

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui dan menganalisis pengaruh pelatihan kerja terhadap kepuasan kerja, pengaruh motivasi terhadap kepuasan kerja, pengaruh kinerja pegawai terhadap kepuasan kerja, pengaruh pelatihan kerja terhadap kinerja pegawai, pengaruh motivasi terhadap kinerja pegawai, pengaruh pelatihan kerja mampu memediasi kinerja pegawai terhadap kepuasan kerja dan pengaruh motivasi kerja mampu memediasi kinerja pegawai terhadap kepuasan kerja pada Administrasi Pimpinan Setda di Kantor Gubernur Provinsi Sumatera Barat. Teknik pengumpulan data yang dilakukan yaitu observasi dan kuesioner. Teknik pengambilan sampel penelitian ini adalah *total sampling* dengan jumlah sebanyak 69 orang. Sedangkan teknik analisis data menggunakan analisis SmartPLS.

Hasil penelitian menemukan bahwa pelatihan kerja berpengaruh positif dan tidak signifikan terhadap kepuasan kerja, motivasi berpengaruh positif dan tidak signifikan terhadap kepuasan kerja, kinerja pegawai berpengaruh positif dan signifikan terhadap kepuasan kerja, pelatihan berpengaruh positif dan signifikan terhadap kinerja pegawai, motivasi berpengaruh positif dan signifikan terhadap kinerja pegawai, pelatihan kerja mampu memediasi kinerja pegawai terhadap kepuasan kerja dan motivasi kerja mampu memediasi kinerja pegawai terhadap kepuasan kerja pada Administrasi Pimpinan Setda di Kantor Gubernur Provinsi Sumatera Barat.

Kata kunci: Pelatihan kerja, Motivasi kerja, Kinerja pegawai dan Kepuasan kerja

ABSTRACT

The purpose of this research is to identify and analyze the influence of job training on job satisfaction, the influence of motivation on job satisfaction, the influence of employee performance on job satisfaction, the influence of job training on employee performance, the influence of motivation on employee performance, the ability of job training to mediate employee performance on job satisfaction, and the ability of work motivation to mediate employee performance on job satisfaction in the Leadership Administration of Regional Secretary at the Governor's Office of West Sumatra Province. Data collection techniques used were observation and questionnaires. The sampling technique used in this research was total sampling with 69 respondents. The data analysis technique used SmartPLS analysis.

The research findings show that job training has a positive but insignificant effect on job satisfaction, motivation has a positive but insignificant effect on job satisfaction, employee performance has a positive and significant effect on job satisfaction, training has a positive and significant effect on employee performance, motivation has a positive and significant effect on employee performance, job training is able to mediate employee performance on job satisfaction, and work motivation is able to mediate employee performance on job satisfaction in the Leadership Administration of Regional Secretary at the Governor's Office of West Sumatra Province.

Keywords: *Job Training, Work motivation, Employee performance, and Job satisfaction.*