

# The Effect of Work Relationships Career Development and Work Motivation on Job Satisfaction of Employees of the Yogyakarta City Land and Spatial Planning Office

Gallant Alghifari

Sarjanawiyata Tamansiswa University

email: [alghifari@unismuh.ac.id](mailto:alghifari@unismuh.ac.id)

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## Abstract

*The purpose of this study itself is to determine the effect of career development on job satisfaction. Knowing the effect of work motivation on job satisfaction Knowing the effect of work relationships on job satisfaction. Knowing the effect of career development, work relationships and motivation on job satisfaction. researchers took samples by applying the non-probability method with saturated samples. The questionnaires that were processed amounted to 65 employees of the Yogyakarta City Land and Spatial Planning Office. The research shows that there is a relationship between the variables of work relationship, career development and work motivation on job satisfaction simultaneously or partially*

## 1. INTRODUCTION

Effective communication will create a more productive work environment, where individuals in that environment feel their opinions are valued and are free to express openly, as well as a working relationship based on trust between each party (Jay, 2005). On the other hand, an ineffective working relationship between superiors and subordinates will result in decreased employee job satisfaction. Career development in its stages is a process of increasing individual work ability which is achieved in order to achieve the desired career (Rivai, 2009). Based on this theory it can be concluded that career development is a process of increasing and adding to the ability of an employee which is carried out formally and sustainably to achieve goals and career goals. Motivation can be viewed as a change in energy within a person which is marked by the emergence of a feeling, and is preceded by a response to the existence of a goal. Motivation is a basic impulse that moves a person or a desire to devote all energy because of a goal. As stated by Mangkunegara (2009) motivation is a condition or energy that drives employees self-directed or directed to achieve organizational goals of the company Prabu (2012) job satisfaction is a pleasant or unpleasant emotional state in which workers perceive their work. This can be seen from the positive

attitude of workers towards the work they face and their environment.

Career development, work relations and providing motivation is certainly not a simple job. Especially if the company has a large number of employees from various cultural backgrounds, ages, different education. The same thing happened to the research object to be studied, namely the Land and Spatial Planning Service (Kundha Niti Mandala Sarta Tata Sasana) in the City of Yogyakarta, there were many problems related to human resources (HR) caused by differences in skills, emotional, metal and spiritual motivation. Human factors in employees are complex, such as low achievement, low work motivation, high turnover, high absenteeism which can hinder the development and achievement of the goals of the Yogyakarta City Land and Spatial Planning Agency (Kundha Niti Mandala Sarta Tata Sasana). Based on the background described above, the formulation of the problem in this study is how the influence of career development, work relationships and motivation on job satisfaction .

## 2. LITERATURE REVIEW

### 2.1 Job satisfaction

Job satisfaction is the result of employees' perceptions of how well their work provides things that are considered important

(Rohayati, 2014)). Indicators in assessing job satisfaction according to Hedissa (2015), namely

- a. Salary or Wages (pay),
- b. Supervision/Superior,
- c. Fringe Benefits (Extra Salary Benefits),
- d. Contingent Rewards.
- e. Company Condition,
- f. Work colleague,
- g. The Work Itself or the Type of Work and Communication

## 2.2 Work relationship

The employment relationship is the relationship between the entrepreneur and the worker/laborer based on a work agreement, which has elements of work, wages and orders (Article 1 number 15 of the Manpower Law). According to Hakim (2003), indicators in assessing work relations are:

- a. form of working relationship,
- b. Occupation
- c. Work environment

## 2.3 Career development

According to Nawawi (2008) said that career development is a business that is carried out formally and continuously with a focus on improving and increasing the ability of a worker. Indicators in assessing career development according to Siagian (2012), namely:

- a. Fair treatment in career
- b. Concern for immediate superiors
- c. Information about various promotional opportunities
- d. There is an interest in being promoted.

## 2.4 Work motivation

Work motivation is a model for moving and directing employees so that they can carry out their respective duties in achieving goals – with full awareness, passion and responsibility (Anoraga, 2021). Indicators in assessing work motivation according to Mangkunegara (2009), namely:

- a. Responsibility
- b. Work performance

- c. Opportunity To Advance
- d. Upper Confession
- e. Challenging job

## 3. RESEARCH METHODS

The nature of this research is quantitative research which is a research approach that represents positivism. Quantitative research more generally has large areas, complex levels of variation but are located on the surface. This study was designed with two types of variables, namely the independent variable (employment relations, career development, work motivation) and the dependent variable (job satisfaction). The population and sample in this study were the same, namely 65 employees of the Yogyakarta City Land and Spatial Planning Office (Kundha Niti Mandala Sarta Tata Sasana). The total sampling technique is a sampling technique using the entire population as a research sample (Widyanto et al., 2013). The data collection method in this study used the questionnaire method by distributing a list in the form of questions to employees of the Yogyakarta City Land and Spatial Planning Office (Kundha Niti Mandala Sarta Tata Sasana). The data collection instrument used a questionnaire with a Likert scale, each of which had been tested and met the validity and reliability requirements. The data analysis technique used is multiple linear regression analysis with the help of SPSS 24.

## 4. RESULTS AND DISCUSSION

### 4.1 Simple Regression Normality Test

One-Sample Kolmogorov-Smirnov Test			
		Unstandardized Residuals	
N		61	
Normal Parameters a.,b	Means	.000000	
	std. Deviation	1.97442216	
	Most Extreme Differences	absolute	076
		Positive	076
		Negative	-.054
Kolmogorov-Smirnov Z		.591	
asymp. Sig. (2-tailed)		.876	
a. Test distribution is Normal.			
b. Calculated from data.			

Source: Processed primary data

Based on table 4. 9 the value of Asymp Sig (2-tailed) is 0.876 . From the reference used in the normality test, the data is normally distributed because of the Asym value. Sig. (2-tailed) 0.876 > 0.05. Then the data can be continued to the next stage of analysis.

### 4.2 Multicollinearity Test Results

Coefficients <sup>a</sup>				
Model	Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics
	B	std. Error		
(Constant)	.011	.2	1.773	.134 262
Work relationship	.211	.127	.210	.663 102 467 .142
Career development	.153	.139	.148	.100 276 413 .418
Work motivation	.519	.150	.477	.461 01 392 .551

a. Dependent Variable: Job Satisfaction

Source: Processed primary data

Based on table 4.10, the VIF value of the employment relationship variable is 2.142, the career development variable is 2.418 and the work motivation variable is 2.551. The three VIF values are less than 10.00, which means that there is no multicollinearity between variables.

### 4.3 Glejser test

Coefficients <sup>a</sup>				
Model	Unstandardized Coefficients		Standardized Coefficients	Sig.
		std. Error		
(Constant)	-.947	1.227		.772 443
Work relationship	.098	088	.210	.121 267
Career development	051	096	.105	530 598
Work motivation	-.024	.104	-.047	.230 .819

a. Dependent Variable: Abs\_RES

Source: Processed primary data

Based on the results of the heteroscedasticity test in table 4.1 1 , the significance value of the employment

relationship support variable is 0.267 . The significance value of the work motivation variable is 0.819 while the significance value of the career development variable is 0.598. Based on the significance value of the three variables, the significance value is > 0.05. So it can be concluded that the data in this study did not experience symptoms of heteroscedasticity.

### 4.4 Regression Analysis

No	Variable	Sig
1	Work relationship	0.000
2	Career development	0.038
3	Work motivation	0.000

- The results of the analysis of this study indicate that the employment relationship has a positive and significant influence on employee job satisfaction.
- The results of this research analysis indicate that career development has a positive and significant influence on job satisfaction.
- The results of this research analysis indicate that work motivation has a positive and significant influence on job satisfaction behavior.
- The results of the analysis of this study indicate that there is a significant influence of simultaneous work relations, career development and work motivation on job satisfaction.

### 4.5 Test F-Test

ANOVA <sup>b</sup>					
Model	Sum of Squares	df	MeanSquare	F	Sig.
1 Regression	239,870	3	79,957	19,485	.000 <sup>a</sup>
residual	233,901	57	4,104		
Total	473,770	60			

a. Predictors: (Constant), Work Motivation, Career Development, Work Relations

b. Dependent Variable: Job Satisfaction

Source: Processed primary data

Based on table 4.20 above, it can be seen that:

- Sig. Value By 0.000 which means <0.005, it can be concluded that the hypothesis is accepted or means that work relations, career development and work motivation simultaneously influence job satisfaction.
- The calculated F value is 19.485, which means > F table 3.30, so it can also be concluded that the hypothesis is accepted or work relations, career development and



work motivation simultaneously affect job satisfaction.

## 5. CLOSING

### 5.1 Conclusion

From the data obtained and the analysis that has been carried out in this study, it can be concluded that the results of this research analysis indicate that there is a significant influence of work relationships, career development and work motivation simultaneously or partially on job satisfaction.

### 5.2 Suggestion

The suggestions put forward are the factors that influence job satisfaction must be considered by the leadership. Other research can expand the study by adding variables that influence satisfaction that have not been studied.

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