

ABSTRACT

THE INFLUENCE OF LEADERSHIP, TRAINING AND DISCIPLINE ON JOB SATISFACTION

(Survey on Non Manager Employees at PT. Rahadhyan Nusantara Integration)

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The purpose of this research is to find out and analyze the influence of leadership, job training and work discipline on the job satisfaction of non-manager employees at PT. Rahadhyan Integration of Nusantara both Simultaneously and Partially. This research method uses survey method. Data collection techniques are carried out by disseminating questionnaires to respondents of non-manager employees at PT. Rahadhyan Integration Nusantara. The data analysis technique uses analysis paths. Based on the results of the study known both partially and simultaneously, there is a significant influence between leadership, job training and work discipline on the satisfaction of non-managers in PT. Rahadhyan Integration Nusantara. It can be indicated that the application of good leadership, maximum training programs and high discipline awareness will have implications for employee job satisfaction.

Keywords: Leadership, Job Training, Work Discipline, Employee Job Satisfaction

ABSTRAK

PENGARUH KEPEMIMPINAN, PELATIHAN DAN DISIPLIN TERHADAP KEPUASAN KERJA

(Survey Pada Karyawan Non Manajer di PT. Rahadhyan Integrasi Nusantara)

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Tujuan dari penelitian ini adalah untuk mengetahui dan menganalisis pengaruh kepemimpinan, pelatihan kerja dan disiplin kerja terhadap kepuasan kerja karyawan non manajer di PT. Rahadhyan Integrasi Nusantara baik secara Simultan maupun secara Parsial. Metode penelitian ini menggunakan metode survey. Teknik pengumpulan data dilakukan dengan cara penyebaran kuisioner pada responden karyawan non manajer di PT. Rahadhyan Integrasi Nusantara. Teknik analisis datanya menggunakan *path analisis*. Berdasarkan hasil penelitian diketahui baik secara parsial maupun secara simultan, terdapat pengaruh yang signifikan antara kepemimpinan, pelatihan kerja dan disiplin kerja terhadap kepuasan kerja non manajer di PT. Rahadhyan Integrasi Nusantara. Dapat diindikasikan bahwa penerapan kepemimpinan yang baik, program pelatihan yang maksimal dan kesadaran kedisiplinan yang tinggi akan berimplikasi terhadap kepuasan kerja karyawan.

Kata Kunci : Kepemimpinan, Pelatihan Kerja, Disiplin Kerja, Kepuasan Kerja Karyawan