

## **ABSTRACT**

This study analyzes the influence of training, work environment, and compensation on job satisfaction at Kutabex Beach Front Hotel with a sample of 72 respondents taken using the Slovin formula. Furthermore, it was analyzed using the classical assumption test, multiple linear regression, determination test, partial correlation analysis, multiple correlation analysis, and hypothesis test (t-test and f-test). The results of the study showed (1) the training variable has a significant positive effect on job satisfaction as indicated by  $t_{count} (5,949) > t_{table} (1,668)$  significance level 0,000 ( $<0,05$ ), so that  $H_0$  is rejected and  $H_a$  is accepted (2) the work environment variable has a significant positive effect on job satisfaction as indicated by  $t_{count} (2,996) > t_{table} (1,668)$  significance level 0,004 ( $<0,05$ ), so that  $H_0$  is rejected and  $H_a$  is accepted, (3) the compensation variable has a significant positive effect on job satisfaction as indicated by  $t_{count} (11,068) > t_{table} (1,668)$  significance level 0,000 ( $<0,05$ ), so that  $H_0$  is rejected and  $H_a$  is accepted (4) the training variable ( $X_1$ ) work environment ( $X_2$ ) and compensation ( $X_3$ ) simultaneously have a significant effect on job satisfaction ( $Y$ ) is indicated by  $F_{count} (110,013) > F_{table} (2,74)$  the significance value of  $F$  is 0,000 ( $<0,05$ ), then  $H_0$  is rejected. This means that the  $R^2$  value = 82,2%, meaning that 82,2% of job satisfaction is influenced by training variables ( $X_1$ ), work environment variables ( $X_2$ ), and compensation variables ( $X_3$ ) while the remaining 17,8% is influenced by other variables not examined in this study.

Keywords: Training, Work Environment, Compensation, Job Satisfaction and Human Resource Management.

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh pelatihan, lingkungan kerja dan kompensasi terhadap kepuasan kerja pada Kutabex Beach Front Hotel dengan sampel penelitian ini berjumlah 72 responden diambil menggunakan rumus Slovin. Selanjutnya dianalisis menggunakan uji asumsi klasik, regresi linier berganda, uji determinasi, analisis korelasi parsial, analisis korelasi berganda, uji hipotesis (uji t dan uji f). Hasil penelitian menunjukkan (1) variabel pelatihan berpengaruh positif signifikan terhadap kepuasan kerja ditunjukkan dengan  $t_{hitung} (5,949) > t_{tabel} (1,668)$  tingkat signifikansi  $0,000 (< 0,05)$ , sehingga  $H_0$  ditolak dan  $H_a$  diterima (2) variabel lingkungan kerja berpengaruh positif signifikan terhadap kepuasan kerja ditunjukkan dengan  $t_{hitung} (2,996) > t_{tabel} (1,668)$  tingkat signifikansi  $0,004 (< 0,05)$ , sehingga  $H_0$  ditolak dan  $H_a$  diterima, (3) variabel kompensasi berpengaruh positif signifikan terhadap kepuasan kerja ditunjukkan dengan  $t_{hitung} (11,068) > t_{tabel} (1,668)$  tingkat signifikansi  $0,000 (< 0,05)$ , sehingga  $H_0$  ditolak dan  $H_a$  diterima (4) variabel pelatihan ( $X_1$ ) lingkungan kerja ( $X_2$ ) dan kompensasi ( $X_3$ ) secara simultan berpengaruh signifikan terhadap kepuasan kerja ( $Y$ ) ditunjukkan dengan  $F_{hitung} (110,013) > F_{tabel} (2,74)$  nilai signifikansi  $F$  adalah  $0,000 (< 0,05)$ , maka  $H_0$  ditolak. Berarti bahwa Nilai  $R^2 = 82,2\%$ , berarti sebesar  $82,2\%$  kepuasan kerja dipengaruhi variabel pelatihan ( $X_1$ ) variabel lingkungan kerja ( $X_2$ ) dan variabel kompensasi ( $X_3$ ) sedangkan sisanya sebesar  $17,8\%$  dipengaruhi variabel lain yang tidak diteliti pada penelitian ini.

*Kata kunci:* Pelatihan, Lingkungan Kerja, Kompensasi, Kepuasan Kerja Dan Manajemen Sumber Daya Manusia.