

ABSTRACT

THE EMPLOYEE'S TRAINING PROGRAM INFLUENCE TOWARD EMPLOYEE'S WORKING SATISFACTION (CASE STUDY OF PT BUKIT ASAM (PERSERO) TBK UNIT OF TARAHAN'S HARBOR, BANDAR LAMPUNG)

By

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PT Bukit Asam (Persero) Tbk Unit of Tarahan's Harbor Bandar Lampung is one of BUMN runs its business on coal mining exploration and also as a stuffing unit or coal shipping through Tarahan's Harbor Bandar Lampung. The problem of this institution comes when an employee who wants to get promoted is required to have some educational backgrounds (see Table 2) and certain skills (see Appendix 2). However, there are still some employees with educational background of junior high school and elementary school (see Table 3) so that it's necessary to hold the program which will increase skills of employee in order to make them have a better performance in doing their job that eventually will effect the employee's work satisfaction. Thus, the formulated problem is:

“Does Employee’s Training Program affect the Employee’s Working Satisfaction at PT Bukit Asam (Persero) Tbk Unit of Tarahan’s Harbor Bandar Lampung?”

The purpose of this research is to get to know how Employee’s Training Program affects the Employee’s Working Satisfaction at PT Bukit Asam (Persero) Tbk Unit of Tarahan’s Harbor Bandar Lampung.

Based on linear regression analysis applied SPSS 16.0 results $Y = 15,253 + 0,720 X_1$ which means if employee’s training program increases for about one, it will be followed by increasing of employee’s working satisfaction for about 0,720.

Employee’s training program (R^2) affects employee’s working satisfaction for 51,90% and the rest of 48,10% is affected by other factor unexamined in this research. Hypotheses was tested under t-test and resulted that arithmetic $t >$ table t that is $7,194 > 2,011$ on significance of 95%, which means H_0 is rejected and H_a is accepted. It proved that Employee’s training program affects employee’s working satisfaction.

The result of this research suggests that at general employee’s training program held by the company and employee’s working satisfaction is good enough.

Therefore, the company should increase the employee’s working satisfaction aspect as one of standard of company’s success by holding employee’s training program.