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## The Influence of Organizational Climate and Career Development on Employee Job Satisfaction in The Sumedang Resort Police Drug Unit

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**Abstract:** The aim of the research is to describe and analyze the influence of organizational climate on employee job satisfaction, the influence of career development on employee job satisfaction and the influence of organizational climate and career development simultaneously on employee job satisfaction in the Sumedang Police Narcotics Investigation Unit. The calculated t value for variable  $X_1$  (organizational climate) is 5,068, while the t table value for  $N = 45$  is 2,014. So  $5,068 > 2,014$ , it can be concluded that partially the organizational climate variable influences employee job satisfaction, the calculated t value for variable  $X_2$  (career development) is 4.904, while the t table value for  $N = 45$  is 2,014. So  $4,904 > 2,014$ , it can be concluded that partially the career development variable influences employee job satisfaction. The calculated F value is 54,879, which is greater than the F table of 2,81 with a significance level of 0,000 because  $0,000 < 0,05$ , so it can be said that the organizational climate variable ( $X_1$ ) and the career development variable ( $X_2$ ) together have a positive effect on the employee job satisfaction variable (Y). The R Square value is 0,723. This shows that 72,3% of the organizational climate and career development simultaneously (together) have a positive effect on employee productivity, while the remaining 27,7% is influenced by other factors not examined in this study.

**Keyword:** Organizational Climate, Career Development, Employee Job Satisfaction.

### INTRODUCTION

The increasingly heavy workload requires Narcotics Unit employees to have optimal performance, mental readiness, and stability Strong emotions. In a police organization, task effectiveness is greatly influenced by internal conditions, including the organizational climate and career development, which is carried out professionally and fairly. Both aspects directly impact job satisfaction, which in turn influences employee motivation, commitment, and productivity in the field.

In the context of a police organization, employee job satisfaction is a strategic factor influencing work morale, loyalty, motivation, and the quality of task performance. Satisfied employees tend to perform better, be more disciplined, and exhibit high levels of dedication to carrying out the organization's mission. However, job satisfaction does not emerge automatically; it is influenced by various internal organizational factors, including the organizational climate. And career development.

Organizational climate reflects the work atmosphere, interaction patterns, values, policies, and leadership styles experienced by employees in carrying out their duties. In high-risk work units such as the Narcotics Unit, a positive organizational climate is fundamental to creating a comfortable work environment. A positive organizational climate is characterized by open communication, support from superiors, cooperation among members, a clear division of tasks, appreciation for performance, and minimal internal conflict. Conversely, a less conducive organizational climate—for example, excessive work pressure, lack of recognition, one-way communication, and unfair workload distribution—will trigger work stress and directly impact employee job satisfaction.

Besides organizational climate, career development is also an important factor in determining job satisfaction. In the police environment, career development includes opportunities for education and training (diklat), opportunities for promotion, transfers that broaden experience, and career guidance from superiors. Narcotics Unit employees require clear career development given the complexity of their duties. Drug eradication requires personnel trained in investigations, criminal psychology, intelligence, information technology, and advanced investigative techniques. Without a structured career development program, employees tend to feel stagnant, undeveloped, and unmotivated. Several employees expressed limited training opportunities, a lack of clarity in career paths, and a perceived unequal promotion system.

Overall, the quantitative phenomena in the table indicate an imbalance between increasing workloads and the quality of the organizational climate and career development opportunities, which ultimately results in a decline in employee job satisfaction. This trend indicates that improvements in the internal management system, especially in the aspects of organizational climate and career development, are essential for employees to work optimally, feel appreciated, and have high motivation in carrying out increasingly complex drug eradication tasks.

## **METHOD**

### **Types of research**

This research uses a quantitative approach with type explanatory research. This approach was chosen because the study aims to explain the causal relationship between the independent variables, namely Organizational Climate ( $X_1$ ) and Career Development ( $X_2$ ) on the dependent variable Employee Job Satisfaction ( $Y$ ) at the Sumedang Police Narcotics Unit. The quantitative approach was used because this study measures the phenomenon numerically through the distribution of questionnaires with a Likert scale, then analyzed using statistical techniques to obtain objective, measurable, and testable results. The resulting data are in the form of numbers so that descriptive and inferential analysis can be carried out.

This research is an analytical observational study, meaning the researcher conducted direct observations with respondents by distributing questionnaires to be analyzed using quantitative research methods. Causal associative research was used to determine the extent of influence. Organizational Climate ( $X_1$ ) and Career Development ( $X_2$ ) on Employee Job Satisfaction ( $Y$ ) at the Kebayoran Baru Metro Police Sector. Thus, this study not only describes the phenomenon, but also explains the cause and effect between these variables based on empirical data.

## Sample population

A population is the entirety of subjects or objects that possess certain characteristics and are the focus of the research (Sugiyono, 2019). In this study, the population was all employees/members of the Sumedang Police Narcotics Unit. The sampling technique used was Non-Probability Sampling, with the Saturated Sampling method (Census Sampling). Kriyantono (2017) argues that total sampling, also known as a census, is essentially a survey research in which researchers take all members of the population as respondents. The sampling technique uses saturated sampling (census), because the population is relatively small (less than 100 respondents), so all members of the population are used as research samples. By using the saturated sampling technique, the entire population is used as a sample, namely 45 Narcotics Unit employees. Sumedang Police Station.

## Method of collecting data

Research instruments are tools used by researchers to collect the data needed to answer the research problem formulation and test the research hypothesis. In this study, the main instrument used was a questionnaire compiled based on indicators of each research variable, namely Organizational Climate ( $X_1$ ), Career Development ( $X_2$ ), and Employee Job Satisfaction (Y):

### 1. Questionnaire

Questionnaires were given to respondents to determine the influence of Organizational Climate ( $X_1$ ), Career Development ( $X_2$ ), and Employee Job Satisfaction (Y).

Assessment of a series of research questionnaire statements that have been answered by respondents using the following research norms:

A question is positive if the answer is:

- a) Strongly Agree     Score 5
- b) Agree             Score 4
- c) Quite Agree       Score 3
- d) Disagree           Score 2
- e) Strongly Disagree Score 1

Likert scale. The Likert scale is used to measure an individual's or group's attitudes, opinions, and perceptions about social events or phenomena. In this research, these social phenomena have been specifically defined by the researcher, and are hereinafter referred to as research variables.

### 2. Research Instruments

Instrument research on organizational climate variables ( $X_1$ ), Career Development ( $X_2$ ), and Employee Job Satisfaction (Y) is a questionnaire with a Likert scoring model filled out by respondents on the distributed questionnaire. The Likert scale consists of 5 (five) scales, namely Strongly Agree (SS), Agree (S), Quite Agree (CS), Disagree (TS) and Strongly Disagree (STS) with value weights for positive and negative statements.

## Analysis Method

The analysis technique used in this study was quantitative analysis using statistics. Furthermore, to obtain and expedite data input, statistical software was used to support this research. The software used to support this research was SPSS (Statistical Product and Service Solutions) version 29. In SPSS, raw data that had been processed into numbers was input into SPSS, making it easier for the author to conduct this research.

## Validity Testing

The basis for decision making in validity testing is as follows:

- a) If the r value is positive and the  $r_{\text{result}}$  is  $> r_{\text{table}}$ , then the item or variable is valid.

- b) If the r value is negative and  $r_{\text{result}} < r_{\text{table}}$  Or  $r_{\text{result}}$  is negative  $> r_{\text{table}}$  then the item or variable is invalid.

A questionnaire is declared valid if the r value obtained from the calculation results ( $r_{xy}$ ) is greater than the table r value (5%).

### Instrument Reliability Test

According to Arikunto (2020), reliability refers to the degree to which an instrument is sufficiently reliable to be used using the Cronbach's Alpha formula. The basis for decision making in the reliability test in this study is as follows:

- a) If the r alpha value is positive and  $r \text{ alpha} > r \text{ table}$  , then the item or variable is reliable.
- b) If the r alpha value is negative and  $r \text{ alpha} < r \text{ table}$  or  $r \text{ alpha}$  is negative  $> r \text{ table}$  , then the item or variable is not reliable.

### Multiple Regression Analysis

Sugiyono (2019) proposed multiple linear regression analysis used to make predictions, how the value of a variable changes dependent if the value of the independent variable is increased or decreased. This analysis is used by involving two or more independent variables. between the dependent variable (Y) and the independent variables ( $X_1$  and  $X_2$ ), This method is used to determine the strength of the influence between several factors. independent variables simultaneously with the dependent variable.

$$\mu_{Y/X_1, X_2, \dots, X_n} = A + B_1X_1 + B_2X_2 + \dots + B_nX_n$$

Technique used in this study was multiple linear regression. The analysis was conducted computerized using the computer program Statistical Product and Service Solutions (SPSS) Version 29 for Windows.

### Coefficient of Determination

The definition of the coefficient of determination according to Supangat (2018) is: "The coefficient of determination is a quantity to show the level of strength of the relationship between two or more variables in the form of a percentage (showing how much percentage of the diversity of y can be explained by the diversity of x), or in other words how much x can contribute to y."

Mudrajad Kuncoro (2021), according to him, the coefficient essentially measures the extent to which a model is able to explain variations in the dependent variable. The value of the coefficient of determination is between zero (0) and one (1). A small  $r^2$  value means that the ability of the independent variables to explain the variable's variation is very limited. If the value is close to one, it means that the independent variables provide almost all the information needed to predict variations in the dependent variable.

The magnitude of the relationship between the variables " $X_1$ " and " $X_2$ " with the variable "Y" can be determined by using the coefficient of determination analysis, which is obtained by squaring the correlation coefficient. Based on the definition above, the coefficient of determination is part of the total diversity of the dependent variable that can be calculated by the diversity of the independent variable calculated with the coefficient of determination with the basic assumption that other factors outside the variable are considered fixed or constant. To determine the value of the coefficient of determination, it can be calculated using the formula:

$$K_d = r^2 \times 100\%$$

### Information:

Kd = Value of coefficient of determination

r = Correlation coefficient value

**Hypothesis**

The calculations or analysis in this study utilize the SPSS computer program for Windows 29.0. The test statistics used are:

a. t-test

To determine the influence of the independent variable individually (partially) on the dependent variable, the decision is to use a partial test (t-test) with the test decision being:

- 1)  $H_0$  is accepted if  $t_{count} < t_{table}$ .
- 2)  $H_0$  is rejected if  $t_{count} > t_{table}$ .

b. F test

The F test statistic is used to determine simultaneously (multiple) the influence between Organizational Climate ( $X_1$ ), Career Development ( $X_2$ ), and Employee Job Satisfaction ( $Y$ ), with the test results being:

- 1)  $H_0$  is accepted if  $F_{count} < F_{table}$ .
- 2)  $H_0$  is rejected if  $F_{count} > F_{table}$ .

**RESULTS AND DISCUSSION**

The quantitative data that has been compiled, through the distribution of questionnaires or surveys that researchers have conducted, becomes the average value of Organizational Climate ( $X_1$ ), Career Development ( $X_2$ ), and Employee Job Satisfaction ( $Y$ ) and analyzed using parametric statistics with the program SPSS Release 29.00 For Windows, namely to find out whether each variable studied has a positive influence on Employee Job Satisfaction or vice versa. The data was analyzed using the regression analysis command (option) found on the SPSS main menu. The values in each SPSS output are described as follows:

**a. Multiple Linear Regression Test**

**Table 1. Results of the Regression Equation Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2,484	6,229		.399	.692
Organizational climate ( $X_1$ )	.504	.099	.491	5,068	.000
Career development ( $X_2$ )	.524	.107	.475	4,904	.000

a. Dependent Variable: Employee job satisfaction (Y)

Based on the SPSS output results in the coefficients table in above, it can be identified that the multiple linear regression equation is as follows:

$$Y = 2,484 + 0,504.X_1 + 0,524.X_2$$

- ❖ The intercept constant value is 2,484 states that if the organizational climate variable ( $X_1$ ), career development variable ( $X_2$ ) increases by 1 unit, then the employee job satisfaction variable ( $Y$ ) will increase by 2,484.
- ❖ The regression coefficient value of the organizational climate variable ( $X_1$ ) on the employee job satisfaction variable ( $Y$ ) is 0,504, This means that if the organizational climate variable ( $X_1$ ) increases by 1 unit, it will increase the career development variable by 0,504, assuming the organizational climate variable ( $X_1$ ) is considered constant.

- ❖ The regression coefficient value of the career development variable ( $X_2$ ) on the employee job satisfaction variable (Y) is 0,524, This means that if the career development variable ( $X_2$ ) increases by 1 unit, it will increase the career development variable by 0,524, assuming the career development variable ( $X_2$ ) is considered constant.

### b. Coefficient of Determination

Based on the table above, the R Square value is 0,723. This shows that 72,3% of organizational climate and career development simultaneously (together) have a positive effect on employee productivity, while the remaining 27,7% is influenced by other factors not examined in this study.

### c. Hypothesis testing

#### t test

- 1) The Influence of Organizational Climate ( $X_1$ ) on Employee Job Satisfaction (Y).  
Coefficients table above, the calculated t value for variable  $X_1$  (organizational climate) is 5,068, while the t table value for  $N = 45$  is 2,014. So  $5,068 > 2,014$ , it can be concluded that the organizational climate variable partially influences employee job satisfaction.
- 2) The Influence of Career Development ( $X_2$ ) on Employee Job Satisfaction (Y).  
Based on table coefficients above, the calculated t value for variable  $X_2$  (career development) is 4,904, while the t table value for  $N = 45$  is 2,014. So  $4,904 > 2,014$ , it can be concluded that partially the career development variable has an effect on employee job satisfaction .

#### F test

From the results of the table above, namely the ANOVA test or  $F_{\text{test}}$  or  $F_{\text{count}}$ , the value obtained is 54,879 which is greater than the  $F_{\text{table}}$  of 2,81 with a significance level of 0.000 because  $0,000 < 0,05$ , it can be said that the organizational climate variable ( $X_1$ ) and the career development variable ( $X_2$ ) together have a positive effect on the employee job satisfaction variable (Y).

## CONCLUSION

1. Organizational climate ( $X_1$ ) has a positive and significant effect on employee job satisfaction (Y). This is proven by the value The calculated t is 5,068, which is greater than the t table of 2,014 at a significance level of 5%. The significance value of  $0,001 < 0,05$  indicates that the alternative hypothesis ( $H_a$ ) is accepted .
2. Career development ( $X_2$ ) has a positive and significant effect on employee job satisfaction (Y). The partial test results show a calculated t value of 4,904 which is greater than the t table of 2,014, with a significance value of  $0,000 < 0,05$  . This shows that good, clear, and fair career development can increase employee job satisfaction because it provides hope and certainty for the future in a career .
3. Organizational climate ( $X_1$ ) and career development ( $X_2$ ) simultaneously have a positive and significant effect on employee job satisfaction (Y). The results of the simultaneous test (F test) show a calculated F value of 54,879 which is greater than the F table of 2,81, the coefficient of determination (R Square) value of 0,723. This means that 72,3% of employee job satisfaction is influenced by organizational climate and career development, while the remaining 27,7% is influenced by other factors not examined in this study, such as leadership, compensation, work motivation, workload, and physical work environment.

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