

ABSTRAK

Penelitian ini bertujuan untuk menganalisis faktor-faktor yang dapat mempengaruhi *Job Satisfaction* karyawan pada PT Harindra Sempurnautama. Variabel independen yang digunakan dalam penelitian ini yaitu *work engagement*, *transactional leadership*, *trust* dan *motivation*.

Jenis penelitian yang digunakan adalah penelitian kuantitatif. Populasi yang digunakan pada penelitian ini adalah karyawan PT Harindra Sempurnautama. Proses pengambilan sampel menggunakan metode sampel jenuh. Pengumpulan data dilakukan dengan penyebaran kuesioner dengan jumlah sampel 98 responden. Teknik analisis yang digunakan pada penelitian ini adalah regresi linear berganda dengan menggunakan aplikasi SPSS. Berdasarkan hasil uji asumsi klasik tidak ditemukan variabel yang menyimpang.

Hasil penelitian ini menyatakan bahwa *work engagement* berpengaruh positif dan signifikan terhadap *job satisfaction*, *transactional leadership* berpengaruh positif dan signifikan terhadap *job satisfaction*, *trust* berpengaruh positif dan signifikan terhadap *job satisfaction*, dan *motivation* berpengaruh positif dan signifikan terhadap *job satisfaction*.

Kata Kunci: *work engagement*, *transactional leadership*, *trust*, *motivation*, *job satisfaction*

ABSTRACT


This research aimed to analyze the factors that affected the employees' job satisfaction at PT Harindra Sempurnautama. The independent variables were work engagement, transactional leadership, trust, and motivation. Moreover, the dependent variable was the employees' job satisfaction.

The research was quantitative. The population was employees at PT Harindra Sempurnautama. Furthermore, the data collection technique used saturated sampling. The instrument in the data collection technique was a questionnaire. The questionnaire was distributed to the 98 respondents as the sample. Additionally, the data analysis technique used SPSS. Based on the classical assumption test, it found that there was no fraud variable.

The result concluded that work engagement had a positive and significant effect on employees' job satisfaction. Likewise, both transactional leadership and trust had a positive and significant effect on employees' job satisfaction. Similarly, trust, as well as motivation, had a positive and significant effect on the employees' job satisfaction at PT Harindra Sempurnautama.

Keywords: *Work Engagement, Transactional Leadership, Trust, Motivation, Job Satisfaction*

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