

Figure 1 Conceptual Model

HYPOTHESES

Based on the literature review and the conceptual model above, seven hypotheses can be stated as follows:

- H₁: Compensation has an effect on Work Motivation.
- H₂: Compensation has an effect on Job Satisfaction.
- H₃: Career Development has an effect on Work Motivation.
- H₄: Career Development has an effect on Job Satisfaction.
- H₅: Work Environment has an effect on Work Motivation.
- H₆: Work Environment has an effect on Job Satisfaction.
- H₇: Work Motivation has an effect on Job Satisfaction.
- H₈: Compensation has an effect on Job Satisfaction through Work Motivation.
- H₉: Career Development has an effect on Job Satisfaction through Work Motivation.
- H₁₀: Work Environment has an effect on Job Satisfaction through Work Motivation.

METHODOLOGY

The type of research used by the author is explanatory research with a quantitative approach. This research is to explain the causal relationship between one variable and another variable through hypothesis testing (Sugiartha, 2017). It is called quantitative because the data in this study relates to numbers and analysis using statistics (Sugiyono, 2010).

Sekaran (2006) states that the population is the entire collection of elements that will be concluded. The size of the population to be used in a study depends on the range of conclusions to be made or generated. The population in this study were employees of the Department of Infrastructure 1 PT. Adhi Karya Tbk with a total of 542 employees.

The sample is part of the population whose characteristics are to be investigated and considered to be representative of the entire population and the number is less than the total population (Djarwanto and Subagyo, 2000: 108). The sample in this study was taken by purposive sampling technique, namely sampling with certain criteria. The criteria are permanent employees of PT. Adhi Karya Tbk who has worked for more than two years.

To determine the sample size of the primary caretaker obtained by this research, the Slovin formula is used because the population is limited. By using the Slovin formula, the sample size can be calculated: $n = N/(1+Ne^2) = 542/(1+542(0.05)^2) = 199.63$, rounded up to 200. So the number of samples to be used in this study is 200 employees with the sample criteria being permanent employees who have worked for more than two years.

The type of data used in this study is primary data. Primary data was collected through a questionnaire instrument. The respondents filled out the questionnaire by providing an assessment of the list of questions based on the research scale scores circulated through the google form. To make it easier for researchers, the data is tabulated using Excel software. The data that has been collected in the Excel software is ready for further analysis.

The analytical method used in this research is path analysis. The author uses path analysis to determine the causal relationship, intending to explain the direct or indirect effect between exogenous variables and endogenous variables. In this study, the authors want to analyze and ensure whether there is an influence of competence, career development, and work environment on job satisfaction with work motivation as a mediator variable. The software used is the Statistical Package for Social and Sciences (SPSS).

CONCLUSION

This research is aimed at developing a proposed conceptual model. The authors of this paper have proposed a conceptual model to examine the effect of competence, career development, and work environment on job satisfaction by using work motivation as a mediating variable. Besides the conceptual model, this paper has explained the background of the research, literature review, hypotheses, and research methods used. By applying this conceptual model, the influence of competence, career development, and work environment on job satisfaction with work motivation as a mediating variable at PT. Adhi Karya Tbk can be established.

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