

The Influence of Charismatic Leadership Style, Job Training, And Work Self Efficacy on Job Satisfaction at PT. Wijaya Stelindo

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ABSTRACT

This study discusses whether charismatic leadership style, job training, and job *self-efficacy* affect job satisfaction at PT. Wijaya Steelindo. The purpose of this study was to examine the effect of charismatic leadership style, job training and job *self-efficacy* on job satisfaction at PT. Wijaya Steelindo. This testing procedure utilizes non-likelihood examining and acquired upwards of 144 individuals who are workers of PT. Wijaya Steelindo. The information acquired were dissected quantitatively involving logical devices as legitimacy test tables, unwavering quality tests, old style suspicion tests, different relapse investigation, speculation testing, t tests, f tests, and coefficients of assurance involving the SPSS 25 for Windows application program. The consequences of the examination halfway insights show that magnetic initiative style and work self-viability significantly affect work fulfillment, while work preparing affects work fulfillment. Based on the huge worth of the alluring authority style T test (X1) of 0.000 and work preparing (X) of 0.779 while work self-adequacy (X3) is 0.015. The F test results are 0.000 with an R Square worth of 0.114 or 11.4% so the effect of appealing authority style, work planning, work self-sufficiency is 11.4% while 88.6% is impacted by various variables that are not examined in this survey.

Keywords: Charismatic Leadership Style, Job Training, Job *Self Efficacy* , Job Satisfaction.

PRELIMINARY

Human resources as the main driving force for the smooth running of the company's activities play an important role either individually or in groups. In order for the company to progress, the company's internal human resources in their work must be optimal and able to achieve the expected results. Employees will be happier if they are satisfied with their work. Motivated employees are more likely to be satisfied with their work and ensure that the assigned tasks are completed correctly.

Employee job satisfaction is needed because employers expect employees to motivate or make a positive contribution to their work in order to achieve the above organizational goals. Job satisfaction also helps in increasing employee morale, reducing absenteeism, increasing productivity, increasing employee loyalty, and retaining employees, especially skilled/professional employees who play an important role in company operations (Prayatna & Subudi, 2016) .

Work fulfillment is something singular. Every worker will have an alternate degree of fulfillment as per the worth framework that applies inside him. The more viewpoints in work that are as per individual cravings, the higher the degree of seen fulfillment as well as the other way around (Herawati & Ranteallo, 2020) .

Employees who are satisfied with their jobs tend to care more about the company, work more efficiently, and adhere to strict discipline. Companies must be able to focus on factors such as leadership style, training, and *self-efficacy* that affect job satisfaction. This is because the right leadership style encourages employee morale, creativity, and work attitude, it will encourage employee performance improvement. Leaders must provide a pleasant work environment for all employees. Employee behavior must be understood so that company leaders can apply charismatic leadership to help employees feel more comfortable at work and perform better.

Employees can acquire and learn their attitudes, abilities, skills, knowledge and behaviors more effectively and efficiently in a training environment. Employees who do not have the necessary skills, knowledge and experience will have difficulty doing their jobs and will be dissatisfied with the results.

PT Wijaya Steelindo, which always provides the best quality, of course, is often trusted to handle various projects, both simple projects to large projects. Several parties who

have collaborated with us include the Ministry of Maritime Affairs and Fisheries (KKP), the Ministry of Education and Culture (Kemendikbud), the Indonesian National Police (Polda Kaltara Housing), the North Jakarta City hall leader's Office, a few instructive establishments, public offices rooms, spots of love, lodging and a great deal. Moreover we likewise offer the best assistance on each venture. Since, with great help and quality items we can give most extreme outcomes like clockwork.

The role of the leader is very influential on job satisfaction to subordinates because subordinates have considered their leader as a father figure who is also their boss as a place to exchange views where they can express their complaints about problems that occur at work, poor leadership can cause absenteeism and turnover in employees. (Prayatna & Subudi, 2016) .

Employees who lack the necessary skills, knowledge, and experience will have difficulty working, resulting in dissatisfaction with work results.

The bigger a company, the more problems it faces. As a result, all heavy-duty processing becomes less effective and efficient in this situation. Therefore, not all employees have the same ability in carrying out their work, and it is impossible for some employees to be inferior in balancing the company's vision and mission. Despite the fact that the organization never segregates in working on the nature of representatives like preparation and others.

The larger the company is growing and fulfilling to achieve targets that cannot be stated. From data sources and company profiles, it can be seen that this company still does not meet all of the leadership styles. Because it has opened branches and completed small to large projects. Indispensable job training to strengthen the overall leadership style, *self-efficacy* .

Meanwhile, in order to support employee performance and in terms of motivation in the form of satisfaction, the company's performance shows good ethics, namely *achievement* or *rewards* for outstanding employees in the form of bonuses and even promotions. So it is very necessary to conduct *soft skill* trainings or others in order to increase performance satisfaction at the company.

And the steps taken are conducting job training to be more solid on performance and insight into employees both individually and as a team. Like product *knowledge* and others. To propel the accomplishment of the organization and individual representatives themselves with the effect subsequent to taking care of business preparing. This will add to the general cooperation subsequent to leading hands on preparing.

And strengthen the current leadership style to be even better in the future in the performance of management to employees, so as to achieve an *achievement* made.

The results of the study state that according to (Ninla, 2019) the charismatic leadership style has a significant influence on job satisfaction (proven). This means that the better the charismatic leadership style, the higher the employee's job satisfaction. (Alonderiene, R.2016) in (Yanoto, 2018) also explains that charismatic leadership has a positive influence on job satisfaction. But other things say differently, according to (Herawati & Ranteallo, 2020) that charismatic leadership has a negative influence on employee job satisfaction.

(Jami & Utami, 2020) stated that job training has a positive and significant effect on job satisfaction. According to (Mamik Eko, 2016) states that preparing unclearly affects worker work fulfillment and is tried. Another assessment uncovers various things, that the consequences of speculation testing show that the preparation variable affects work fulfillment. These outcomes go against the consequences of past examinations which expressed that preparing completed on a continuous premise will build the nature of understanding and capacity, with the comprehension and capacity to do work appraisals, work fulfillment will emerge (Maria Liakopoulou, 2011).

(Putra *et al .*, 2019)

According to (Dewi & Dewi, 2016) *self efficacy* shows a significant effect on job satisfaction. (Kartika *et al .*, 2018) stated that *self-efficacy* has a positive effect on job satisfaction. Another thing states differently, according to (Lukiastuti, 2021) that *self-efficacy* has no effect on job satisfaction.

Based on the statements above, the authors are interested in carrying out a research entitled **"INFLUENCE OF CHARISMATIC LEADERSHIP STYLE, JOB TRAINING, AND WORK SELF EFFICACY ON JOB SATISFACTION."**

THEORITICAL REVIEW

The Relationship between Charismatic Leadership Style and Job Satisfaction

According to previous research, the leadership of an organization is a factor that determines the success or failure of an organization because effective leadership shows effective organizational management. Drive style insinuates the methodologies or strategies that are set and used by trailblazers to affect the approach to acting, mindsets, opinions, and contemplations of people from the affiliation or their subordinates. Charming pioneers embody inspiration in view of responsibility and close to home ID with the vision, reasoning, and style of their subordinates (Ivancevich et al, 2007:209) in (Literature, 2016) . The leadership style of employees in guiding and training subordinates to carry out their work can be used to assess the relationship between leaders and subordinates.

(Brahmasari, 2008) in (Bayu, 2018) shows that the quality of the leader or manager has a significant effect on the success of organizational development business activities. According to this study and Widodo (2006) in (Ikhsan, 2018) , leadership has a significant influence on the work of subordinates. The work of subordinates will not be successful without their leadership and participation. Leaders must be able to create visions, inspire others to try new things, and turn visions into reality. Because leadership behavior can eliminate employee disappointment at work, leadership style is closely related to employee job satisfaction. According to another study (Muhammad Fauzan Balqi, 2016) in (Prayatna & Subudi, 2016) , charismatic leadership has a positive and significant effect on job satisfaction.

Relationship between Job Training and Job Satisfaction

According to the findings of previous studies, this research has a positive impact, namely that it will produce a satisfactory return on investment in human resources through the implementation of vocational training, which is an important part of the organization's future strategy. lecturers, participants, materials, training objectives, environment and methods that support them are all mentioned in this study (Rivaii, 2016) .

Furthermore (Choo and Bowley, 2016) concluded that 3 (three) main factors namely learning experience, quality of trainers, and training methods will affect employee job satisfaction in training and learning plans.

various leveled and the board game plans, pay, sort of work, condition, relationship with partners, security, headway significant entryways, benefits, prizes, getting ready and route, correspondence, social activities, are factors that influence delegate work satisfaction (Aksu and Aktas, 2016) .

Relationship of *Self Efficacy* with Job Satisfaction

Self-efficacy is a type of belief, which is defined as an individual's belief in his or her ability to improve performance. Examples of *self-efficacy* are ways of thinking, self-motivation, feelings, and desires for certain things.

Because each individual has their own goals when applying for employment, *self-efficacy* is very important in the workplace. Because the more confident a person is in what he does, the more effort he puts in and the greater the impact on work results, the higher the sense of *self-efficacy* , the greater the likelihood of satisfaction.

RESEARCH METHODS

This research uses quantitative methods, namely research in the form of numbers and analysis which are then processed using statistical methods. This is to see the effect of charismatic leadership style, job training and job *self-efficacy* on job satisfaction. The data from this study were obtained through the results of filling out a questionnaire or questionnaire. This research was conducted at PT Wijaya Steelindo which is located at Jl. Jababeka XVIIID Blok U No. 31D, Karang Baru Village, North Cikarang, Bekasi. The operational variables used in this study are as follows:

Table 1
Variable Operation

Variable	Indicator
Charismatic Leadership Style (XI)	Vision & Articulation
	Personal Risk
	Sensitive Environment
	Awareness Followers
Training Work (X2)	Instructor
	Participant
	Method
	Destination
<i>Self Efficacy (X3)</i>	<i>Level</i>
	<i>Strength</i>
	<i>Generality</i>
Job Satisfaction (Y)	Opportunity
	Security
	Wages
	Company
	Supervision
	Intrinsic Factor
	Working Condition
	Social Aspect
	Communication
	Facilities

The population in this study were all employees of PT. Wijaya Steelindo as many as 225 employees consisting of staff (administration, marketing, projects), production division, logistics division, field department.

In this study, the authors used *non-probability sampling* with *purposive sampling technique* because the variables studied involved logistics and the PT. Wijaya Steelindo. In taking the number of samples studied using the *Slovin formula* with an error rate of 5% as follows:

$$n = \frac{N}{1+N(e)^2}$$

Information :

n is the sample size to be searched

N is population size

e is the margin of error which is the amount of error that is expected or set

Known: $N = 225$ people $e = 5\%$

Then $n = 225 / (1 + (225 \times (0.05)^2))$

$1 + 225 (0.0025) = 0.5625$

$225/1.5625 = 144$.

So the sample used in this study was 144 respondents.

The data analysis technique used in this research is using multiple regression analysis with partial hypothesis testing and simultaneous hypothesis testing.

RESULTS AND DISCUSSION

Multiple Linear Analysis Results

Table 2 Test Results of Multiple Linear Regression Analysis Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	12.107	7.942		1.524	.130
X.1	.690	.180	.307	3.836	.000
X.2	.051	.183	.023	.282	.779
X.3	.170	.069	.198	2.466	.015

a. Dependent Variable: Y

Source: Research data processed by SPSS 25 (2022)

Based on the multiple linear analysis table above, it can be seen that the coefficient value of each Charismatic Leadership Style (X1) variable is 0.690, Job Training (X2) is 0.051, and Work *Self Efficacy* (X3) is 0.170 and the constant value is 12,107. From the results of the multiple linear regression analysis, it can be seen that the multiple linear regression equation is as follows :

$$Y = 12.107 + 0.690(X1) + 0.051 (X2) + 0.170 (X3)$$

Information :

- a. The constant value of 12,107 means that each variable of Charismatic Leadership Style, Job Training and Job satisfaction has a value of 12,107.
- b. The value of the beta coefficient on the Charismatic Leadership Style variable is 0.690, which means that every change in the Charismatic Leadership Style variable of one unit will result in a change of 0.690 units. On the other hand, a decrease of one unit in the Charismatic Leadership Style variable will decrease job satisfaction by 0.690 with other assumptions being fixed.
- c. The value of the beta coefficient on the Job Training variable is 0.051, which means that every change in the Job Training variable of one unit will result in a change of 0.051 units. On the other hand, a decrease of one unit in the Job Training variable will reduce job satisfaction by 0.051 with other assumptions being constant.
- d. The value of the beta coefficient on the *Work Self Efficacy variable* is 0.170 which means that every change in the *Work Self Efficacy variable* of one unit will result in a 0.170 unit change. On the other hand, a one unit decrease in the *Work Self Efficacy variable* will reduce the purchasing decision by 0.170 with other assumptions being fixed.

Hypothesis Test Results

Partial Hypothesis Test Results

T test is used to show the effect of each independent variable in this research model on the dependent variable. T test can use Unstandardized Coefficients. If the value of sig <0.05, it can be concluded that the independent variable (X) partially affects the dependent variable (Y)

**Table 3. T Test Results (Partial)
Coefficients ^a**

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	12.107	7,942		1,524	.130
X.1	.690	.180	.307	3.836	.000
X.2	.051	.183	.023	.282	.779

X.3	.170	.069	.198	2.466	.015
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a. Dependent Variable: Y

Source: Research data processed by SPSS 25 (2022)

a. The Influence of Charismatic Leadership Style on Job Satisfaction (X1)

Ho : Significantly influence Charismatic Leadership Style on job satisfaction

H_a : There is a significant influence between Charismatic Leadership Style on job satisfaction

It is known that the sig value for the effect of X1 on Y is $0.000 < (\text{smaller}) 0.05$ and the value of $t_{\text{count}} (3,836) > t_{\text{table}} (1,655)$, so that Ho is accepted . Ha is accepted. This means that the Charismatic Leadership Style variable has a positive and significant effect on job satisfaction at PT Wijaya Steelindo, in this study it can be said that the Charismatic Leadership Style greatly influences job satisfaction at PT Wijaya Steelindo. Charismatic Leadership (X1) with the dependent variable Job satisfaction (Y) "then it is declared accepted.

b. Effect of job training on job satisfaction (X2)

Ho : Significant effect of job training on job satisfaction significantly

H_a : There is a significant effect between job training on job satisfaction

It is known that the sig value for the effect of X2 on Y is $0.779 < (\text{smaller}) 0.05$ and the value of $t_{\text{count}} (282) > t_{\text{table}} (1.655)$, so that Ho is accepted. Ha is rejected . This means that the job training variable has no positive and significant effect on job satisfaction at PT Wijaya Steelindo, in this study job training can greatly affect job satisfaction at PT Wijaya Steelindo. Based on these results, the hypothesis states "there is no partial positive effect between job training variables (X2) with the dependent variable Job satisfaction (Y)" then it is declared accepted.

c. The Influence of Work Self Efficacy on Job Satisfaction (X3)

Ho : Significantly affect the work environment on job satisfaction significantly

H_a : There is a significant influence between the work environment on job satisfaction

It is known that the sig value for the effect of X3 on Y is $0.015 < (smaller) 0.05$ and the value of $t_{count} (2.466) > t_{table} (1.655)$, so that H_0 is accepted . H_a is accepted. This means that the variable of *Work Self Efficacy* has a positive and significant effect on job satisfaction at PT Wijaya Steelindo, in this study it can be seen that *Work Self Efficacy* greatly influences job satisfaction at PT Wijaya Steelindo. Work (X3) with the dependent variable Job satisfaction (Y) "then it is declared accepted.

Simultaneous Hypothesis Test Results

Simultaneous F test is used to determine whether the independent variables simultaneously or simultaneously affect the independent variables. Through statistics with the following steps:

Table 4 F Test Results (Simultaneous)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	935,882	3	311,961	7.140	.000 ^b
	Residual	6117.111	140	43,694		
	Total	7052,993	143			

a. Dependent Variable: Y

b. Predictors: (Constant), X.3, X.1, X.2

Source: Research data processed by SPSS 25 (2022)

Based on table 5 in the Simultaneous F Test, it is known that the sig for the effect of X1, X2 , and X3 simultaneously on Y is $0.000 < 0.005$ and the calculated F value is $7.140 > F_{table} 2.67$. So it can be concluded that the hypothesis is accepted which means that there is a simultaneous effect of X1, X2 and X3 on Y, meaning that all variables in this study affect Job Satisfaction with PT Wijaya Steelindo. So the variables of Charismatic Leadership Style, Job Training, *Self Efficacy* Work have an effect on increasing a job satisfaction.

Determination Test Results

This test is utilized to quantify the closeness of the relationship of the model utilized. The coefficient of assurance (changed R2) is a number that shows the

extent of the difference or scattering of the free factors that make sense of the reliant variable or a number that demonstrates how much the reliant is not entirely settled by the free factor. The greatness of the coefficient of assurance is between 0 to 1 ($0 < \text{adjusted } R^2 < 1$), where the coefficient esteem is near 1, then the model is supposed to be great on the grounds that the connection between the autonomous variable and the reliant variable is drawing nearer (Hendri & Setiawan, 2017) .

Table 6 Coefficient of Determination Test Results (R^2)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.364 ^a	.133	.114	6.61012

a. Predictors: (Constant), X.3, X.1, X.2

Source: Research data processed by SPSS 25 (2022)

Based on table 6 , it is realized that the worth of 0.114 implies that the impact of factors X1, X2, X3 at the same time on factor Y is 11.4%. So the impact of charismatic leadership style, job training, work *self-efficacy* is 11.4%, while 88.6% is influenced by other variables that are not examined in this study.

The Influence of Charismatic Leadership Style (X1) on Job Satisfaction (Y)

In view of the consequences of SPSS 25 exploration, it is expressed that the charming administration style affects work fulfillment. These outcomes are continuous to the discoveries of past analysts Herawati, Ranteallo (2020) who investigated "The Impact of Initiative Style on Worker Occupation Fulfillment at PT JMS Jakarta".

In this study it very well may be seen that the worth of sig $0.000 <$ (more modest) 0.05 and the worth of t number-crunching $(3,836) >$ t table $(1,655)$, so that there is a positive influence on the positive influence of Charismatic Leadership Style and significant on job satisfaction.

The Effect of Job Training (X2) on Job Satisfaction (Y)

Based on the results of SPSS 25 research, it is stated that job training has a significant effect on job satisfaction. This result is not relevant to the findings of the previous researcher Mamik Eko Supatmi (2020) who researched the "Effect of

Training, Compensation on Employee Job Satisfaction and Employee Performance.

In this study, it can be seen that the value of $\text{sig } 0.779 < (\text{smaller}) 0.05$ and the value of $t_{\text{arithmetic}} (282) > t_{\text{table}} (1.655)$, so that there is a positive influence on the positive effect of Job Training and significant on satisfaction.

Influence Self Efficacy Work (X 3) against Satisfaction Work (Y)

Based on the results of SPSS 25 research, it is stated that *Self Efficacy* of Work has a significant influence on job satisfaction. These results are relevant to the findings of previous researchers Putu Eka Purnama Dewi, I Gusti Ayu Manuati Dewi (2016) who researched "The Influence of Work *Self-Efficacy* and Work Motivation on Employee Job Satisfaction Happy Bali Tour & Travel Denpasar".

In this study, it can be seen that the sig value of 0.015 is smaller than 0.05 and the t - count value of 2.466 is greater than t - table 1.655 so that it has a positive effect on the positive effect of work *self-efficacy* and is significant on job satisfaction.

Simultaneous Effects of Charismatic Leadership Style (X1), Job Training (X2), and Work Self Efficacy (X3) Against Job Satisfaction

Based on the results of SPSS 25, it states that there is a simultaneous influence of charismatic leadership style , job training , and work *self-efficacy on job* satisfaction. These results are relevant to the previous research Elfrida J Sinurat At PT. Himawan Putra Medan.

In this study, it can be seen that the sig value is $0.000 < 0.005$ and the calculated F value is $7.140 > F_{\text{table}} 2.67$. so that there is a positive effect on the positive influence on Charismatic Leadership Style, Job Training and Work *Self-Efficacy and significant on job* satisfaction.

CONCLUSION

The consequences of the exploration that have been done can be reasoned that the Magnetic Initiative Style fundamentally affects work fulfillment, this implies that the charming authority style in this organization enjoys benefits and honors so it is very well may be expressed that the Magnetic Administration Style makes a positive and massive difference. Work preparing , fundamentally affects work fulfillment, this

implies that occupation preparing in this organization functions admirably so it tends to be expressed that occupation preparing makes a positive and massive difference. Work Self Practicality generally influences work satisfaction, this suggests that Work Self Suitability in this association is a singular's level of confidence in finishing work is brilliant so it might be communicated that Work Self Feasibility has a positive and monstrous effect . Magnetic Initiative Style , work preparing, work self viability tremendous impact on work fulfillment, this implies that charming initiative style, work preparing, position self-adequacy make a positive and massive difference. The greatness of the impact of appealing authority style, work preparing, and work self-adequacy on work fulfillment at PT. Wijaya Steelindo through the coefficient of assurance test (R square) is 11.4% while 88.6% is impacted by different factors not analyzed in this review. The aftereffects of the successful commitment (SE) of the alluring initiative style variable (X1) to work fulfillment (Y) is 9.27%, the work preparing variable (X2) to work fulfillment is 0.25%, then, at that point, the work self-adequacy variable (X3) on work fulfillment is 3.76%, while the relative commitment (SR) of charming authority style variable (X1) is 69.7%, work preparing variable (X2) is 1.9%, and work self-viability variable (X3) is 28.3%. So the absolute worth of the relative commitment (SR) is 100 percent.

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