paying attention to employee job satisfaction because job satisfaction is closely related to the performance outputs produced.

The Navigation District is a Technical Implementation Unit (Unit Pelaksana Teknis or UPT) in the field of navigation within the Directorate General of Sea Transportation of the Ministry of Transportation which is under and responsible to the Director General of Sea Transportation with the legal basis for implementation regulated in the Regulation of the Minister of Transportation (Permenhub) of the Republic of Indonesia Number PM 19 of 2022 concerning the Organization and Work Procedures of the Navigation District Basically, the Navigation District has the duty and responsibility to carry out navigation activities. However, there are 2 (two) classifications of Navigation Districts, namely Type A and Type B. Type A Navigation District has the same main task as Type B, but also carries out supervision of some of the navigation implementation carried out by other government agencies and business entities.

Navigation District Type A Class II Tanjung Emas Port Semarang has a working area of parts of Central Java, Banten, DKI Jakarta and DIY. This Navigation District also oversees 1 main port (Tanjung Emas Port Semarang), 4 collection ports, and 6 regional collection ports.

It is known that 90% of the volume of sea trade, is shipped and ends up in ports (Diawati and Sugesti, 2015) ^[2]. If the utilization of sea transportation is high, ship visits at the port will be higher, especially at main ports such as Tanjung Emas Port Semarang. Navigation activities will be directly proportional to ship visits so that high ship visits will increase navigation activities. Navigation District employees must have good performance so that job satisfaction is a factor that must be considered. Job satisfaction as a form of motivator for workers to work more productively and is one of the most important factors to get an optimal work result (Robbins, 2006) ^[11]. Job satisfaction can help in maximizing the company's profitability in the long term as a result of satisfied employees will tend to work with higher quality work, be more productive, and can last longer in the organization (Elburdah, 2018) ^[4]. Job satisfaction is measured by satisfaction with the job itself, wages, promotions, supervision and colleagues. Research by Erdiansyah and Suciani *et al.* (2022) ^[15] shows that compensation and career development are partially or simultaneously related to employee job satisfaction.

Compensation refers to any type of remuneration provided by the company to workers in exchange for the performance of responsibilities or contributions given to the company (Djalupi, Makkasau and Bachri, 2023) ^[3]. This can be interpreted as a form of appreciation for the employee's contribution to the company where they work. If employees feel appreciated, it will increase employee work productivity. Employees will feel more satisfied if their service is proportional to the work result. In addition, through compensation, employees are able to meet their basic needs, which is the main reason why employees work (Mundakir and Zainuri, 2018) ^[9]. This will create a mutual beneficial relationship between the company and its employees which is certainly a good thing for both. Employees and employers recognize reciprocal relationships in the workplace and use compensation to boost morale so productivity can increase (Masniadi and Rizqi, 2022) ^[8]. Compensation includes salary, wages, incentives, office facilities and allowances (Hasibuan, 2016) ^[6].

Career is the order of positions occupied by a person during his or her lifetime (Simamora, 2004) ^[14]. This position represents the employee's level of ability (Humaira, Agung and Kuraesin, 2020) ^[7]. In a career there is education, training and work experience that will determine a person's career level (Handoko, 2014) ^[5]. The higher the ability of the employee, the more qualified he is to occupy a higher position. Through career development, employees can improve their welfare and standard of living. Career development is the action of an employee to achieve a career plan, sponsored by the human resources department, manager or other parties (Suciani, Suwasono and Muttaqien, 2022) ^[15]. Craft development is a formal approach to the organization to ensure that individuals in it have the appropriate qualifications, abilities, and experience when needed (Adekola, 2011) ^[1]. An agency needs to manage its career and development to maintain and encourage employee performance (Rustandi and Merdiana, 2019) ^[12]. Career

development is assessed based on work performance, exposure, work networking, growth opportunities as well as mentors and sponsors (Septiana and Rijanti, 2024) ^[13].

Methods

The research was conducted in the Navigation District Type A Class II Tanjung Emas Port Semarang, Central Java, Indonesia in February – May 2024. This research is a causal associative research with a quantitative approach. The population of this study was all employees of Navigation District Type A Class II Tanjung Emas Port Semarang as many as 132 people and a sample of 100 people was taken using a simple random sampling technique. The instruments used were questionnaires and IBM SPSS applications. The independent variables of this study are compensation and career development while the dependent variable is employee performance. The data analysis techniques used are descriptive analysis and multiple linear regression analysis.

Results

Respondent Characteristic

This analysis was carried out on 100 employees of Navigation District Type A Class II Tanjung Emas Port Semarang to find out the characteristics of the research respondents including: gender, age, last education, and length of work. The results of the analysis (table 1) showed the dominant characteristics of the research respondents according to their respective categories, including: male gender (74%), age group 26-30 years (40%), last education Diploma (47%), and length of work 1-2 years (47%).

Table 1: Descriptive Analysis Result of Respondent Characteristics

Characteristics	Frequency	Percentage
Gender		
Male	74	74
Female	26	26
Total	100	100%
Age		
26-30 years old	40	40
31-35 years old	25	25
35-40 years old	23	23
>40 years old	12	12
Total	100	100%
Last Education		
SMA	35	35
Diploma	47	47
S1	18	18
Total	100	100%
Length of Work		
< 1 years	8	8
1-2 years	47	47
> 2 years	45	45
Total	100	100%

Variable Category Description

The variable category describes the respondents' responses to the research variables which are categorized into high, medium, and low. The results of the categorization (table 4) show that mostly: the compensation of respondents is moderate (66%); career development respondents are moderate (55%); and job satisfaction is moderate (71%).

Table 2: Results of Descriptive Analysis of Variable Data Distribution

Variable	Min	Max	Mean	SD
Compensation	3,0	4,5	3,7350	0,36380
Career Development	3,0	4,4	3,7020	0,28068
Job Satisfaction	3,4	4,4	3,9060	0,20391

Table 3: Variable Categorization

Category	Interval Score	Frequent	Percentage
Compensation			
High	$X > 4,0988$	17	17%
Medium	$4,0988 > X > 3,3712$	66	66%
Low	$X < 3,3712$	17	17%
Total		100	100%
Career Development			
High	$X > 3,98268$	23	23%
Medium	$3,98268 > X > 3,42232$	55	55%
Low	$X < 3,42232$	22	22%
Total		100	100%
Job Satisfaction			
High	$X > 4,10991$	12	12%
Medium	$4,10991 > X > 3,70209$	71	71%
Low	$X < 3,70209$	17	17%
Total		100	100%

Analysis Prerequisite Test

1. Normality Test

The data normality test used the Kolmogorov-Smirnov test. The results of the data normality test (table 5) show that the significance value is 0.052 which is greater than 0.05 so that H_0 can be accepted. So it can be concluded that the data is normally distributed.

Table 4: Normality Test Result

Variable	Asymp. Sig (2-tailed)	Remark
Residual variable job satisfaction, compensation, career development	0,052	Normal

2. Linearity Test

The linearity test was carried out on a variable independent of the dependent variable. The results of the statistical test (table 6) show that the significance of each independent variable is greater than 0.05. So it can be concluded that all variables are linear independent with dependent variables.

Table 5: Linearity Test Result

Variable	Significant	Remark
Compensation	0,418	Linear
Career Development	0,543	Linear

3. Multicollinearity Test

The Multicollinearity Test was carried out between independent variables in the study. The results of the static test (table 7) showed a tolerance value of > 0.1 and a VIF value of < 10 . Therefore, it can be concluded that there is no multicollinearity between dependent variables.

Table 6: Multicollinearity Test Result

Variable	Tolerance	VIF
Compensation	0,617	1,620
Career Development	0,617	1,620

4. Heteroscedasticity Test

The heteroscedasticity test was carried out using the Gleiser

test. The results of the statistical test (table 8) show that the significance level is > 0.05 so it can be concluded that there is no variance difference from the residual of one observation to another observation in the regression model.

Table 7: Heteroscedasticity Test Result

Variable	Significant
Compensation	0,596
Career Development	0,218

Hypothesis Test

The hypothesis proposed in this study is:

Hypothesis I: Compensation has an influence on employee job satisfaction in Navigation District Type A Class II Tanjung Emas Port Semarang

Hypothesis II: Career development has an influence on employee job satisfaction in Navigation District Type A Class II Tanjung Emas Port Semarang

Hypothesis III: Compensation and career development have a significant influence simultaneously on employee job satisfaction in Navigation District Type A Class II Tanjung Emas Port Semarang

The results of the regression analysis test (table 8) showed the value of the regression coefficient (β) of each variable independent of the dependent variable so that a regression equation was obtained:

$$Y = 2,573 + 0,031 X_1 + 0,329 X_2$$

The regression coefficient of compensation (X_1) shows a positive number (0.031) with a significance value of 0.630 < 0.05 which means that H_1 is rejected. The career development regression coefficient (X_2) shows a positive number (0.329) with a significance value of 0.000 < 0.05 which means that H_2 is accepted. In the results of the regression analysis (table 8), the results of the F test were also obtained which showed a significance value of 0.000 < 0.05 so that H_3 was accepted with a determinant coefficient (R^2) of 0.239.

Table 8: Multiple Linear Regression Analysis Results

Variable	β	t	Sig.
Constant	2,573		
Compensation	0,031	0,484	0,630
Career Development	0,329	4,020	0,000
F	15,223		0,000
R ²	0,239		

Discussions

The influence of compensation on employee job satisfaction in Navigation District Type A Class II Tanjung Emas Port Semarang.

Based on the results of the study, it is known that hypothesis I was rejected so it can be concluded that compensation does not have a significant effect on employee job satisfaction in Navigation District Type A Class II Tanjung Emas Port Semarang. This is because the compensation obtained is in the form of basic salary and fixed allowances every month. The provision of allowances has become the permanent right of employees without any provisions that must be fulfilled first. Whether there is compensation or not, Navigation District employees continue to work well to provide excellent navigation services. This is in line with the results of the study (Rianda and Winarno, 2022) ^[10] and (Mundakir and Zainuri, 2018) ^[9] that compensation does not have a significant effect on employee job satisfaction.

The influence of career development on employee job satisfaction in Navigation District Type A Class II Tanjung Emas Port Semarang

Based on the results of the study, it is known that hypothesis II is acceptable so that it can be concluded that career development has a significant effect on employee job satisfaction in Navigation District Type A Class II Tanjung Emas Port Semarang. This means that if career development increases, employee job satisfaction will also increase. Companies with good resource management will provide opportunities for their employees to grow. In addition, the promotion of positions has been regulated in the regulations of the Ministry of Transportation of the Republic of Indonesia which is enough to satisfy employees of the Navigation District Type A Class II Tanjung Emas Port Semarang. This result is in line with the research of Diawati and Sugesti (2015) ^[2].

The influence of compensation dan career development on employee job satisfaction in Navigation District Type A Class II Tanjung Emas Port Semarang.

Based on the results of the study, it is known that hypothesis III is acceptable, so it is concluded that compensation and career development simultaneously have a significant effect on employee job satisfaction in Navigation District Type A Class II Tanjung Emas Port Semarang. This simultaneous influence contributed by 23.9% ($R^2 = 0.239$). The form of career development that applies in the Navigation District is in the form of promotions and position mutations. Of course, each position has its own compensation provisions so that changes in compensation along with career development will result in a change in satisfaction as well. This result is in line with the research of Erdiansyah and Suciani *et al.* (2022) ^[15] that compensation and career development have a significant effect on employee satisfaction.

Conclusion

From the research that has been carried out on the effect of compensation and job training on job satisfaction in the

Navigation District Type A Class II Tanjung Emas Port Semarang it can be concluded:

1. Compensation has a positive ($\beta = 0.031$) and insignificant (sig. $0.630 > 0.05$) effect on employee job satisfaction so that H1 is rejected. Therefore, compensation does not have a significant effect on employee job satisfaction in Navigation District Type A Class II Tanjung Emas Port Semarang.
2. Career development has a positive ($\beta = 0.329$) and significant (sig. $0.000 < 0.05$) influence on employee job satisfaction so that H2 is accepted. So, job training has a significant effect on employee job satisfaction in Navigation District Type A Class II Tanjung Emas Port Semarang.
3. Compensation and career development simultaneously have a significant 0.000 which is less than 0.05 so that H3 is accepted. Therefore, compensation and job training have a significant simultaneous effect on employee job satisfaction in Navigation District Type A Class II Tanjung Emas Port Semarang. The magnitude of the influence of the two simultaneously is 23.9% ($R^2 = 0.239$).
4. This research is limited to the influence of compensation and career development on job satisfaction. Researchers can then use this study as a reference and continue the research to analyze the influence of job satisfaction on employee performance as an intervening variable to mediate the influence of compensation and career development.

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