

## **ABSTRACT**

**Ranti Santia. 2022. The Influence of Job Training and Job Satisfaction on Employees' Performance at PT. Minanga Ogan Seii Enai Mill (SENM). This research was under the guidance of Rosmala Dewi, S.E., M.Si and Rani Anwar, S.Pd., MM.**

*This research discussed the influence of job training and job satisfaction on employees' performance at PT. Minanga Ogan Seii Enai Mill (SENM). The data collection technique used in this research was through the distribution of questionnaires. The total population was 93 people. The analytical method used was multiple linear regression. The results showed that partially tcount for the Job Training variable (X1) was 3.745 with  $t_{table} = 1.98667$  or  $t_{count} > t_{table}$  or  $3.745 > 1.98667$  then the decision was  $H_0$  was rejected and  $H_a$  was accepted, meaning that Job Training had a significant influence on employees' performance at PT. Minanga Ogan Seii Enai Mill (SENM). For the variable job satisfaction (X2)  $t_{count} = 4.932$ , with  $t_{table} = 1.98667$ . Based on the decision criteria, it turned out that the value of  $t_{count} > t_{table}$  or  $4.932 > 1.98667$ , then the decision  $H_0$  was rejected and  $H_a$  was accepted, meaning that job satisfaction had a significant influence on employees' performance at PT. Minanga Ogan Seii Enai Mill (SENM). Simultaneously  $F_{count}$  was 79.414 and  $F_{table}$  3.10. So  $F_{count} > F_{table}$  or  $79.414 > 3.10$ , then the decision was  $H_0$  was rejected and  $H_a$  was accepted, meaning that all X variables, namely Job Training (X1) and Job Satisfaction (X2) together had a significant influence on Employees' Performance at PT. Minanga Ogan Mill Seii Enai Mill (SENM). The value of the coefficient of determination (R Square) was 0.638, this indicated that 63.8% of the contribution to Employees' Performance at PT. Minanga Ogan Seii Enai Mill Factory (SENM) could be influenced by the variables of Job Training (X1) and Job Satisfaction (X2), while the remaining 36.2% was influenced by other variables besides the variables in this study, such as ability, personality and work interest.*

**Keywords: Job Training, Job Satisfaction, Employees' Performance**

## ABSTRAK

**Ranti Santia. 2022.** Pengaruh Pelatihan Kerja Dan Kepuasan Kerja Terhadap Kinerja Karyawan PT. Minanga Ogan Pabrik Seii Enai Mill (SENM). Skripsi Dibimbing oleh Rosmala Dewi, S.E., M.Si. dan Rani Anwar, S.Pd., MM.

Penelitian ini membahas tentang Pengaruh Pelatihan Kerja Dan Kepuasan Kerja Terhadap Kinerja Karyawan PT. Minanga Ogan Pabrik Seii Enai Mill (SENM). Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 93 orang. Metode analisis yang digunakan adalah regresi linear berganda. Hasil penelitian menunjukkan bahwa secara parsial  $t_{hitung}$  untuk variabel Pelatihan Kerja (X1) sebesar 3,745 dengan  $t_{tabel} = 1,98667$  atau  $t_{hitung} > t_{tabel}$  atau  $3,745 > 1,98667$  maka keputusannya  $H_0$  ditolak dan  $H_a$  diterima artinya Pelatihan Kerja berpengaruh signifikan terhadap Kinerja Karyawan PT. Minanga Ogan Pabrik Seii Enai Mill (SENM). Untuk variabel Kepuasan Kerja (X2)  $t_{hitung} = 4,932$ , dengan  $t_{tabel} = 1,98667$ . Berdasarkan kriteria keputusan ternyata nilai  $t_{hitung} > t_{tabel}$  atau  $4,932 > 1,98667$ , maka keputusannya  $H_0$  ditolak dan  $H_a$  diterima artinya Kepuasan Kerja berpengaruh signifikan terhadap Kinerja Karyawan PT. Minanga Ogan Pabrik Seii Enai Mill (SENM). secara simultan  $F_{hitung}$  sebesar 79,414 dan  $F_{tabel} 3,10$ . Jadi  $F_{hitung} > F_{tabel}$  atau  $79,414 > 3,10$ , maka keputusannya  $H_0$  ditolak dan  $H_a$  diterima, artinya seluruh variabel X yaitu Pelatihan Kerja (X1) dan Kepuasan Kerja (X2) secara bersama-sama berpengaruh signifikan terhadap Kinerja Karyawan PT. Minanga Ogan Pabrik Seii Enai Mill (SENM). Nilai koefisien determinasi (*R Square*) adalah sebesar 0,638 hal ini menunjukkan bahwa sebesar 63,8% sumbangan untuk Kinerja Karyawan PT. Minanga Ogan Pabrik Seii Enai Mill (SENM) bisa dipengaruhi oleh variabel Pelatihan Kerja (X1) dan Kepuasan Kerja (X2), sedangkan sisanya sebesar 36,2% dipengaruhi oleh variabel lain selain variabel dalam penelitian ini, seperti kemampuan, kepribadian dan minat kerja.

**Kata Kunci:** Pelatihan Kerja, Kepuasan Kerja, Kinerja Karyawan