

TABLE OF CONTENTS

	page
TITLE PAGE	
FINAL ASSIGNMENT STATEMENT AND UPLOAD AGREEMENT	ii
APPROVAL PAGE BY FINAL PAPER ADVISOR.....	iii
APPROVAL PAGE BY FINAL PAPER DEFENSE COMMITTEE.....	iv
ABSTRACT	v
ABSTRAK	vi
PREFACE.....	vii
TABLE OF CONTENTS.....	x
LIST OF FIGURES	xiv
LIST OF TABLES	xv
LIST OF APPENDICES	xvii

CHAPTER I INTRODUCTION

1.1	Background of Study	1
1.2	Problem Limitations.....	6
1.3	Problem Formulation	6
1.4	Objective of Research	7
1.5	Benefit of Research	7
1.5.1	Theoretical Benefit.....	8
1.5.2	Practical Benefit	8

CHAPTER II LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

2.1 Theoretical Background	9
2.1.1 Human Capital Investment.....	9
2.1.1.1 Definition of Human Capital Investment.....	9
2.1.1.2 Indicators of Human Capital Investment	10
2.1.1.3 Importance of Human Capital Investment	12
2.1.2 Job Satisfaction	13
2.1.2.1 Definition of Job Satisfaction.....	13
2.1.2.2 Indicators of Job Satisfaction.....	14
2.1.2.3 Importance of Job Satisfaction.....	15
2.1.3 Work Environment.....	15
2.1.3.1 Definition of Work Environment	15
2.1.3.2 Indicators of Work Environment	16
2.1.3.3 Importance of Work Environment	18
2.1.4 Employee Training.....	18
2.1.4.1 Definition of Employee Training	18
2.1.4.2 Indicators of Employee Training	19
2.1.4.3 Importance of Employee Training	21
2.1.5 The Effect of Work Environment Towards Employee Job Satisfaction.....	21
2.1.6 The Effect of Employee Training Towards Employee Job Satisfaction.....	21

2.2	Previous Research	22
2.3	Hypothesis Development	22
2.4	Research Model.....	23
2.5	Framework of Thinking	24

CHAPTER III RESEARCH METHODOLOGY

3.1	Research Design	25
3.2	Population and Sample	26
3.3	Data Collection Method	27
3.4	Operational Variable Definition and Variable Measurement	29
3.5	Data Analysis Method	32
3.5.1	Descriptive Statistics Test	32
3.5.2	Research Instrument Test	33
3.5.2.1	Validity Test.....	33
3.5.2.2	Reliability Test	33
3.5.3	Classical Assumption Test	34
3.5.4	Multiple Linear Regression Analysis.....	35
3.5.5	Hypothesis Test.....	36
3.5.6	Coefficient of Determination	37

CHAPTER IV RESEARCH RESULT AND DISCUSSION

4.1	General View of PT Jaya Anugrah Sukses Abadi.....	38
4.1.1	Company Background	38
4.1.2	Vision and Mission.....	39
4.1.2.1	Vision	39

4.1.2.2 Mission	40
4.1.3 Company Structure	40
4.2 Research Result	51
4.2.1 Test of Research Instrument	51
4.2.1.1 Result of Validity Test	51
4.2.1.2 Result of Reliability Test	53
4.2.2 Descriptive Statistics	54
4.2.2.1 Respondent Attributes	55
4.2.2.2 Explanation on Variable X1, Work Environment.....	58
4.2.2.3 Explanation on Variable X2, Employee Training.....	61
4.2.2.4 Explanation on Variable Y, Employee Job Satisfaction ...	65
4.2.3 Result of Data Quality Testing.....	70
4.2.4 Result of Hypothesis Testing	74
4.2.4.1 Multiple Linear Regression.....	74
4.2.4.2 Coefficient of Determination	76
4.3 Discussion	77
CHAPTER V CONCLUSION	
5.1 Conclusion.....	81
5.2 Recommendation.....	83
REFERENCES	87

LIST OF FIGURES

	page
Figure 2.1 Research Model.....	23
Figure 2.2 Framework of Thinking	24
Figure 4.1 Brastagi Supermarket Logo.....	38
Figure 4.2 PT Jaya Anugrah Sukses Abadi Company Structure.....	41
Figure 4.3 Gender of Respondents	56
Figure 4.4 Latest Educational Background of Respondents.....	56
Figure 4.5 Respondent's Work Experience	57
Figure 4.6 Normality Test Histogram Result	70
Figure 4.7 Normal P-Plot of regression Standardized Residual Result.....	71

LIST OF TABLES

	page
Table 1.1	Number of Employees in PT Jaya Anugrah Sukses Abadi.....
Table 1.2	Employee Absence in PT Jaya Anugrah Sukses Abadi (2021)
Table 2.1	Previous Research
Table 3.1	Difference of Quantitative and Qualitative Research
Table 3.2	Operational Variable (Independent Variable, X1)
Table 3.3	Operational Variable (Independent Variable, X2)
Table 3.4	Operational Variable (Dependent Variable, Y)
Table 3.5	Likert Scale
Table 3.6	Cronbach's Alpha Coefficient Classification.....
Table 4.1	Work Environment (X1) Validity Test Result.....
Table 4.2	Employee Training (X2) Validity Test Result.....
Table 4.3	Employee Job Satisfaction (Y) Validity Test Result
Table 4.4	Work Environment (X1) Reliability Test Result
Table 4.5	Employee Training (X2) Reliability Test Result
Table 4.6	Employee Job Satisfaction (Y) Reliability Test Result.....
Table 4.7	Likert Scale
Table 4.8	Class Division
Table 4.9	Work Environment (X1) Mean, Median, Mode, and Standard Deviation Result
Table 4.10	Employee Training (X2) Mean, Median, Mode, and Standard Deviation Result

Table 4.11	Employee Job Satisfaction (Y) Mean, Median, Mode, and Standard Deviation Result	66
Table 4.12	One-Sample Kolmogorov-Smirnov Test Result	71
Table 4.13	Heteroscedasticity Test Result	72
Table 4.14	Linearity Test Result Between X1 and Y	73
Table 4.15	Linearity Test Result Between X2 and Y	73
Table 4.16	Multicollinearity Test Result.....	74
Table 4.17	Partial Multiple Linear Regression Result	75
Table 4.18	Simultaneous Multiple Linear Regression Result.....	76
Table 4.19	Coefficient of Determination Result	76

LIST OF APPENDICES

APPENDIX A:	QUESTIONNAIRE	A-1
APPENDIX B:	PRE-TEST ANSWER TO QUESTIONNAIRE	B-1
APPENDIX C:	PRE-TEST VALIDITY AND RELIABILITY TEST OUTPUT (SPSS)	C-1
APPENDIX D:	RESPONDENT ANSWER TO QUESTIONNAIRE	D-1
APPENDIX E:	OUTPUT FROM SPSS.....	E-1
APPENDIX F:	LETTER OF APPROVAL.....	F-1