

## **ABSTRACT**

*Mhd Amrisman, 2019421062, Postgraduate Master of Management, Year 2021, Determination of Work Motivation in terms of Leadership, Training and Job Satisfaction of Employees of Muhammadiyah University of West Sumatra under the guidance of Mr. Dr. H. Elfiswandi, S.E, M.M. Ak. CA and Mr. Dr. Yulasmi, SE, MM*

*This study aims to determine how much influence leadership, training and work motivation, jointly and partially on work motivation. Research variables are leadership (X1), training (X2), job satisfaction (X3), and work motivation (Y). Methods of data collection through surveys and distributing questionnaires. The analysis method used is the validity and reliability test, multiple regression analysis, to test the hypothesis used the t test and F test.*

*From the results of the regression analysis, the equation  $Y = 8,102 + 0.151 X1 + 0.191 X2 + 0.550 X3$  is obtained, so based on the partial test (t test), it is obtained: (a) Leadership has a positive and significant effect on work motivation. (b) Training has a positive and significant effect on work motivation. (c) job satisfaction competencies are positive and significant towards work motivation. Then based on the joint hypothesis test (F test) it can be seen that leadership, training, and job satisfaction have a positive and significant effect on work motivation. And based on the determination coefficient test (R<sup>2</sup>) which is equal to 0.669 or 66.9%, this indicates that the percentage contribution of leadership, training, and job satisfaction variables to work motivation variables shows the influence and the rest is influenced by other variables.*

*Finally, the authors suggest that the Muhammadiyah University of West Sumatra can pay attention and improve in terms of leadership, training, and competence on work motivation in order to increase work motivation.*

***Keywords: Leadership, Training, Job Satisfaction, and Work Motivation***