

ABSTRACT

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THE INFLUENCE OF EMPOWERMENT, WORKING CONDITION, REWARD, TEAMWORK AND TRAINING TOWARDS JOB SATISFACTION AND JOB LOYALTY ON CV MEDAN JAYA, MEDAN

(xvii+156 pages; 21 figures; 67 tables; 11 appendixes)

Human Resource (HR) development is a way for the organization to be able to maintain the working existence of all organizational components. An organization must be able to optimize the ability of its human resources so that the achievement of targets can be accomplished, but it is not simple it requires a good understanding of the organization, there needs to be a mature development strategy so that the HR of an organization is used as needed.

Primary and secondary data are used in this research, the questionnaires are distributed to CV Medan Jaya Medan. Data is measured by validity and reliability test. The sampling method used in this study is non-probability sampling method, specifically sansus sampling. The data is analyzed using SPSS 25.0, the research model is being tested using normality, heteroscedasticity, multicollinearity and linearity test. The data also tested with multiple linear regression and coefficient of determination test, and hypothesis test are done with F-Test and T-Test.

The results obtained that Empowerment variable is partially having not significant influence towards job satisfaction at CV Medan Jaya. Working Condition variable is partially having not significant influence towards job satisfaction at CV Medan Jaya. Reward variable is partially having significant influence towards job satisfaction at CV Medan Jaya. Teamwork variable is partially having significant influence towards job satisfaction at CV Medan Jaya. Training variable is partially having significant influence towards job satisfaction at CV Medan Jaya. job satisfaction variable is partially having significant influence towards job loyalty at CV Medan Jaya.

Keywords: Empowerment, Working Condition, Reward, Teamwork, Training, Job Satisfaction, Job Loyalty

References: 42 (2017-2022)

ABSTRAK

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PENGARUH PEMBERDAYAAN, KONDISI KERJA, PENGHARGAAN, KERJA TIM DAN PELATIHAN TERHADAP KEPUASAN KERJA DAN LOYALITAS KERJA DI CV MEDAN JAYA, MEDAN

(xvii+156 halaman; 21 gambar; 67 tabel; 11 lampiran)

Pengembangan Sumber Daya Manusia (SDM) merupakan salah satu cara organisasi untuk dapat mempertahankan eksistensi kerja seluruh komponen organisasi. Sebuah organisasi harus mampu mengoptimalkan kemampuan sumber daya manusianya agar tercapainya target dapat tercapai, namun tidak sederhana dibutuhkan pemahaman yang baik terhadap organisasi tersebut, perlu adanya strategi pengembangan yang matang agar SDM suatu organisasi dapat dimanfaatkan sesuai kebutuhan.

Data primer dan sekunder digunakan dalam penelitian ini, kuisisioner didistribusikan ke karyawan CV Medan Jaya Medan. Data diukur dengan uji validitas dan reliabilitas. Metode sampling yang digunakan dalam penelitian ini adalah metode sampling non probability, khususnya sampling sensus. Data dianalisis menggunakan SPSS 25.0, model penelitian diuji menggunakan uji normalitas, heteroskedastisitas, multikolinearitas dan linearitas. Data juga diuji dengan uji regresi linier berganda dan uji koefisien determinasi, dan uji hipotesis dilakukan dengan Uji-F dan Uji-T.

Hasil penelitian diperoleh bahwa variabel Pemberdayaan sebagian tidak berpengaruh signifikan terhadap kepuasan kerja di CV Medan Jaya. Variabel Kondisi Kerja sebagian tidak berpengaruh signifikan terhadap kepuasan kerja di CV Medan Jaya. Variabel reward sebagian berpengaruh signifikan terhadap kepuasan kerja di CV Medan Jaya. Variabel teamwork sebagian berpengaruh signifikan terhadap kepuasan kerja di CV Medan Jaya. Variabel pelatihan sebagian berpengaruh signifikan terhadap kepuasan kerja di CV Medan Jaya. variabel kepuasan kerja berpengaruh signifikan terhadap loyalitas kerja di CV Medan Jaya.

Kata kunci: Pemberdayaan, Kondisi Kerja, Penghargaan, Kerja Tim, Pelatihan, Kepuasan Kerja, Loyalitas Kerja

Referensi: 42 (2017-2022)