The Effect of Training and Career Development on Nurses' Job Satisfaction at H Bachtiar Djafar Regional Hospital

Febri Yulyanti[1], Yuli Arnida Pohan[2], Nurrahman Nasution[3], Vio Natasya[4], Sonia Septiwati Simanjuntak[5], Nadia Maefa Putri[6], Fachry Zuhair[7]
Management Study Program, Universitas Potensi Utama Medan
Email: febryyulyanti733@gmail.com

This study aims to examine the effect of training and career development on the level of nurse job satisfaction at H. Bachtiar Djafar Regional General Hospital. The population comprised 55 nurses, with a sample of 55 respondents covering the entire population of nurses at H. Bachtiar Djafar Regional General Hospital. Training data were obtained directly from the hospital, while career development and job satisfaction data were collected through a pre-survey and a questionnaire supplemented by an interview with the Head of the Nursing Department. The analysis was conducted using a quantitative approach using multiple linear regression to explore the relationship between the independent variables (training and career development) and the dependent variable (job satisfaction). The results showed that training had a positive and significant impact on the level of nurse job satisfaction, with a t-value of 4.442 and a significance level of 0.000, which is smaller than 0.05. Career development had a positive and significant impact on job satisfaction, with a t-value of 3.376 and a significance level of 0.001, which is smaller than 0.05. Training and career development were conducted simultaneously and had a positive and significant impact on nurse job satisfaction, with an F-value of 23.619 and a significance level of 0.000, which is less than 0.05. The adjusted R-square value of 0.456 indicates that 45.6% of the variation in job satisfaction can be explained by training and career development variables, while the remaining 54.4% is influenced by other factors not included in this study. These findings demonstrate the importance of implementing appropriate training programs and having a clear career system in improving nurse job satisfaction.

Keywords: Training, Career Development, Job Satisfaction, Nurses, H. Bachtiar Djafar Regional General Hospital

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Corresponding Author:
Febri Yulyanti
Universitas Potensi Utama Medan
febryyulyanti733@gmail.com

1. Introduction

Hospitals are healthcare organizations tasked with providing quality healthcare services and meeting the needs of the community. In carrying out their duties, nurses play a crucial role because they interact directly with patients throughout the healthcare process. Nurses must provide professional, prompt, and accurate service, prioritizing patient safety. The high job demands faced by nurses require hospitals to consider various factors that can increase their job satisfaction and maintain the quality of healthcare services.

An organization is a system consisting of a group of people working together toward a common goal and willing to follow mutually agreed-upon rules to achieve these goals. To achieve these goals, several factors contribute, including employee management. Management is the process of achieving organizational goals by organizing structures, appointing the right people, providing guidance, developing employee skills, and rewarding members.

Human resource management is crucial to the smooth operation of an organization. According to Hasibuan, as quoted by (Ananda Fitriani Dewi, 2023), an organization is formed based on a specific vision that benefits humanity, and the organization is managed by people to carry out its mission. Therefore, people are a vital

part of every organizational activity. Furthermore, human resource management involves effectively organizing and managing the workforce in accordance with the organization's vision so that company goals can be optimally achieved. Due to the crucial role of people in every organizational activity, individuals with high work ethic and strong loyalty to the organization are needed.

Job satisfaction is the positive or negative feelings a person experiences regarding their work. Understanding the various factors that influence job satisfaction is crucial for improving employee well-being and the organization's ability to operate effectively. According to Rohmah (2020), several factors identified that impact job satisfaction levels include job training and career development for employees.

The following table presents pre-survey data that the author can use to strengthen the argument in this background:

Table 1. Pre-survey Data on Job Satisfaction of Nurses at H. Bachtiar Djafar Regional Hospital

No	Indicators	Statement:	Yes		No	
1	Employment	I am satisfied with this job.	11	36,7%	19	63,3%
2	Wages	I receive a salary that is commensurate with my job responsibilities.	17	56,7%	13	43,3%
3	Promotion	I feel there are opportunities for promotion within the company.	12	40%	18	60%
4	Supervision	I feel my supervision is fair.	17	56,7%	13	43,3%
5	Coworkers	I have coworkers who understand and support each other.	11	36,7%	19	63,3%

Based on the results of a pre-survey conducted on 30 nurses at H. Bachtiar Djafar Regional General Hospital in Medan City, it was found that the level of job satisfaction is still very low, potentially reducing work motivation, productivity, organizational commitment, and the quality of service to patients, and can even affect the quality of hospital services as a whole and can increase turnover. Therefore, it is necessary to know the factors that cause low job satisfaction so that the hospital can formulate appropriate policies to improve the quality of human resources. In the work indicator, as many as 19 respondents (63.3%) stated that they were not satisfied with their work, while only 11 respondents (36.7%) stated that they were satisfied. In the wage indicator, as many as 13 (43.3%) respondents stated that they were not satisfied with the wages given, while 17 (56.7%) respondents stated that they were satisfied. In the promotion opportunity indicator, as many as 18 respondents (60%) stated that they had not received adequate promotion opportunities, while 12 respondents (40%) stated that they were satisfied. Furthermore, regarding the co-worker indicator, 19 respondents (63.3%) stated they did not feel a mutually supportive working relationship, while 11 respondents (36.7%) stated they were satisfied. Regarding the supervision indicator, 17 respondents (56.7%) stated that the supervision provided was fair, while 13 respondents (43.3%) stated they were not satisfied.

The pre-survey results indicated that the main issues regarding job satisfaction at H. Bachtiar Djafar Regional General Hospital, Medan City, lie in job satisfaction, promotion opportunities, and relationships with co-workers. This situation indicates that there are still aspects of human resource management that require attention to improve nurse job satisfaction. Furthermore, the low perception of promotion opportunities indicated in the pre-survey results indicates that career development is still not optimally perceived by the majority of nurses. This situation has the potential to reduce work motivation because employees feel opportunities for development and career advancement are still limited.

If this situation persists, it could impact work motivation, organizational commitment, productivity, and the quality of healthcare services provided to patients. Therefore, research is needed to analyze the factors

influencing nurse job satisfaction, particularly through on-the-job training and career development. The results can be used as a reference by the management of H. Bachtiar Djafar Regional General Hospital, Medan, in formulating more effective human resource development policies. According to information obtained from Mrs. Mayasari, a member of the nursing team, the hospital also provides nurses with opportunities for further education through study assignment programs to support career development.

According to data from H. Bachtiar Djafar Regional General Hospital, several nurses participated in various training programs between 2022 and 2023. These programs cover a wide range of areas aimed at improving the competency and skills of nursing staff and are expected to enhance their professional competence, resulting in more effective, safe, and high-quality patient care. However, the effectiveness of training and career development on nurse job satisfaction still needs to be scientifically studied to determine the extent to which these two factors contribute to nursing staff job satisfaction.

Table 2. Pre-Survey Data on Nurse Career Development at H. Bachtiar Djafar Regional General Hospital

No	Indicators	Statement	Yes		No	
1	Educational Background	A relevant educational background that matches your qualifications is very supportive of career development.	20	66,7%	10	33,3%
2	Work Experience	Relevant work experience is very supportive of career development.	16	53,3%	14	46,7%
3	Work Achievement	One or two accomplishments significantly facilitate career development.	9	30%	21	70%
4	Opportunities or Opportunities	The company always provides opportunities for growth.	10	33,3%	20	66,7%
5	Professional Network	Connections are very helpful in career advancement.	17	56,7%	13	43,3%

The data above indicates that the majority of employees have educational backgrounds and are supported by relationships. Some feel supported by their relevant work experience. The lack of opportunities and lack of achievement that impact career development are noteworthy. Based on an interview with Ms. Arfi Yanti, Chair of the Nursing Committee at H. Bachtiar Djafar Regional Hospital in Medan, the implementation of job training is influenced by directives from the Regional Personnel Agency (BKD) and the availability of a human resource development budget. Consequently, training cannot be conducted routinely and does not fully meet the needs of each nurse. Some nurses also expect more frequent training, relevant to their field of work, and more equitable opportunities for all nursing staff to improve their competencies. According to Ms. Mayasari, one of the nursing team leaders, the hospital also provides nurses with opportunities to participate in continuing education through study assignment programs to support career development. Based on the above issues, to determine the number of training sessions, training data from H. Bachtiar Djafar Regional General Hospital is needed. Therefore, the author presents a table of training sessions attended by nurses at H. Bachtiar Djafar Regional General Hospital in 2022–2023, which can be seen in Table 3.

Table 3. Training Data H. Bachtiar Djafar Regional General Hospital 2022-2023

No	Training Name	Training Location	Length of Education	Hour	TOTAL TIME
1	Basic Trauma Training	Medan	15 NOVEMBER 2022 to 19 NOVEMBER 2022	4	2022 29 HOUR
2	Cardiac Life Support	Medan	15 NOVEMBER 2022 to 19 NOVEMBER 2022	4	
3	(BTCS)	Medan	2 NOVEMBER 2022 to 4 NOVEMBER 2022	21	
4	Emergency Patient Response Training	Medan	20 SEPTEMBER 2023 to 21 SEPTEMBER 2023	16	2023 96 HOUR
5	(PPGD)	Medan	5 OCTOBER 2023	8	
6	Service Excellence and Effective Communication Training	Medan	3 OCTOBER 2023 to 4 OCTOBER 2023	16	
7	Code Blue Training	Medan	30 AUGUST 2023 to 31 AUGUST 2023	16	
8	Early Warning System Training	Medan	28 AUGUST 2023 to 29 AUGUST 2023	16	
9	Fire Prevention and Response and Hospital Safety Workshop	Medan	26 JULY 2023 to 27 JULY 2023	16	
10	Service Excellence and Effective Communication Training	Medan	24 JULIY2023	8	

Source: H. Bachtiar Djafar Regional General Hospital

As shown in Table 3, nurses participated in various types of training throughout the 2022–2023 period. These training programs include Basic Trauma Cardiac Life Support, Emergency Patient Care, Service Excellence and Effective Communication, Code Blue, and Early Warning Systems. In addition to listing the types of training attended, the table also details the schedule and total number of training hours completed

by participants. This reflects the hospital's commitment to providing nursing staff with opportunities to develop their competencies through various activities.

Based on the above background, the researcher is interested in conducting a study entitled "The Effect of Training and Career Development on Nurse Job Satisfaction at H. Bachtiar Djafar Regional General Hospital."

Based on the background described above, this study aims to: (1) Determine and analyze the partial positive and significant effect of training on nurse job satisfaction at H. Bachtiar Djafar Regional General Hospital. (2) To determine and analyze the partial positive and significant effect of career development on nurse job satisfaction at H. Bachtiar Djafar Regional General Hospital. (3) To determine and analyze the simultaneous positive and significant effect of training and career development on nurse job satisfaction at H. Bachtiar Djafar Regional General Hospital.

Theoretical Framework

Job Satisfaction

(Robbins S. P., 2022) defines job satisfaction as the positive feelings an individual has toward their job as a result of evaluating the characteristics of the work they perform. The level of job satisfaction reflects the extent to which a person likes or dislikes their job. According to (Robbins S. P., 2022), indicators of job satisfaction include the following:

a. Work
b. Wages
c. Promotions
d. Supervision
e. Coworkers

Training

According to Rivai (2014), training is a systematic process designed to provide or enhance the knowledge, skills, and work attitudes required by nurses to perform their duties effectively and efficiently in accordance with established standards. According to (Rivai, 2014), training indicators consist of several elements, including:

a. Training Content
b. Training Methods
c. Instructors
d. Participants
e. Trainer Qualifications

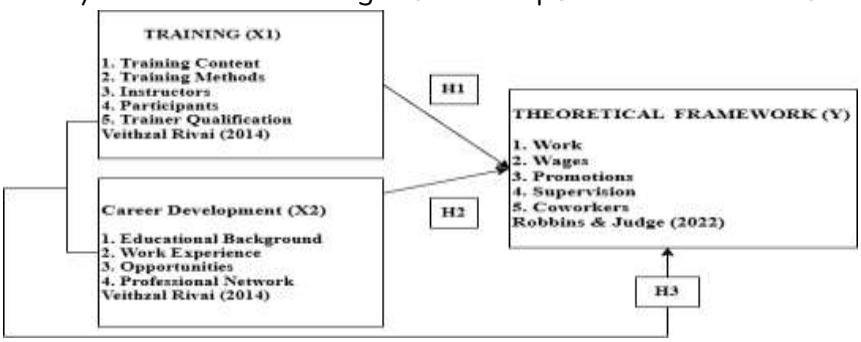
Career Development

Career development is a human resources activity that helps employees plan and develop their future careers in the most effective way possible (Nurani Magfirah Enggowa, 2023). According to Nurani Magfirah Enggowa (2023), indicators of career development include the following:

a. Educational Background
b. Work Experience
c. Opportunities
d. Professional Network

Conceptual Framework

A conceptual framework is a model of thinking that illustrates how this theory relates to various factors that have been identified as key issues. The following is the conceptual framework for this study :



Based on the figure above, it can be concluded that job satisfaction among nurses at H. Bachtiar Djafar Regional General Hospital is influenced by X_1, X_2, and X_3.

Research Hypothesis

According to Sugiyono (2023), a hypothesis is an assumption or conjecture about something made to explain it, which often requires verification. The hypotheses in this study are as follows:
H_1: Training has a partial positive and significant effect on nurse job satisfaction at H. Bachtiar Djafar Regional General Hospital.
H_2: Career development has a partial positive and significant effect on nurse job satisfaction at H. Bachtiar Djafar Regional General Hospital.
H_3: Training and career development simultaneously have a positive and significant effect on nurse job satisfaction at H. Bachtiar Djafar Regional General Hospital.

2. Method

This study used a quantitative approach with an associative research design. The aim was to analyze the influence of training and career development on nurse job satisfaction at H. Bachtiar Djafar Regional General Hospital. The quantitative approach was chosen because it can objectively measure the relationship between variables through statistical data processing, thus providing a more accurate picture of the influence of independent variables on the dependent variable.

The study was conducted at H. Bachtiar Djafar Regional General Hospital, located at Jalan KL. Yos Sudarso No. 22, Pekan Labuhan, Medan Labuhan District, Medan City, North Sumatra 20253. Research activities began in April 2026 and continued until the entire research series was completed.

The population in this study was all 55 nurses working at H. Bachtiar Djafar Regional General Hospital. Given the relatively small population, this study used a saturated sampling technique. According to Sugiyono (2018), saturated sampling is a sampling technique that uses all members of the population as research samples. This technique is generally used when the population is relatively small, less than 100 people. Therefore, all 55 nurses served as respondents in this study.

The research data was obtained through primary and secondary data sources. Primary data was collected directly from respondents through a questionnaire containing statements regarding training, career development, and nurse job satisfaction. Meanwhile, secondary data was obtained from various supporting sources such as documents, literature, scientific journals, and other references relevant to the research topic. Data collection was conducted through questionnaires, interviews, and observations. The questionnaire served as the primary research instrument, using a Likert scale of 1 to 5 to measure respondents' responses

to each statement. Additionally, interviews were conducted to obtain more in-depth information from sources directly related to the research. According to Sugiyono (2022), interviews are a data collection technique conducted through a question-and-answer process with leaders, authorities, or other individuals directly related to the research focus. Observations were also conducted by directly observing activities and working conditions within the H. Bachtiar Djafar Regional General Hospital to strengthen understanding of the research findings.

Data analysis began with a validity test, which aimed to determine the ability of each statement item to measure the variables being studied. Validity testing was conducted by comparing the calculated r and tabular r values. The test used 30 respondents, resulting in an r table value of 0.3610. The test results showed that all statement items in the training, career development, and job satisfaction variables for nurses had calculated r values greater than the table r value of 0.3610. Therefore, all statement items were declared valid and suitable for use as research instruments.

Next, a reliability test was conducted to determine the level of consistency of the research instrument. The test results showed that the training variable obtained a Cronbach's Alpha value of 0.960, the career development variable a Cronbach's Alpha value of 0.823, and the job satisfaction variable a Cronbach's Alpha value of 0.822. All Cronbach's Alpha values were above the minimum limit of 0.60, thus concluding that the research instrument had a good level of reliability. Therefore, all research variables were deemed reliable and capable of providing consistent measurement results. These test results indicate that the questionnaire used met the validity and reliability requirements and was therefore suitable for use in the research data collection process.

3. Results And Discussion

Normality Test

Table 2. Kolmogorov Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		55
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	3,05239380
Most Extreme Differences	Absolute	,112
	Positive	,074
	Negative	-,112
Test Statistic		*,112*
Asymp. Sig. (2-tailed)		*,085*[c]

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.

Data Source Processed by the Author 2026

Based on the table above, the Asymp. Sig. (2-tailed) value is 0.085 > 0.05, indicating that the data tested is normally distributed.

Multicollinearity Test

Table 3. Multicollinearity Test Results

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		

Model	Collinearity Statistics	
	Tolerance	VIF
TRAINING (X1)	,879	1,137
CAREER DEVELOPMENT (X2)	,879	1,137

Data Source Processed by the author 2026

Based on the following table, the results of the multicollinearity test for the training (X1) and career development (X2) variables have a Tolerance value of 0.879 (>0.10) and a VIF of 1.137 (<10). It can be concluded that this study is free from multicollinearity problems.

Heteroscedasticity Test

Table 4. Results of the Heteroscedasticity Test with the Glejser Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5,028	3,068		1,639	,107
	TRAINING (X1)	-,062	,054	-,167	-1,147	,257
	CAREER DEVELOPMENT (X2)	,000	,078	,000	-,003	,998

Data Source Processed by the author 2026

Based on the following table, the training and career development variables have a value (sig) > 0.05. Therefore, there are no symptoms of heteroscedasticity in the regression model used.

Multiple Linear Regression Analysis

Table 5. Multiple Linear Regression Test Results

Model		Unstandardized Coefficients	
		B	Std. Error
1	TRAINING (X1)	8,196	5,109
	CAREER DEVELOPMENT (X2)	,398	,090
	TRAINING (X1)	,441	,131

Data Source Processed By Author 2026

The multiple linear regression equation model used is as follows:

$$Y = 8.196 + 0.398 (X1) + 0.441 (X2) + e$$

This can be assessed from the following information:

1. The constant (α) of 8.196 indicates that if the training (X_1) and career development (X_2) variables are assumed to be constant or unchanged (zero), then the nurse job satisfaction (Y) is estimated to be 8.196. The constant value reflects the baseline level of job satisfaction influenced by factors outside the research model.
2. The training (X1) value of 0.398 indicates that every 1-unit increase in training will increase nurse job satisfaction by 0.398 units, assuming other variables remain constant. The coefficient is positive, indicating that training has a positive effect on nurse job satisfaction.
3. The regression coefficient for the career development variable (X_2) of 0.441 indicates that every one-unit increase in career development will increase nurse job satisfaction by 0.441 units, assuming the training variable remains constant. A positive coefficient indicates that the better the career development opportunities and systems provided by the hospital, the higher the nurse job satisfaction.

Partial Test (t-Test)

Table 6. Partial Test Results (T-Test)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8,196	5,109		1,604	,115
	TRAINING (X1)	,398	,090	,475	4,442	,000
	CAREER DEVELOPMENT (X2)	,441	,131	,361	3,376	,001

Data Source Processed by the author 2026

Based on the table above, it can be seen that the numbers

Df = n-k-1 = 55-2-1 = 52
n = 55 (Sample)
k = 2 (Research Variable)
a = 5% (0.05)
ttable = 1.674

1. Based on the results of the t-test, the hypothesis test criterion is accepted, namely t count > t table. The table above shows the effect of training on nurse job satisfaction, with a t count of 4.442 > 1.674 with a probability of significance of 0.000 < 0.05. Therefore, based on the partial test requirements, it can be concluded that H1 is accepted, meaning training has a positive and significant effect on nurse job satisfaction.
2. Based on the results of the t-test, the hypothesis test criterion is accepted, namely t count > t table. The table above shows the effect of career development on nurses' job satisfaction. The calculated t-value is 3.376 > 1.674 with a probability of 0.001 < 0.05. Therefore, based on the partial test, H2 is accepted, meaning career development has a positive and significant effect on nurses' job satisfaction.

Simultaneous Test (F-Test)

Table 7. F-Test Results

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	457,058	2	228,529	23,619	,000[b]
	Residual	503,124	52	9,675		
	Total	960,182	54			

a. Dependent Variable: Job Satisfaction (Y)
b. Predictors: (Constant), CAREER DEVELOPMENT (X2), TRAINING (X1)

Data Source Processed by the author 2026

This test aims to determine whether Training (X1) and Career Development (X2) simultaneously have a significant effect on Job Satisfaction (Y). This test uses a 95% confidence level or a 5% significance level (α = 0.05). Based on the F-test results in the table above, the calculated F-value is 23.619 with a significance value of 0.000. Because the significance value is less than 0.05, H0 is rejected and H1 is accepted. This means that Training and Career Development simultaneously have a significant effect on nurse job satisfaction at H. Bachtiar Djafar Regional General Hospital.

Determination Test

Table 8. Coefficient of Determination (R2) Test

Model Summary[b]				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,690[a]	,476	,456	3,11054

a. Predictors: (Constant), CAREER DEVELOPMENT (X2), TRAINING (X1)
b. Dependent Variable: Job Satisfaction (Y)

Data Source Processed by the author 2026

Based on the following table, the adjusted R-square value is 45.6%. Therefore, it can be concluded that Training (X1) and Career Development (X2) influence the nurse job satisfaction variable (Y) at H. Bachtiar Djafar Regional Hospital. The remaining 54.4% is influenced by other variables not examined in this study.

Discussion

The Effect of Training on Job Satisfaction

Based on the results of the partial t-test conducted in this study, the training variable obtained a significance value of 0.000 with a calculated t-value of 4.442. This significance value is smaller than the significance limit used in this study, which is $\alpha = 0.05$. Therefore, it can be concluded that the training variable has a significant effect on job satisfaction of nurses at H. Bachtiar Djafar Regional Hospital. This means that the training provided can directly increase nurse job satisfaction. According to Mon (2021), training is a teaching process for employees, both new and existing, to equip them with the basic skills necessary to perform their jobs effectively.

The results of this study reinforce the view that training is a crucial factor in increasing nurse job satisfaction. Through training, nurses acquire new knowledge and skills that help them perform their healthcare duties more optimally. These conditions can increase self-confidence, reduce work errors, and provide a more positive work experience, thus increasing job satisfaction.

These findings align with Dessler's (2022) opinion, which states that effective training programs can improve employee performance and job satisfaction because employees perceive the organization as paying attention to their competency development. When organizations provide training tailored to job needs, employees feel more valued and have greater opportunities for development.

Analysis of respondents' responses showed that the dominant indicator with the lowest mean was the statement "The training instructor was able to answer participants' questions clearly and accurately." This indicates that some respondents felt the instructor's ability to answer participants' questions still needed improvement. According to Noe (2023), instructor competence is a key factor in determining training success because instructors play a key role in delivering material, providing feedback, and addressing participants' needs throughout the learning process.

Meanwhile, the respondent's answer with the highest mean was the statement "The training was conducted in an interesting and effective manner." This indicates that respondents strongly agreed that the training was well-conducted, making it easier for participants to participate. According to Armstrong and Taylor (2023), engaging, interactive, and job-relevant training methods can increase participant engagement, resulting in more effective training outcomes. Therefore, well-designed training will provide greater benefits in improving nurse job satisfaction.

The Effect of Career Development on Job Satisfaction

Based on the results of the partial (t) test, the career development variable had a t-value of 3.376 with a significance level (p-value) of 0.001. This significance value is less than the significance limit of $\alpha = 0.05$, thus concluding that career development significantly influences job satisfaction among nurses at H. Bachtiar Djafar Regional Hospital.

This study concluded that career development has a positive and significant effect on nurse job satisfaction. Career development is the process of improving an individual's abilities, skills, and experience to achieve a desired position, which has been proven to significantly increase nurse job satisfaction. Career development can be carried out through various stages that help nurses plan and achieve future career goals. According to Rohmah (2020), career development is the process of increasing job status within an organization through a career path established by the company.

The results of this study indicate that the better the career development provided by the hospital, the higher the level of nurse job satisfaction. Opportunities for promotion, competency development, and clarity of career paths motivate nurses to perform better and remain with the organization. These findings are supported by Armstrong and Taylor (2023), who explained that employees who have clear career development opportunities tend to have higher levels of job satisfaction because they perceive opportunities to grow and achieve professional goals.

Based on the descriptive analysis, the career development variable received high ratings. The indicator with the highest mean score was the statement "Professional relationships with fellow healthcare workers support my career development" (mean = 4.44), while the lowest mean score was the statement "My work experience supports my career development in the hospital" (mean = 4.02). These results indicate that professional relationships between employees are the most perceived factor supporting career development.

According to Robbins and Judge (2022), good working relationships between employees can create an environment that supports learning, collaboration, and the exchange of experiences, thus opening up broader career development opportunities. Conversely, the fact that work experience is not fully considered supportive of career development indicates that some nurses still view work experience as a primary factor in determining career paths. Therefore, hospitals need to pay more attention to work experience as a consideration in nurse career development.

The Effect of Training and Career Development on Job Satisfaction

Based on the F-test results obtained from the regression output, the calculated F-value was 23.619 with a significance level (p-value) of 0.000. This significance value is significantly lower than the established significance limit of $\alpha = 0.05$. This indicates that the regression model involving training (X1) and career development (X2) simultaneously has a significant effect on nurse job satisfaction at H. Bachtiar Djafar Regional General Hospital. Therefore, H0 is rejected and H1 is accepted.

The results of this study indicate that training and career development are two complementary factors in increasing nurse job satisfaction. Training plays a role in improving work abilities and skills, while career development provides opportunities for nurses to achieve higher career levels. When these two factors work together, nurse job satisfaction will increase because they feel capable of performing their jobs well and have clear career prospects. These findings align with Dessler's (2022) opinion, which states that organizations capable of providing ongoing training programs supported by a clear career development system will produce more competent, motivated human resources with higher levels of job satisfaction.

With training and career development, employees feel that their self-development needs are being addressed by the organization, thereby fostering loyalty and job satisfaction.

The coefficient of determination (Adjusted R^2) of 0.456, or 45.6%, indicates that the training and career development variables together explain 45.6% of the variation in nurse job satisfaction. The remaining 54.4% is influenced by other factors not examined in this study, such as work motivation, compensation, work environment, leadership, and others. According to Robbins and Judge (2022), job satisfaction is an individual's attitude toward their work, influenced by various organizational and personal factors. Therefore, in addition to improving the quality of training and career development, hospitals also need to consider other factors that can support overall nurse job satisfaction.

4. Conclusion

Based on the results of research on the influence of training and career development on nurse job satisfaction at H. Bachtiar Djafar Regional Hospital, it can be concluded that training has a positive and significant effect on nurse job satisfaction. These results indicate that the better the training provided by the hospital, the higher the level of job satisfaction experienced by nurses. Effective training can improve nurses' knowledge, skills, and abilities in carrying out their duties, thus positively impacting job satisfaction.

Furthermore, career development has also been shown to have a positive and significant effect on nurse job satisfaction at H. Bachtiar Djafar Regional Hospital. Descriptive analysis results indicate that professional relationships between healthcare workers are the most supportive aspect of nurse career development. Meanwhile, work experience is still not fully recognized as a factor supporting career development, and therefore, this aspect requires greater attention from the hospital through more targeted and sustainable career development policies.

Simultaneously, training and career development have a positive and significant effect on nurse job satisfaction at H. Bachtiar Djafar Regional Hospital. These two variables explain 45.6% of the variation in nurse job satisfaction, while the remaining 54.4% is influenced by other factors not examined in this study. These results indicate that improving the quality of training and career development is an important effort that hospitals can make to increase nurse job satisfaction in a sustainable manner.

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