

Factors Affecting the Career Plateau Mediated Job Satisfaction

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Abstract

The purpose of this study was to analyze and explain the influence of personality and work motivation on job satisfaction, to analyze and explain the influence of personality and work motivation on the career plateau mediated by job satisfaction. This study uses an explanatory research type, which tries to explain the relationship between the variables contained in the study. The variables in the research are personality, motivation, job satisfaction and career plateau. The analysis technique in this research is to use instrument test, multiple linear regression, model test, hypothesis testing with SPSS version 22.0 program. The results of this study affect and have a positive effect on employee job satisfaction. Personality has a positive effect on career paths, motivation has a negative effect on career paths, job satisfaction has no significant effect on career paths, because job satisfaction has no effect on career paths, mediation tests cannot be carried out.

Keywords

Innovation; e-government; local government; good government



I. Introduction

Human resources are no longer seen as part of personnel who are more concerned with administrative matters, but as human capital and the main asset of the organization that functions as strategic partners, agents of change, administrative experts and employee fighters (Latuihamallo, 2010). In a career, every individual will definitely be in a position and condition where his career does not progress in the organization he is following, it's just that there are people who achieve it earlier than others. This event is often referred to as a career plateau (career stagnation). Human Resources (HR) is the most important component in a company or organization to run the business it does. Organization must have a goal to be achieved by the organizational members (Niati et al., 2021). Development is a change towards improvement. Changes towards improvement require the mobilization of all human resources and reason to realize what is aspired (Shah et al, 2020). The development of human resources is a process of changing the human resources who belong to an organization, from one situation to another, which is better to prepare a future responsibility in achieving organizational goals (Werdhiastutie et al, 2020).

According to Allen (Putra & Tripalupi, 2014) suggested that the career plateau point is defined as the point in a career where the possibility of additional hierarchical promotion is very low. Allen et al. (Putra & Tripalupi, 2014) argues that a person can experience two types of career plateau (career stagnation) in his career, namely structural (hierarchical) plateauing and job content plateauing. Structural (hierarchical) plateauing occurs when a person has very little opportunity to move up to a higher level in the organization. While job content plateauing occurs when a person is not challenged by a new job and job responsibilities, it usually occurs when someone who already has a high position tends to think about staying in his current position because he does not want to take on greater responsibility if he is in the next position or position.

In research that has been done by Ariefiana & Soliha (2021) relating to the effect of job satisfaction on the career plateau gives the result that job satisfaction has a negative and significant effect on the career plateau. The better job satisfaction, the lower the career plateau of employees. This indicates that employees who have strong job satisfaction in themselves have a low career plateau. Robbins in Sijabat (2018) Job satisfaction is defined as an individual's general attitude towards his job, the difference between the amount of remuneration an employee receives and the amount they believe they should receive.

Job satisfaction can also be influenced by several factors such as personality (Arianto & Choliq, 2019) and motivation (Rivaldo & Ratnasari, 2020). An employee's personality can lead to a career plateau, a worker with a good personality who has occupied a high position is likely to be promoted to a difficult position because the position is already the top position for the employee. Previous research stated that personality has an influence on the career plateau, research conducted by Hartanti (2011) and Xwu (2018) resulted in personality having a negative effect on the career plateau. In contrast to the research conducted by Latuihamallo (2010) produces a personality that has a positive effect on career plateau. Personality also has a role in job satisfaction, this is evidenced by the results of research conducted by Arianto & Choliq (2019), which results in personality having a positive effect on job satisfaction.

The company does not only expect capable, capable and skilled employees but most importantly they have the desire to work hard and achieve good work performance (Octafian, 2020). Malay inTampi (2014) explains that motivation comes from the Latin word *movere* which means encouragement or giving driving force that creates the enthusiasm of a person's work so that they want to work together, work effectively, and be integrated with all their efforts to achieve satisfaction. Previous research on the effect of work motivation on career plateau has been conducted by Latuihamallo (2010) with the results of work motivation having a positive influence on the career plateau while the results of research conducted by Putra & Tripalupi (2014) with the result that motivation has a negative effect on career plateau. Research on the effect of work motivation on job satisfaction has also been conducted by Lie & Siagian (2018); Purnama et al., (2017) which produces work motivation has a positive effect on job satisfaction.

The Department of Environment and Forestry of Central Java Province is currently still experiencing many staffing problems in the career field, researchers conducted an initial survey regarding the level of job satisfaction and matters related to the career plateau, where several phenomena were found in the field, such as there are still employees who have difficulty developing a career. them, because it is seen that with the increase in promotions, employee careers tend to be underdeveloped or stagnant, so that many employees are still holding old positions and promotions/classes are also delayed. There is a gap in career advancement which means that the responsibilities and career advancement of employees will affect the work results to be achieved which will automatically affect employee job satisfaction.

Regarding the level of job satisfaction, from 25 respondents the results obtained that 14 respondents gave a satisfied response, 6 respondents gave a quite satisfied response and 5 respondents gave a dissatisfied response. This employee job dissatisfaction is caused by several factors and the main focus is its relation to promotions, coworkers are also less motivated employees due to difficulty in career development.

From the phenomenon that occurred, the researcher took a study with the title of factors influencing career plateau mediated by job satisfaction. The purpose of this research is to analyze and explain the influence of personality and work motivation on job satisfaction. To analyze and explain the influence of personality, work motivation and the

effect of job satisfaction on the career plateau. To analyze and explain the influence of personality and work motivation on career plateau through job satisfaction.

II. Review of Literature

2.1 Career Plateau

Ference et al.(Wulani et al., 2008) gave rise to the concept of a career plateau and defined it as a state in which the probability of promotion in the hierarchy is very low. The size of the career plateau can be objective or subjective. According to Fildman and Weitz (Wulani et al., 2008) Career plateau describes an operational promotion of managers assuming a direct relationship that measures a job's responsibilities and an organizational hierarchy in which managers are given more responsibilities without a change in job title.

Plateau's measure is subjectively a person's perception of his future career that is considered limited or very unlikely to be promoted, Allen et al (Widiari & Tjahjaningsih, 2019). This subjective approach is appropriate because it emphasizes how a person accepts, assesses and reacts to the current situation.

Schiska argues that the career plateau is based on a linear concept of career, namely an increase in a hierarchical pyramid (Adhiputra, 2018). Plateau can be categorized into organizational plateaux and personal plateaux according to Appelbaum & Santiago in Wulani et al (2008), people who experience organizational plateaux have the ability to work well at higher job levels but cannot show it because there are no job vacancies and/or management believes that workers do not have the required skills.

Allen et al inWidiari & Tjahjaningsih (2019)argued that in its development, the concept of a career plateau was not limited to increasing positions through a hierarchical ladder. According to Schiska inAdhiputra (2018)There are 3 types of plateauing, namely structural plateauing, which occurs due to the scarcity of the possibility of reaching a high position in the organization, content plateauing occurs when someone feels that the work they have is no longer challenging, and life plateauing occurs because they feel bored or bored in their work life.

2.2 Job Satisfaction

Robbin states job satisfaction as a general attitude of an individual towards aspects of his work (Sijabat, 2018). According to Luthans, job satisfaction is a happy emotional state or positive emotion that comes from evaluating a person's job or work experience (Widiari & Tjahjaningsih, 2019).

Dimensions of job satisfaction according to Robbins and Judge (Widiari & Tjahjaningsih, 2019)in this study are the work itself, salary or wages, promotions, supervision of leaders and co-workers.

2.3 Personality

Personality is a relatively permanent pattern of traits and has unique characteristics that consistently influence behavior, Feist & Feist (Pritama et al., 2012). Pervin revealed that basically everyone has personality traits, which are enduring characteristics that describe individual behavior(Arianto & Choliq, 2019). According to Robbins and Judge, personality is the totality of ways in which a person interacts with other individuals (Shaifa & Supriyadi, 2013).

According to Robbins and Judge (Dewi et al., 2015) in the Big Five Model states that there are 5 dimensions of human personality, namely:

1. Extraversion, the dimension expresses a person's level of comfort in relationships with other individuals. This dimension tends to like to live in groups, assertive and likes to socialize
2. Easy to agree and easy to disagree. This dimension refers to the tendency of individuals to obey other individuals. Likes to work together, warm and full of trust
3. Caution. This dimension is a measure of trust. Such individuals are very responsible, organized and reliable and persistent
4. Emotional stability. This dimension assesses a person's ability to withstand stress, tends to be calm, confident and has a firm stand
5. Open to new things. This dimension groups individuals based on their scope of interest and interest in new things. They tend to be creative, curious and sensitive to the artistic nature.

2.4 Motivation

There are several theories about motivation, one of which is Abraham Maslow's hierarchy of needs theory (Rachmawati, 2018) Abraham's hierarchy of needs theory suggests five levels of needs, namely:

- a. *Physiological* includes hunger, thirst, shelter, sexual and other physical needs.
- b. *Safety* includes the desire to be protected from physical and emotional harm
- c. *Social* includes affection, caring, acceptance and friendship
- d. *Esteem* includes internal reward factors such as self-respect, autonomy and achievement and external reward factors such as status, recognition and reward.
- e. *Self-actualization* namely the drive to become a person according to his abilities including growth, achieving one's potential and self-fulfillment.

According to Hasibuan (Suryawan & Suwandana, 2019) Motivation is an employee's encouragement or mental attitude of employees that leads or encourages behavior towards the achievement of needs that provide satisfaction.

Motivation is a skill in directing employees and organizations to want to work successfully, so that the desires of employees and organizational goals are achieved at the same time (A. Dewi et al., 2021)

Motivation indicators can be used according to McClelland's Achievement Motivation Theory (Nugroho et al., 2016) among others :

1. Need for achievement
 - a. Have the opportunity to excel
 - b. Opportunity to attend education and training
 - c. Proud to work as a reference for colleagues
2. The need for power
 - a. Have the authority and responsibility for the success of student learning
 - b. Have the authority to choose learning resources, methods and appropriate learning media
 - c. Get a better position by competing in a healthy way
3. Need for affiliation
 - a. Build relationships with students, colleagues, superiors and parents.
 - b. Have the opportunity to help colleagues
 - c. Get recognition from the community for the profession as a lecturer

2.5 Research Model

The model is graphically described as follows:

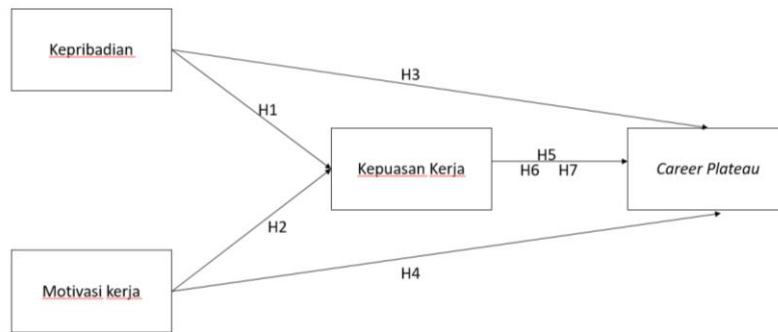


Figure 1. Research Graphic Model, 2022

Figure 1 describes the graphic model of the research in this study, H1 is for the first hypothesis, namely the direct influence of personality on job satisfaction. H2 is for the second hypothesis, namely the direct effect of work motivation on job satisfaction.

Next is H3 which is a graphic model for the third hypothesis related to the direct influence of personality on the career plateau, for H4 is a graphical model for the fourth hypothesis regarding the direct influence of work motivation on the career plateau. Then H5 is a graphical model of the fifth hypothesis, which is about the direct effect of job satisfaction on the career plateau. For H6 and H7, each explains the role of job satisfaction in mediating the influence of personality and work motivation on the career plateau.

As for the mathematical model in this study using 2 models, namely

$$\text{Model I: } Y_1 = a + b_1x_1 + b_2x_2 + e_1$$

$$\text{Model II: } Y_2 = a + b_3x_1 + b_4x_2 + b_5Y_1 + e_2$$

Information:

Y2: Career plateau

Y1: Job satisfaction

X1: Personality

X2: Motivation

a: Constant

b1-5: Regression Coefficient

e1-2: error

III. Research Method

3.1 Types of Research

This study uses an explanatory research type, which tries to explain the relationship between the variables contained in the study. The variables in this study are personality, motivation, job satisfaction and career plateau

3.2 Population and Sample

The population in this study were all employees of the Department of Environment and Forestry of Central Java Province, due to the limitations of the researchers, a sample of 110 respondents was taken.

3.3 Data Sources and Types

The data that will be used in the research are primary data and secondary data. Primary data is research data obtained directly from original sources (not through intermediary sources) and data collected specifically to answer research questions in accordance with the wishes of the researcher (Sugiyono, 2018). The primary data in this study are data related to personality, work motivation, job satisfaction and career plateau. Secondary data is data that is a source of research data indirectly or through intermediaries (obtained and recorded by other parties) (Sugiyono, 2018). In general, secondary data can be in the form of evidence, historical records or reports that have been compiled in archives (documentary data) both published and unpublished. Secondary data in this study include: employee biodata and data on the number of employees of the Department of Environment and Forestry, Central Java Province.

3.4 Data Analysis Techniques

The analysis technique in this research is to use instrument test, multiple linear regression, model test, hypothesis test with SPSS version 22.0 program.

IV. Result and Discussion

4.1 Respondent Description

Respondents in this study were employees of the Department of Environment and Forestry of Central Java Province who were distributed via google form and collected as many as 110 data, while the data collected was then analyzed by instrument testing, regression and Sobel tests.

a. Instrument Test

Validity test is used to measure the validity or invalidity of a questionnaire. The criteria used in testing the validity are:

1. Kaiser Meyer Oikin Measure of Sampling Adequacy (KMO MSA) value > 0.50 , then the sample is sufficient
2. If the Factor Loading value > 0.4 (taking factor loading based on Hair et al with a minimum sample size of 100), then the indicators used in the variables are declared valid

The results of the analysis for testing the validity of each variable are as follows:

Table 1. Variable Validity Test in Research

Variable	KMO	Sufficiency of KMO Sample > 0.50	Indicator	Factor Loading Value	Factor Loading	Information
Personality	0.857	Fulfil	X1_1	0.633	0.4	Valid
			X1_2	0.781	0.4	Valid
			X1_3	0.753	0.4	Valid
			X1_4	0.780	0.4	Valid
			X1_5	0.777	0.4	Valid
			X1_6	0.584	0.4	Valid
			X1_7	0.516	0.4	Valid

			X1_8	0.729	0.4	Valid
			X1_9	0.761	0.4	Valid
			X1_10	0.762	0.4	Valid
			X2_1	0.822	0.4	Valid
			X2_2	0.686	0.4	Valid
			X2_3	0.815	0.4	Valid
			X2_4	0.528	0.4	Valid
Motivation	0.844	Fulfil	X2_5	0.690	0.4	Valid
			X2_6	0.813	0.4	Valid
			X2_7	0.771	0.4	Valid
			X2_8	0.567	0.4	Valid
			X2_9	0.754	0.4	Valid
			Y1_1	0.771	0.4	Valid
			Y1_2	0.713	0.4	Valid
			Y1_3	0.679	0.4	Valid
			Y1_4	0.722	0.4	Valid
			Y1_5	0.703	0.4	Valid
			Y1_6	0.660	0.4	Valid
			Y1_7	0.811	0.4	Valid
			Y1_8	0.714	0.4	Valid
Job satisfaction	0.880	Fulfil	Y1_9	0.895	0.4	Valid
			Y1_10	0.817	0.4	Valid
			Y1_11	0.856	0.4	Valid
			Y1_12	0.662	0.4	Valid
			Y1_13	0.645	0.4	Valid
			Y1_14	0.695	0.4	Valid
			Y1_15	0.768	0.4	Valid
			Y1_16	0.778	0.4	Valid
			Y1_17	0.770	0.4	Valid
			Y2_1	0.827	0.4	Valid
			Y2_2	0.771	0.4	Valid
			Y2_3	0.443	0.4	Valid
Career plateau	0.726	Fulfil	Y2_4	0.848	0.4	Valid
			Y2_5	0.698	0.4	Valid
			Y2_6	0.581	0.4	Valid

Source: Primary data processed in 2022

Based on the results of the validity test in table 1, it is explained that all the statement items in the questionnaire for each indicator of the variables studied meet the requirements of the measurements that have been determined, so it can be concluded that the indicator is valid and can be tested further.

b. Reliability Test

The reliability test was carried out with the Croanbach Alpha statistical test. A variable is said to be reliable if it gives a value of > 0.70. Based on the results of the analysis obtained the value of for each variable in the model as follows:

Table 2. Reliability Test

No	Variable	Alpha	Standard Alpha	Information
1.	Personality	0.877	0.70	Reliable
2.	Motivation	0.883	0.70	Reliable
3.	Job satisfaction	0.948	0.70	Reliable
4	<i>Career plateau</i>	0.785	0.70	Reliable

Source: Processed Primary Data, 2022

From the calculation of the reliability index of the instrument being tested, it can be interpreted that the value of obtained reaches 0.70 and above. So it can be concluded that the responses given are reliable.

4.2 Multiple Linear Regression Analysis

This analysis is used to find the regression equation or the influence between Personality (X1), Motivation (X2), Job satisfaction (Y1) and Career plateau (Y2).

Based on the results of multiple linear regression analysis for the first model, the following regression equation is obtained:

$$\text{Model I: } Y1 = a + 0,290X1 + 0,547X2 + e1$$

From these equations it can be explained that:

1. The regression coefficient of personality variable (X1) is 0.290 (positive value) with a significant value of 0.000 < 0.05. This implies that the personality variable has a positive effect on employee job satisfaction. The more employees have a good personality, the higher the job satisfaction of employees.
2. The regression coefficient of the motivation variable (X2) is 0.547 (positive value) with a significant value of 0.000 < 0.05, this means that the motivation variable has a positive influence on employee satisfaction. employee work.

For the second model, the following equation is obtained:

$$\text{Model II: } Y2 = a + 0.418X1 - 0.493X2 + 0.048Y1 + e2$$

From the above equation, it can be explained that:

1. The regression coefficient for the personality variable (X1) is 0.418 (positive value) with a significant value of 0.000 < 0.05, this means that the personality variable has a positive effect on the career plateau. The better or worse the personality of each employee, the career plateau will also be affected.
2. The regression coefficient of motivation variable (X2) is 0.493 (negative value) with a significant value of 0.000 < 0.05. This implies that the motivation variable has a

negative influence on the career plateau. The higher the value of the motivation component, the smaller the effect on the career plateau.

3. The regression coefficient for employee satisfaction variable (Y1) is 0.048 (positive value) with a significant value of 0.714 > 0.05. This means that the employee satisfaction variable has no significant effect on the career plateau even though it has a positive value. From these results, the mediation test cannot be carried out because satisfaction has no direct effect on the career plateau.

The outputs resulting from testing models I and II are as follows:

Table 3. Output Regression Models 1 and 2

Regression Model	Model Test		t test		Information	
	Adj R Square	F Count	Sig.	□ Sig		
Model I: $Y1 = a + 0,290X1 + 0,547X2 + e1$	0.548	67.065	0.000			
Personality has a positive effect on employee job satisfaction				0.290	0.000	H1 is accepted, positive and significant
Work motivation has a positive effect on job satisfaction				0.547	0.000	H2 is accepted, positive and significant
Model II: $Y2 = a + 0.418X1 - 0.493X2 + 0.048Y1 + e2$	0.163	8084	0.000			
Personality has a negative effect on career plateau				0.418	0.000	H3 is rejected, positive and significant
Work Motivation has a negative effect on Career plateau				-0.493	0.000	H4 is accepted, negative and significant
Job Satisfaction has a negative effect on Career plateau				0.048	0.714	H5 is rejected, positive and not significant

Source: Processed primary data, 2022

Based on the table above, the mediation test using Sobel cannot be carried out because job satisfaction has no effect on the career plateau

4.3 F Uji test

From the results of table 3, in the first model, the calculated significance value is 0.000, which means the arithmetic significance value is <0.05, the personality and motivation variables jointly affect employee satisfaction.

In the results of table 3, for the second model, the calculated significance value is 0.000 so it can be explained that the calculated significance value is <0.05, the variables of personality, motivation and job satisfaction jointly affect the career plateau.

4.4 Coefficient of Determination Test

The adjusted R square value of 0.548 means that the influence of the personality variable (X1) and motivation variable (X2) on employee satisfaction (Y1) is 54.8% while the remaining 45.2% is influenced by other variables not included in the study.

The adjusted R square value of 0.163 means that the influence of the personality variable (X1), motivation variable (X2) and employee satisfaction (Y1) on the career plateau (Y2) is 16.3% while the remaining 83.7% is influenced by other variables that are not included. in research.

4.5 Hypothesis testing

The results of partial hypothesis testing for each variable are as follows:

a. Influence of Personality (X1) on Job Satisfaction (Y1)

The test was carried out using the results of the t test. The calculation results show that the regression coefficient of the personality variable has a t-count value of 3.786 which is positive with a statistical significance value of $0.000 < 0.05$. This means that there is a positive influence of personality variables on employee satisfaction at the Department of Environment and Forestry, Central Java Province. This means that the first hypothesis is accepted.

b. Effect of Motivation (X2) on Job Satisfaction (Y1)

The test was carried out using the results of the t test. The calculation results show that the regression coefficient value of the motivation variable has a t-count value of 7.127 which is positive with a statistical significance value of $0.000 < 0.05$. This means that there is a positive influence of motivational variables on employee job satisfaction at the Department of Environment and Forestry, Central Java Province. This means that the second hypothesis is accepted.

c. Influence of Personality (X1) on Career Plateau (Y2)

The calculation results show that the regression coefficient value of the personality variable has a t-count value of 3.760 which is positive with a statistical significance value of $0.000 < 0.05$. This means that there is a positive influence of personality variables on career plateau in the Department of Environment and Forestry, Central Java Province. This means that the third hypothesis is rejected.

d. Effect of Motivation (X2) on Career Plateau (Y2)

The calculation results show that the regression coefficient value of the motivation variable has a t-count value of -3.889 which is negative with a statistical significance value of $0.000 < 0.05$. This means that there is a negative influence of the motivational variable on the career plateau at the Department of Environment and Forestry, Central Java Province. This means that the fourth hypothesis is accepted.

c. Effect of Job Satisfaction (Y1) on Career Plateau (Y2)

The results of further calculations show that the regression coefficient value of the job satisfaction variable has a t-count value of 0.367 which is positive with a statistical significance value of $0.714 > 0.05$. This means that there is a positive effect of the employee satisfaction variable on the career plateau at the Department of Environment and Forestry, Central Java Province, although it is not significant. So that the fifth hypothesis is rejected, the rejection of this hypothesis makes the mediation test impossible.

4.6 Discussion

a. Influence of Personality (X1) on Job Satisfaction (Y1)

Based on the results of the study, personality affects employee satisfaction at the Department of Environment and Forestry, Central Java Province. The regression coefficient value of the personality variable has a t-count value of 3.786 which is positive with a statistical significance value of $0.000 < 0.05$. This means that the first hypothesis is accepted, personality has a positive effect on employee satisfaction at the Department of Environment and Forestry, Central Java Province.

Personality is a characteristic that persists in a person that describes an individual's behavior, which is used to interact with his environment (Pratama et al., 2012). The results of this study support research that has been carried out by Amiruddin (2011); Arianto & Choliq (2019); Pratama et al., (2012) which results in personality having a positive effect on job satisfaction.

b. Effect of Motivation (X2) on Employee Satisfaction (Y1)

The results of research on the effect of motivation on employee job satisfaction using the results of the t test. The calculation results show that the regression coefficient value of the motivation variable has a t-count value of 7.127 which is positive with a statistical significance value of $0.000 < 0.05$. This means that there is a positive influence of motivational variables on employee job satisfaction at the Department of Environment and Forestry, Central Java Province.

The results of this study are in line with the results conducted by Amiruddin (2011), Nugroho et al., (2016) which resulted in work motivation having a positive effect on job satisfaction.

c. Personality Effect (X1) on Career Plateau (Y2)

Basically, everyone has personality traits, namely an enduring characteristic that describes individual behavior (Arianto & Choliq, 2019). The personality of an employee can lead to a career plateau. A worker with a good personality who has occupied a high position is likely to be promoted to a difficult position because the position is already the top position for the employee.

Based on the results of the research, personality has an effect on career plateau at the Department of Environment and Forestry, Central Java Province. The regression coefficient value of the personality variable has a t-count value of 3.760 which is positive with a statistical significance value of $0.000 < 0.05$. This means that the third hypothesis is rejected, personality has a positive effect on the career plateau of the Department of Environment and Forestry, Central Java Province, though.

The easier it is for employees to fulfill their needs or desires because there are various products available, the more employees tend to make repeat purchases in the future. The results of this study are in line with the results of research that has been done Latuihamallo (2010) which justifies if personality affects a person's career plateau.

d. Effect of Motivation (X2) on Career Plateau (Y2)

Motivation is a process in which needs drive a person to perform a series of activities that lead to the attainment of individual goals with a career. The results of the calculation show that the regression coefficient value of the motivation variable has a t-count value of -3.889 which is positive with a statistical significance value of $0.000 < 0.05$. This means that there is a negative influence of the motivational variable on the career plateau at the Department of Environment and Forestry, Central Java Province.

Thus the motivation in this case is divided into three, namely: achievement motivation is the human tendency to get achievement, affiliation motivation is the human tendency to cooperate or socialize and power motivation is the human tendency to have power. Thus, the higher the motivation, the lower the career plateau.

These results support the results of research from Latuihamallo (2010) which resulted in motivation having a negative effect on the career plateau.

e. Effect of Employee Satisfaction (Y1) on Career Plateau (Y2)

Job satisfaction as a form of work attitude is built based on perceptions of experience and conditions at work. Limited promotion opportunities and the absence of challenging jobs can be perceived negatively and will have a negative impact on work attitudes (McCleese & Eby, 2006). Employees who are satisfied with their work who have occupied a high position are likely to be promoted to a difficult position because the position is already the top position for the employee.

The results of the study give the regression coefficient value of the employee satisfaction variable having a t-count value of 0.367 which is positive with a statistical significance value of $0.714 > 0.05$. This means that the job satisfaction variable does not have a significant effect even though it has a positive value on the career plateau at the Department of Environment and Forestry, Central Java Province.

These results are different from the results of research by (Sijabat, 2018) which resulted in job satisfaction having a negative effect on the career plateau, so that an employee's job satisfaction cannot decrease because of the career plateau.

V. Conclusion

In accordance with the results of the discussion, it can be concluded that personality and motivation have a positive effect on job satisfaction. Personality has a positive effect on the career plateau, motivation has a negative effect on the career plateau, job satisfaction has no significant but positive effect on the career plateau.

There are several suggestions from researchers based on the results of this study, including the Head of the Environment and Forestry Office of Central Java Province to re-examine the work given whether it is in accordance with the field of the employee or not, considering that there are still employees who feel that the work that given can trigger employee stress levels. The Head of the Environment and Forestry Office of Central Java Province can motivate his employees so that they can show their best performance and become outstanding employees. Employees of the Environment and Forestry Office of Central Java Province to maintain their best performance and not be complacent with the current status increase,

The limitations of this study are the small influence value because the dependent variable leads to a negative value, namely career plateau, while the independent variable leads to a positive value.

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