

Individual Career and Employee Career Satisfaction

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Abstract—Employee career satisfaction can be achieved through individual careers. An individual career requires commitment from the employee itself and can be done by making career planning and building networks. The population in this study is all nurses at the Eye Specialty Hospital Prov. Sumatera Selatan. Samples were taken using a census sampling technique. Data was collected using a questionnaire and analyzed using descriptive analysis techniques and simple linear regression analysis. Based on descriptive analysis, respondents were mostly female (82.9%) with an average age of 20 to 30 years old (50%) and married status (62.2%). The highest education most of the respondents were diplomas (59.8%) with an average tenure of 1 to 10 years (58.5%). The results of simple linear regression analysis indicate that individual careers have a significant effect on employee career satisfaction.

Keywords: *individual career, career satisfaction, career planning*

I. INTRODUCTION

Hospitals are required to provide quality services to patients. To provide quality services, hospitals must be supported by qualified human resources and one of the human resources owned by hospitals is nurses. The nurse is a profession and has a career path. As a career, the nurse has a desire to fulfill career satisfaction.

Careers are sequences of job positions held by a person during his tenure which provide value and identity to one's life [1] [2]. Every employee wants satisfaction in his career, therefore, an employee will make efforts to achieve that satisfaction.

Career satisfaction is a psychological state that comes from meeting expectations and needs related to one's career [2] [3]. Career satisfaction is more viewed as an individual's subjective assessment of the level of career achievement during their lives [4] [5].

There are many factors can affect one's career satisfaction, one of which is an individual factor. Every employee is responsible and must have a strong commitment to career development. Employees with high career commitment will make a lot of effort to achieve career satisfaction [6].

Career satisfaction according to [7] is a person's goal which includes experience and job position, according to [8] career satisfaction is a satisfaction consisting of income, advancement, goals, and obtaining new skills. Career satisfaction is part of an employee's assessment which is one indicator of an employee's success [9].

In research conducted by [10], career satisfaction is measured in two forms. First, the purpose of the career itself which consists of income, achievement, self-development, second, career success. According to [8] job satisfaction has a significant effect on career satisfaction and research [11] states the ability or accomplishment of an employee has a relationship to career satisfaction.

Based on the background above, the issue in this study is to determine the effect of individual careers on employee career satisfaction.

II. LITERATURE REVIEW

A. Career Satisfaction

Job satisfaction is the emotional attitude of employees at work that is shown by feeling happy about the job [12]. According to [13] employee job satisfaction is measured by several indicators such as the job itself, promotion opportunities, salaries, superiors (leaders), and coworkers. Promotional opportunities, high salaries, and support from superiors are also indicators of career satisfaction [14] [15] [16] [1]. It can be said that career satisfaction is part of job satisfaction.

Job satisfaction will be related to the needs and expectations of employees as individuals. Employees will feel satisfied at work if their needs and expectations can be met. One of the needs of employees at work is satisfaction with a career.

Career satisfaction is an individual's subjective assessment of career achievement during their lifetime [2] [4] [5]. Every employee wants to achieve satisfaction in his career. Employees will feel satisfied with their careers if

performance achievements often occur during their careers. Career satisfaction is an important factor in improving one's performance in an organization.

Career satisfaction can also be interpreted as the degree to which an individual believes that his career advancement is in line with the goals and choices that have been set [17], thus goal orientation can affect one's career satisfaction [4] [6]. The goal orientation is the achievements that an employee wants to realize. Based on previous research, career satisfaction can be achieved through high salaries [16], the speed of promotion [1], and superiors' support [14] [15].

B. Individual Careers

Individual and organizational factors are elements of career satisfaction [4]. An individual career requires effort and a strong commitment from the employee itself. According to [18], individual careers can be shaped by individual career planning and networking. Other research results [19] state that individual careers consist of two dimensions, individual career planning, and individual career tactics, and according to [20] individual careers are developed using career strategies such as career planning, career explorers, career training, and career adjustment.

C. Framework

Figure 1 shows the framework that we used in this study which consists of two variables: an individual career as an independent variable and career satisfaction as a dependent variable.

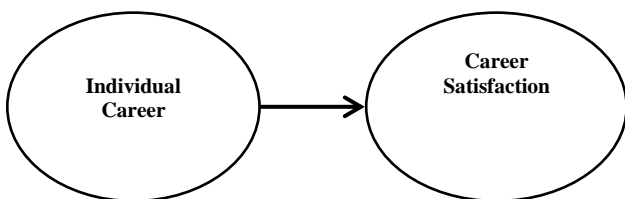


Fig 1. Research Framework

III. RESEARCH METHODS

This research is a causality descriptive research that aims to determine the effect of the independent variable on the dependent variable. The data used in this study are quantitative data and are primary data obtained directly from respondents.

The data was collected using a questionnaire. The questionnaire statement items for career satisfaction consist of statements regarding salary, promotion, and superiors' support. Sample questions in the questionnaire are as follows: Is the amount of salary received in accordance with the workload, education level, and tenure. Whether the promotion has been carried out fairly, according to performance, and continuously, and whether superiors support employee career.

The questionnaire statement items for individual careers consist of statements regarding improving education and expertise and expanding the network. The statement items in the questionnaire use a Likert scale of 1 to 5 with a choice of answers ranging from strongly disagree to strongly agree.

The questionnaire as a research instrument is tested for its feasibility by using the validity and reliability test. A validity test is done by looking at the value of Corrected Item of Total Correlation (CITC) and the reliability test is done by looking at the value of Cronbach's Alpha. Based on the results of the validity test, there is one item statement that is not valid therefore this statement item is discarded. The results of the reliability test indicate that all the statement items used in this study are reliable.

The population in this study is all nurses at the Eye Specialty Hospital Prov. Sumatera Selatan with a total of 89 peoples. The research sample was taken using a census sampling technique.

In this study, we used descriptive analysis and simple linear regression analysis in processing data. Descriptive analysis is used to describe the characteristics of respondents and simple linear regression analysis is used to determine the effect of an independent variable on the dependent variable. The independent variable in this study is individual career and the dependent variable is employee career satisfaction.

A. Definition of Variable Operations

In this study we used the following definitions of operational to measure the variables:

1. Career satisfaction is an individual's subjective assessment of career achievements during their lives. The dimensions of career satisfaction consist of salary, promotion, and superiors' support.
2. An individual career is a career formed by the individual himself. The dimensions of an individual career are individual career planning and networking.

IV. RESULTS AND DISCUSSION

A. Descriptive Analysis

The descriptive analysis describes the profile of respondents based on gender, age, marital status, education, and tenure.

Profile of Respondents by Gender

Table 1. Gender of Respondents

Gender	Percentage
Male	17.1
Female	82.9
Total	100

Source: Data processed, 2019

Based on the table above, the majority of respondents were female (82.9%).

Profile of Respondents by Age

Table 2. Age of Respondents

Age Group	Percentage
20-30 years	50
31-40 years	36.6
41-50 years	6.2
51-60 years	7.3
Total	100

Source: Data processed, 2019

Most respondents were in the age group 20-30 years (50%). The age group of 20-30 years is the most productive age group.

Profile of Respondents by Marital Status

Table 3. Marital Status of Respondents

Marital Status	Percentage
Married	62.2
Single	37.8
Ever Married	0
Total	100

Source: Data processed, 2019

Based on the results of primary data processing, the majority of respondents were married (62.2%).

Profile of Respondents by Education

Table 4. Education of Respondents

Level of Education	Percentage
High School	2.4
Diploma	59.8
Bachelor	34.1
Postgraduate	3.7
Total	100

Source: Data processed, 2019

The data above shows that the majority of respondents have a Diploma education (59.8%).

Profile of Respondents by Tenure

Table 5. Tenure of Respondents

Tenure	Percentage
< 1 year	12.2
1-10 years	58.5
11-20 years	20.7
> 20 years	8.5
Total	100

Source: Data processed, 2019

The table above shows that most of the respondents were in group tenure of 1-10 years (58.5%).

B. Simple Linear Regression Analysis

Table 6. Correlation and Determination Coefficient

Information	Value
Correlation Coefficient (r)	0.577
Determination Coefficient (R ²)	0.333

Source: Data processed, 2019

Statistical test results show that the correlation coefficient (r) is 0.577. Based on the correlation criteria, this shows that the relationship between individual careers and career satisfaction is moderate. The positive direction of the correlation coefficient (r) shows that the better the individual career, the better the career satisfaction of employees.

The coefficient of determination (R²) obtained 0.333, which means the contribution of individual career variables on career satisfaction by 33.3 percent while the remaining 66.7 percent is influenced by other variables not included in the research model.

Table 7. Regression Coefficient

Model	Value	Significance
Constant	13.935	0.000
Individual Career	1.442	0.000

Source: Data processed, 2019

The significance value is 0.000 and this value is less than 0.05, it can be said that there is a significant influence between individual career and career satisfaction. The values in Table 7 above are included in the simple linear regression model as follows:

$$Y = 13.935 + 1.442 X$$

Y is employee career satisfaction which is the dependent variable and X is an individual career which is the independent variable. Value of 13.935 is a constant value which means that if the individual career value is 0 then the career satisfaction of employees is 13.935. The value of 1.442 is the value of the regression coefficient and it is positive, which means that if there is an increase of 1 point in an individual career, there will be an increase in career satisfaction by 1.442 points.

C. Discussion

Most respondents are women. The profession as a nurse is generally held by women. This is because the duty of a nurse is to provide care to both individuals and groups who are sick or healthy where the foster function is largely held by women. According to the age and marital status, most respondents aged between 20 to 30 years with married status.

Respondents were also mostly educated with a Diploma with an average tenure of 1 to 10 years. Nurses have their own educational pathways. This educational path is taken on average in a period of three years. There is a relationship between age, tenure, and level of education, usually a relatively young age will also have relatively few tenures as well as education level. Diploma level education is usually taken for approximately three years therefore, the average age of nurses is classified as young, the age range of 20 years.

The results found that individual career significantly influences career satisfaction. These results are in line with the results of the study [21]. Career satisfaction is an employee's subjective assessment of career achievement during their lifetime [2] because subjective career satisfaction varies from one employee to another. In this study, career satisfaction is seen from the level of salary, opportunities to be promoted, and support from superiors. The better the three elements are, the more satisfied the employee is with his career.

Career planning is one dimension of an individual career that has a significant influence on employee career satisfaction [22]. An employee must develop a career plan. If the employee still has a low level of education, the employee must improve his education and expertise. An increase in education and expertise leads to an increase in position and the salary received, finally increasing employee career satisfaction.

The network is an important factor in career development and has an influence on career satisfaction [23]. Employees must also have a wide network. Building social networks is one of the behaviors that can increase career satisfaction. By having a lot of networks employees can get input or recommendations from colleagues or superiors about ways to achieve success in a career.

V. CONCLUSIONS AND FUTURE WORK

A. Conclusions

The result of this study concluded that individual careers have a significant influence on employee career satisfaction. Employee career satisfaction can be seen from salary, promotion, and support from superiors, while individual careers are seen from individual career planning and networking.

The relationship between individual career and career satisfaction is positive so that if there is an increase in salary, the number of promotions, and support from superiors, it will also increase employee career satisfaction.

B. Future Work

The hospital management continues to improve the career satisfaction of its nurses through various means such as by providing career counseling services therefore, it can help and facilitate nurses to develop career plans and continue to implement career development programs such as educational programs and work training.

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