

THE EFFECT OF EMPLOYEE EMPOWERMENT, TEAMWORK, AND
EMPLOYEE TRAINING TO JOB SATISFACTION ON EMPLOYEE BANK IN
MALANG



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APPROVAL PAGE

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FOREWORD

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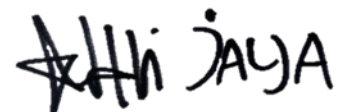
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Although the thesis is finished, the author realizes that this thesis is still far from perfect. Therefore, critics and constructive suggestions are gladly accepted. In the end, the author hopes that this thesis will be useful for the readers.

Malang, 6 February, 2021

Researcher,

A handwritten signature in black ink that reads "Adhi JAYA". The signature is stylized, with the first part being a cursive representation of "Adhi" and "JAYA" in a more blocky, uppercase font.

Andreas Adhiarta Darmawijaya

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The Effect of Employee Empowerment, Teamwork, and Employee Training to Job Satisfaction on Employee Bank in Malang

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui efek antara Pemberdayaan Karyawan, Kerja Tim, Pelatihan Karyawan terhadap Kepuasan Kerja Karyawan Bank di Malang, pada penelitian sebelumnya Pemberdayaan Karyawan, Kerja Tim, Pelatihan Karyawan menunjukkan hasil yang signifikan terhadap Kepuasan Kerja Karyawan, dimana peneliti sebelumnya berpendapat kepuasan kerja ada lah kunci agar perusahaan dapat terus berkompetisi dengan baik.

Penelitian ini menggunakan penelitian kausal. Teknik pengambilan sampel menggunakan *purposive sampling*. Sampel yang digunakan sebanyak 108 responden. Data diperoleh menggunakan teknik pengumpulan data menggunakan kuesioner (angket) kemudian diolah menggunakan program SPSS dengan teknik analisis linear berganda. Hasil penelitian ini menunjukkan bahwa Pemberdayaan Karyawan *positive* tidak *significant* berpengaruh terhadap Kepuasan Kerja Karyawan Bank di Malang, Kerja Tim *positive* berpengaruh *significant* terhadap Kepuasan Kerja Karyawan Bank di Malang dan Pelatihan Karyawan *positive* berpengaruh *significant* terhadap Kepuasan Kerja Karyawan Bank di Malang. Dengan demikian hasil penelitian menunjukkan bahwa hipotesis 1 tidak mendukung penelitian, hipotesis 2 dan hipotesis 3 mendukung penelitian.

Kata Kunci: *Empowerment, Teamwork, Training, Job Satisfaction*

The Effect of Employee Empowerment, Teamwork, and Employee Training to Job Satisfaction on Employee Bank in Malang

ABSTRACT

The purpose of this study was to determine the effect of Employee Empowerment, Teamwork, Employee Training on Job Satisfaction of Bank Employees in Malang, in previous studies Employee Empowerment, Teamwork, Employee Training showed significant results on Employee Job Satisfaction, where previous researchers argued that satisfaction work is the key so that the company can continue to compete well.

This research uses causal research. The sampling technique used purposive sampling. The sample used was 108 respondents. Data obtained using data collection techniques using a questionnaire (tool by Google Form) then processed using the SPSS program with multiple linear analysis techniques. The results of this study indicate that Employee Empowerment has a positive with no significant influence on Job Satisfaction of Bank Employees in Malang, Teamwork has a positive with significant influence on Job Satisfaction of Bank Employees in Malang, and Employee Training has a positive with significant influence on Job Satisfaction of Bank Employees in Malang. Thus, the results of the study indicate that hypothesis 1 does not support the research, hypothesis 2 and hypothesis 3 support the research.

Keyword: Empowerment, Teamwork, Training, Job Satisfaction