

The Influence of Work Culture, Income, and Career Development on Employee Performance Through Job Satisfaction at The Regional Secretariat of Tegal District

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Abstract. Employee performance is a measure of performance that can be measured from time to time against performance results and performance standards set by the organization to ensure that organizational goals are achieved on time. Improving employee performance requires support that will encourage and satisfy employees so that they are satisfied with all their energy and thoughts to improve performance. A work culture is a role that pays more attention to employee job satisfaction, such as placing employees based on their skills, providing good supervision, supporting staff development, and encouraging good employee relations, is also needed. Several factors that can cause problems for employees are communication patterns, conflicts between employees and superiors, poor work ethic, lack of discipline and dissatisfaction with the organization. The limitations of the problem in this study are the use of changes to the TPP approval mechanism, the simplicity of the bureaucracy and new jobs, the use of ASN's main advantages, and the work of employees after the change, heads of departments and officials. The impact of job satisfaction is measured by determining workplace culture, income, and job growth.

Keywords: work culture, income, career development, employee performance, job satisfaction.

1. Introduction

Employee performance is one of the important factors in the organization. Mangkunegara, [1] states that performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Having high-performing employees makes the organization have the ability to deal with uncertain environmental changes in achieving organizational goals. The Tegal Regency Regional Secretariat has the function of assisting regional heads in formulating policies and coordinating regional offices and regional technical institutions so that they must be supported by high-performing employees. Employee performance is work performance that can be measured periodically between work results and work standards set by the organization to ensure organizational goals can be achieved on time. In order to improve employee performance, a stimulus is needed that can motivate and provide satisfaction to employees so that they are willing to devote all their energy and thoughts to improve performance [2].

Job satisfaction is a positive attitude of the workforce including feelings and behavior towards their work through one assessment as a sense of respect in achieving one of the important values of Afandi's work [3] . The role of the leadership to pay more attention to employee job satisfaction is also needed by placing employees according to their expertise, providing persuasive supervision, supporting employee career advancement, and facilitating good relations among employees. A good work culture in an organization can also provide job satisfaction to employees. Work culture as according to [4] that is a set of assumptions or a system of beliefs, values and norms developed within the company which is used as a guideline for the behavior of its members to overcome problems of external adaptation and internal integration.

Income is a dimension of job satisfaction as according to [5] that the dimensions of job satisfaction consist of: (a) the work itself (work it self); (b) superiors (supervisors); (c) work friends (workers); (d) promotion (promotion); and (e) salary/wages (pay). Employee income must be considered by the organization. Employee income that can adequately meet the needs will increase the employee's job satisfaction. Career development is important in organizations because it can motivate employees to improve their performance. Career development is a staffing activity that helps employees plan future careers in order to develop employee potential to achieve organizational goals. Through this career development, it is not only employees who benefit but also organizations that get a positive impact as according to [6] which states that the benefits of career development have a positive impact on both the organization and employees.

2 Method

This research is a quantitative research. Data collection uses research instruments, data analysis is quantitative/statistical in nature, with the aim of testing the established hypotheses [7] . The design in this study includes population, research samples, sampling techniques, data collection methods, research variables, data analysis methods and hypothesis testing. Data collection used a questionnaire technique with closed questionnaires which were distributed to respondents to obtain answers to research hypotheses and interview techniques to obtain employee data , employee earnings, level of discipline and employee productivity (TPP), and achievement of program performance indicators.

The population in this study were Civil Servants of the Provincial Office of Tegal Regency, considering that the total population was 130 people, the researchers did not take samples. In his book it is said that research that uses the entire population as a sample is census research. Large sample sizes are often necessary because a sample is a set of characteristics that would be included in a sample if the research is descriptive, but a smaller sample size is needed if the research is assessing rather than hypothetical.

In this study the number of samples was determined using an iterative method because the number of population could not be determined. Research that uses all members of the existing population is called a population or census. Therefore, the sample used in taking the number of Tegal Regency workers in that area is 130 people.

3. Discussion

This chapter provides an overview of the research data obtained from respondents' responses, data processing and data analysis. Complete data will form the basis of analysis and answer research questions. Descriptive data is used to explain respondents' responses to each variable. The questionnaire given to the respondents consisted of 53 questions. These response points are used to determine respondents' preferences for different events in each survey.

Because the score used in this study is a minimum of 1 point and a maximum of 5 points, the respondents' answers are calculated using the following formula Ferdinand, (2014) .

$$\text{Index value} = \frac{(\%F1x1) + (\%F2x2) + (\%F3x3) + (\%F4x4) + (\%F5x5)}{5}$$

Information:

F1 : Frequency of respondents answering 1 (STS)

F2 : Frequency of respondents answering 2 (TS)

F3 : Frequency of respondents answering 3 (N)

F4 : Frequency of respondents answering 4 (S)

F5 : Frequency of respondents answering 5 (SS)

N : Ideal score

When determining the criteria for each level, three score boxes are used, which are the criteria for assigning scores by dividing the scores into three levels. Respondents' answer values do not start from 0, but from 1 to 5, and have values from 20 to 100, with a range of 80, divided into 3 different boxes to produce a range of 26.67. The definition of the index is given in Table 1.

Table 1. Category Interval Class

No.	Interval Value	Criteria
1	20.00 – 46.67	Low
2	46.68 - 73.34	Currently
3	73.35 - 100	Tall

Source: Ferdinand (2014: 274)

According to [8] , a direct relationship occurs when one variable affects another without a third variable (mediator) in the relationship between the two variables. An indirect relationship is when there is a third variable that controls one of the three variables. There are many influences in this study that cause us to change with other people. Based on the results of the Endogenous Variables Analysis (CFA), it is known that the results of the Chi-Square, RMSEA, GFI, CMIN/DF, TLI and CFI indices meet the Model Fit Index criteria. . On the other hand, yield and AGFI can only meet the requirements. Overall, this endogenous design meets the requirements and can be specified. Therefore, every question that is stated as an exogenous variable can be declared valid.

1. Test Construct Reliability

Confirmatory factor analysis (CFA) in the constructivist belief test is used to show how well a measuring instrument can provide relatively similar results when two or more measurements are made on the same object. In addition, for the results of the build reliability test, the build reliability formula is used as follows:

$$\text{Construct Reliability} = \frac{(\sum \text{Standardized loading})^2}{(\sum \text{standardized loading})^2 + \epsilon_j}$$

Information:

- Standard loading is obtained from the results of estimated standardized loading for each indicator obtained through the Amos output.
- $\Sigma \epsilon_j$ is the measurement error of each indicator, measurement error can be obtained by 1-indicator reliability.

Reliability is a measure of the questionnaire's ability to measure variables [9] . Such a measuring instrument can be called a reliability measuring instrument. There are many ways to assess study reliability, including repeated testing, sample replacement, and internal consistency. One of the most commonly used reliability tests is reliability in terms of Cronbach's alpha. The value of 0.50 indicates the reliability of the questionnaire.

a. work culture shows a positive influence on employee performance.

- b. income has a positive and significant effect on employee performance.
- c. Career development shows an influence on employee performance.
- d. work culture has a significant positive effect on job satisfaction.
- e. income affects job satisfaction.
- f. Career development can affect job satisfaction.
- g. Job satisfaction has a positive effect on employee performance.
- h. shows the influence of work culture, income, and career development on employee performance through job satisfaction [10].

4. Conclusion

Workplace culture is an important thing that belongs to the organization and must be followed by every employee. The purpose of this corporate culture is to improve employee performance by making them productive so that the vision and mission of the organization are realized. The will to succeed and answer all future challenges. This is based on previous research by [11]. Career development is something that needs to be done in the workplace to help employees know themselves so they can plan their future careers. Clear work development can improve employee work results, affecting work development.

Benefits brought by all employees provide a sense of comfort at work, generate a sense of pleasure and satisfaction in using the corporate culture. Clear and transparent professional development influences employee morale from the start. All employees need a place to find out who deserves to be recognized for professional development in order to improve their performance. Job satisfaction refers to job satisfaction, job benefits, and work processes that make you feel you enjoy the work you do. Employees who love their jobs have high morale and are willing to work overtime to improve their job or career. Organizational culture, income, career development, etc. are factors that can have a beneficial effect on health and are factors that employees can experience directly. This will have an impact on employee performance and job satisfaction, like previous research [12].

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