

***The Effect of Training, Work Discipline, and Job Satisfaction on
Organizational Performance at Regional Office of the Directorate
General of State Assets Ministry of Finance of the Republic of
Indonesia DKI Jakarta***

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Abstract

This research uses a quantitative method that aims to determine and prove the effect of training, work discipline, and job satisfaction on organizational performance. The sample in this study were 68 employees of the Regional Office of the Directorate General of State Assets DKI Jakarta. Data was collected through questionnaires distributed to employees of the Regional Office of the Directorate General of State Assets DKI Jakarta using the Google Form. Testing of the data in this study using the SmartPLS 3.0 test tool. The test results show that (1) training has a significant effect on organizational performance, (2) work discipline has a significant effect on organizational performance, (3) job satisfaction has no significant effect on organizational performance, and (4) training, work discipline, and job satisfaction have an effect significant simultaneously on organizational performance.

Keyword: *training, work discipline, job satisfaction, organizational performance*

**Pengaruh Pelatihan, Disiplin Kerja, dan Kepuasan Kerja
terhadap Kinerja Organisasi pada Kantor Wilayah Direktorat
Jenderal Kekayaan Negara Kementerian Keuangan Republik
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ABSTRAK

Penelitian ini menggunakan metode kuantitatif yang bertujuan guna mengetahui dan membuktikan pengaruh pelatihan, disiplin kerja, dan kepuasan kerja terhadap kinerja organisasi. Sampel dalam penelitian ini sebanyak 68 pegawai Kantor Wilayah Direktorat Jenderal Kekayaan Negara DKI Jakarta. Data dikumpulkan melalui kuesioner yang disebar kepada pegawai Kantor Wilayah Direktorat Jenderal Kekayaan Negara DKI Jakarta dengan menggunakan Google Form. Pengujian terhadap data pada penelitian ini menggunakan alat uji SmartPLS 3.0. Hasil pengujian menunjukkan bahwa (1) pelatihan berpengaruh signifikan terhadap kinerja organisasi, (2) disiplin kerja berpengaruh signifikan terhadap kinerja organisasi, (3) kepuasan kerja tidak berpengaruh signifikan terhadap kinerja organisasi, dan (4) pelatihan, disiplin kerja, dan kepuasan kerja berpengaruh signifikan secara simultan terhadap kinerja organisasi.

Kata kunci: pelatihan, disiplin kerja, kepuasan kerja, kinerja organisasi