Pengaruh Training & Development dan Supervisor Support terhadap Job Performance yang Dimediasi oleh Job Satisfaction pada Karyawan Manufaktur FMCG = The Effect of Training & Development and Supervisor Support on Job Performance of FMCG Manufacture Employee: The Mediating Role of Job Satisfaction

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Abstrak

Industri manufaktur adalah penyerap tenaga kerja dan kontributor Produk Domestik Bruto (PDB) terbesar bagi Indonesia, khususnya di manufaktur Fast Moving Consumer Goods (FMCG). Tingginya jumlah tenaga kerja membuat kinerja karyawan menjadi hal penting demi keberlangsungan perusahaan, sehingga faktor-faktor yang memengaruhinya perlu untuk diidentifikasi. Penelitian ini bertujuan untuk menganalisis pengaruh training & development dan supervisor support pada job performance dengan job satisfaction sebagai mediator. Penelitian ini menggunakan analisis kuantitatif menggunakan kuesioner daring (online) dengan sampling kepada karyawan di manufaktur FMCG di Indonesia. Data diolah menggunakan metode Structural Equation Model (SEM) pada perangkat lunak LISREL 8.80. Hasil penelitian menunjukan adanya hubungan positif antara training & development dan supervisor support terhadap job performance yang dimediasi oleh job satisfaction. Penelitian ini berkontribusi dalam memperluas studi empiris terkait faktor yang dapat meningkatkan produktivitas tenaga kerja manufaktur FCMG di Indonesia.

......Manufacture industry is the largest employer and contributor to Gross Domestic Product (GDP) in Indonesia, particularly the FMCG (Fast Moving Consumer Goods). The high number of workers makes employee performance important for the sustainability of the company, so it is necessary to identify the factors that influence it. This study aims to analyze the effect of training & development and supervisor support on job performance with job satisfaction as a mediator. The study applies quantitative research using online questionnaire with purposive sampling on employees of FMCG manufacture in Indonesia. The data was processed using SEM (Structural Equation Model) method in LISREL 8.80 software. The results show that there is a positive relationship between training & development and supervisor support on job performance that mediated by job satisfaction. This research contributes to expanding empirical studies regarding factors that could increase the productivity of FMCG manufacture employees in Indonesia.