

**THE EFFECT OF MOTIVATION, TRAINING AND
RESPONSIBLE LEADERSHIP TOWARD TASK
PERFORMANCE MEDIATED BY EMPLOYEE
WELL-BEING ON EBENHAEZER
CASHEW COMPANY**



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**INTERNATIONAL BUSINESS MANAGEMENT STUDY PROGRAM
FACULTY OF BUSINESS
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The Effect Of Motivation, Training And Responsible
Leadership Toward Task Performance Mediated By
Employee Well-Being On Ebenhaezer Cashew Company

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2020

APPROVAL PAGE

THESIS

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Surabaya, 18 June 2020

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FOREWORDS

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Although this final assignment has been completed, the author is aware that this research is not perfect. Therefore, the author is gladly to accept all suggestions and constructive critics for the improvement of this research.

Surabaya,18 June 2020

(Pauline Cindy Raissa)

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ABSTRACT

Today there are many snack producers and the numbers continue to grow. The key to the success of this business is the huge number of consumers. The population in Indonesia is large and will continue to grow. Indonesian people like to gather and make events. Where people gather, there is food. However, sometimes when gathered, people are lazy to eat large meals and prefer to eat snacks. The snack business is endless. Many who used to start from home-based businesses have now become successful big business people. From this Phenomena, this study was conducted with snack producer which is Ebenhaezer Cashew Company.

The purpose of this research is to analyze the employee well-being to employee performance in Ebenhaezer Cashew Company through Motivation, Training, & Responsible Leadership. The data was obtained from primary data using google form and distributed online the total number of the respondents in this research study is 40 respondents, all respondents is fit with the criteria and have a decent answers according to the criteria of the respondent.

The result of this study proved that (1) Motivation has positive and significant effect on task performance. (2) Training has a positive and significant effect on task performance. (3) Responsible leadership has positive and significant effect on task performance. (4) Employee well-being has positive and significant effect on task performance. (5) Motivation has a positive and significant effect on task performance through the mediation of employee well-being. (6) Training has a positive and significant effect on task performance through the mediation of employee well-being. (7) Responsible leadership has a positive and significant effect on task performance through the mediation of employee well-being.

Keywords: Human Resources Management, Motivation, Training, Responsible Leadership, Employee Well-Being, Task Performance

ABSTRAK

Saat ini ada banyak produsen makanan ringan dan jumlahnya terus bertambah. Kunci kesuksesan bisnis ini adalah banyaknya konsumen. Populasi di Indonesia besar dan akan terus tumbuh. Orang Indonesia suka berkumpul dan membuat acara. Di mana orang berkumpul, ada makanan. Namun, terkadang ketika berkumpul, orang malas makan besar dan lebih suka makan makanan ringan. Bisnis makanan ringan tidak ada habisnya. Banyak yang dulu memulai dari bisnis rumahan kini telah menjadi pebisnis besar yang sukses. Dari Fenomena ini, penelitian ini dilakukan dengan produsen makanan ringan yaitu Perusahaan Kacang Mete Ebenhaezer.

Tujuan dari penelitian ini adalah untuk menganalisis kesejahteraan karyawan terhadap kinerja karyawan di Perusahaan Mete Ebenhaezer melalui Motivasi, Pelatihan, & Kepemimpinan yang Bertanggung Jawab. Data diperoleh dari data primer menggunakan formulir google dan didistribusikan secara online jumlah total responden dalam penelitian ini adalah 40 responden, semua responden sesuai dengan kriteria dan memiliki jawaban yang layak sesuai dengan kriteria responden.

Hasil penelitian ini membuktikan bahwa (1) Motivasi berpengaruh positif dan signifikan terhadap kinerja tugas. (2) Pelatihan memiliki pengaruh positif dan signifikan terhadap kinerja tugas. (3) Kepemimpinan yang bertanggung jawab memiliki pengaruh positif dan signifikan terhadap kinerja tugas. (4) Kesejahteraan karyawan berpengaruh positif dan signifikan terhadap kinerja tugas. (5) Motivasi memiliki pengaruh positif dan signifikan terhadap kinerja tugas melalui mediasi kesejahteraan karyawan. (6) Pelatihan memiliki efek positif dan signifikan pada kinerja tugas melalui mediasi kesejahteraan karyawan. (7) Kepemimpinan yang bertanggung jawab memiliki pengaruh positif dan signifikan terhadap kinerja tugas melalui mediasi kesejahteraan karyawan.

Kata kunci: Sumber Daya Manusia, Motivasi, Pelatihan Kerja, Kepemimpinan, Kesejahteraan Karyawan, Kinerja Tugas