

ABSTRAK

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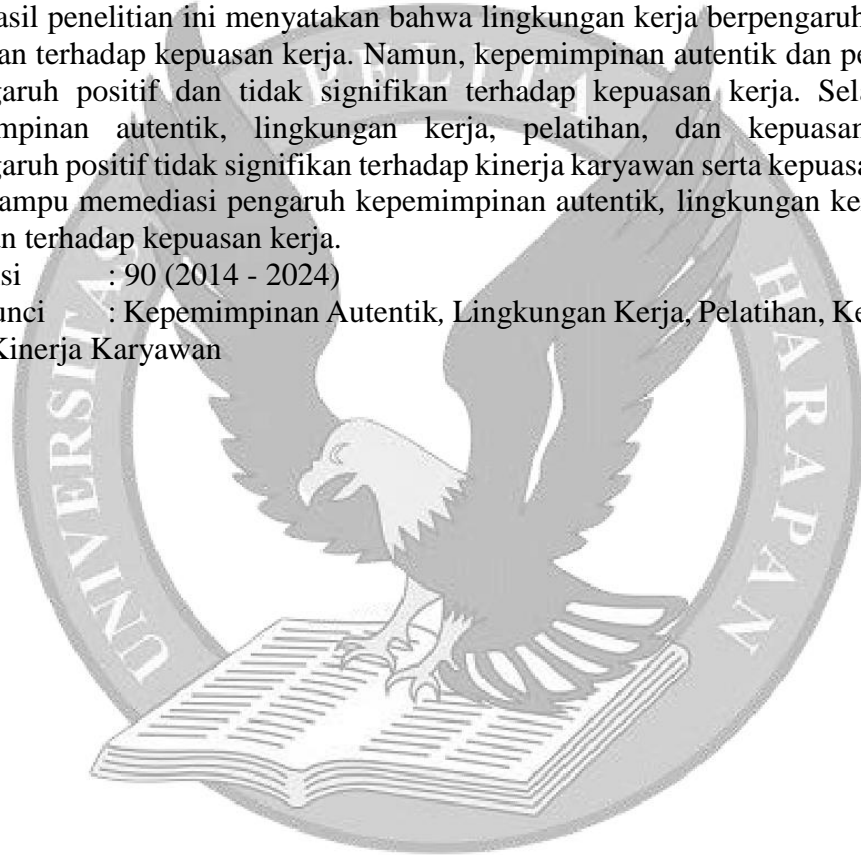
**PENGARUH KEPEMIMPINAN AUTENTIK, LINGKUNGAN KERJA,
DAN PELATIHAN DENGAN KEPUASAN KERJA SEBAGAI VARIABEL
MEDIASI TERHADAP KINERJA KARYAWAN DI PERUSAHAAN
KONSTRUKSI PT. XYZ**

(xiv + 131 halaman; 4 gambar; 25 tabel; 2 lampiran)

Penelitian ini dilakukan untuk mengetahui pengaruh kepemimpinan autentik, lingkungan kerja, dan pelatihan dengan kepuasan kerja sebagai variabel mediasi terhadap kinerja karyawan. Penelitian ini dilakukan di Jakarta dengan melibatkan 50 karyawan kontrak maupun tetap yang sudah bekerja lebih dari satu tahun di perusahaan konstruksi PT. XYZ. Pengumpulan data dilakukan dengan menyebarkan kuesioner berisi 65 pertanyaan dengan Skala Likert 1 – 5 berdasarkan metode *judgemental sampling*. Data dianalisis dengan metode SEM berbasis PLS. Hasil penelitian ini menyatakan bahwa lingkungan kerja berpengaruh positif signifikan terhadap kepuasan kerja. Namun, kepemimpinan autentik dan pelatihan berpengaruh positif dan tidak signifikan terhadap kepuasan kerja. Selain itu, kepemimpinan autentik, lingkungan kerja, pelatihan, dan kepuasan kerja berpengaruh positif tidak signifikan terhadap kinerja karyawan serta kepuasan kerja tidak mampu memediasi pengaruh kepemimpinan autentik, lingkungan kerja, dan pelatihan terhadap kepuasan kerja.

Referensi : 90 (2014 - 2024)

Kata Kunci : Kepemimpinan Autentik, Lingkungan Kerja, Pelatihan, Kepuasan Kerja, Kinerja Karyawan



ABSTRACT

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THE EFFECT OF AUTHENTIC LEADERSHIP, WORK ENVIRONMENT, AND TRAINING WITH JOB SATISFACTION AS A MEDIATION VARIABLE ON EMPLOYEE PERFORMANCE IN CONSTRUCTION COMPANY PT. XYZ
(xiv + 131 pages; 4 figures; 25 tables; 2 appendices)

This study was conducted to determine the effect of authentic leadership, work environment, and training with job satisfaction as a mediating variable on employee performance. This study was conducted in Jakarta involving 50 contract and permanent employees who had worked for more than one year in the construction company PT. XYZ. Data collection was carried out by distributing questionnaires containing 65 questions with a Likert Scale of 1 - 5 based on the judgmental sampling method. Data were analyzed using the SEM method based on PLS. The results of this study state that the work environment has a significant positive effect on job satisfaction. However, authentic leadership and training have a positive and insignificant effect on job satisfaction. In addition, authentic leadership, work environment, training, and job satisfaction have a positive but insignificant effect on employee performance and job satisfaction is unable to mediate the influence of authentic leadership, work environment, and training on job satisfaction.

References: 90 (2014 - 2024)

Keywords: Authentic Leadership, Work Environment, Training, Job Satisfaction, Employee Performance

