

THE EFFECT OF TRAINING EDUCATION, CAREER DEVELOPMENT, WORK FACILITIES ON JOB SATISFACTION WITH ORGANIZATIONAL COMMITMENT AS INTERVENING VARIABLES AT PT MITRA ENERGI BATAM

Juanroy M Rajagukguk¹, Chablullah Wibisono², Bambang Satriawan³, M. Gita Indrawan⁴,
Muammar Khaddafi⁵

Department of Economics and Business, Master of Management Study Program, Universitas Batam

Email: ¹juanroy404@gmail.com, ²chablullahwibisono@gmail.com, ³gitaindrawan@univbatam.ac.id,
⁴bankstr74@gmail.com, ⁵khaddafi@animal.ac.id

Abstract

This study aims to analyze the effect of education, training, career development, work facilities on job satisfaction with organizational commitment as an intervening variable at PT Mitra Energi Batam. The research method uses a quantitative approach with a causal design. The population of this research is all employees at PT Mitra Energi Batam with a total of 104 people. The sampling technique is total sampling so that the 104 members of the population are used as research samples. Data collection techniques using questionnaires and documentation. Data analysis using SEM analysis with PLS. The direct effect of the variable X3 Work Facilities on the variable Y Job Satisfaction has a path coefficient of 3.789 (positive), then the increase in the value of the variable X3 Work Facilities will be followed by an increase in the variable Y Job Satisfaction. (6) The direct effect of the variable X3 Work Facilities on the variable Z Organizational Commitment has a path coefficient of 2.416 (positive), then the increase in the value of the variable X3 Work Facilities will be followed by an increase in the variable Z of Organizational Commitment. (7) The direct effect of the variable Z Organizational Commitment on the Y variable Job Satisfaction has a path coefficient of 2.279 (positive), then the increase in the value of the Z variable Organizational Commitment will be followed by an increase in the Y variable Job Satisfaction. (8). The indirect effect of X1 Education and Training on the Y variable Job Satisfaction with Z Organizational Commitment as the intervening variable has a path coefficient of 1.850 (positive). (9) The indirect effect of X2 Career Development on the Y variable Job Satisfaction with Z Organizational Commitment as the intervening variable has a path coefficient of 2.147 (positive). (10) The indirect effect of X3 Work Facilities on the Y variable Job Satisfaction with Z Organizational Commitment as the intervening variable has a path coefficient of 1.511 (positive).

Keywords: *Education Training, Career Development, Work Facilities, Organizational Commitment, Job Satisfaction*

1. INTRODUCTION

The organization is a growing body with several elements that have a major influence, namely the element of human resources. Human resources (HR) is an important element that must be maintained and developed. To maintain good human resources, the organization must be able to implement a good system to maintain commitment from employees so that the organization can develop well over time. Some of the elements that are used as benchmarks in maintaining good employee commitment are incentives, training education, career development and work facilities, if these elements can be fulfilled then employee commitment will be maintained so that each employee's job satisfaction is achieved.

Good human resources are human resources that can develop well by their own volition but must be supported by elements provided by the organization itself. Organizations must be able to support the elements in order to achieve employee satisfaction with their work so that indirectly employee commitment to work remains consistent or even increases. These elements must be

THE EFFECT OF TRAINING EDUCATION, CAREER DEVELOPMENT, WORK FACILITIES ON JOB SATISFACTION WITH ORGANIZATIONAL COMMITMENT AS INTERVENING VARIABLES AT PT MITRA ENERGI BATAM

Juanroy M Rajagukguk¹, Chablullah Wibisono², Bambang Satriawan³, M. Gita Indrawan⁴, Muammar Khaddafi⁵

fulfilled according to a mutual agreement so that no one is harmed. PT Mitra Energi Batam which has been operating for 18 years has experienced many journeys related to the system in the management of the organization, the thing that becomes very important in the employee's personality that can affect the company is job satisfaction. Job satisfaction is a factor that affects the company,

As a multinational company engaged in power generation, PT Mitra Energi Batam must be able to maintain job satisfaction for each employee in order to maintain the productivity of PT Mitra Energi Batam itself. The high level of turnover intention at PT Mitra Energi Batam, so it is necessary to look for problems that cause the high level of turnover intention of PT Mitra Energi Batam as presented in the following table

Table 1.
Turnover Intention PT Mitra Energi Batam 2017-2021

No	Year	Number of employees	Turnover Intention			
			Enter	%	Go out	%
1	2017	128	0	0	3	2.34%
2	2018	125	0	0	4	3.20%
3	2019	121	0	0	7	5.79%
4	2020	114	0	0	5	4.39%
5	2021	109	0	0	5	4.59%
Total		104	0	0	24	20.30%

Source: HR Department PT Mitra Energi Batam 2022

Based on the table above, it can be seen that PT Mitra Energi Batam for five years from 2017 to 2021 always has Turnover Intention with a total amount reaching 20.30% where if this condition continues to occur it will affect the productivity of PT Mitra Energi Batam itself, therefore an analysis is needed on the causes of Turnover Intention at PT Mitra Energi Batam so that it can prevent disruption of company productivity.

Employee job dissatisfaction also arises at PT Mitra Energi Batam which can be seen through initial observations in the field (direct observation) where employees have not been able to complete work to the maximum due to several factors that make employees tend to be less active in carrying out their duties and responsibilities.

2. PROBLEM FORMULATION

1. How does Education and Training influence Organizational Commitment at PT Mitra Energi Batam?
2. How is the influence of career development on Organizational Commitment at PT Mitra Energi Batam?
3. How is the effect of work facilities on Organizational Commitment at PT Mitra Energi Batam?
4. How is the effect of Education and Training on job satisfaction at PT Mitra Energi Batam?
5. How is the influence of career development on the job satisfaction of workers at PT Mitra Energi Batam?
6. How is the effect of work facilities on job satisfaction at PT Mitra Energi Batam?

7. How does Organizational Commitment affect Job Satisfaction at PT Mitra Energi Batam?
8. How is the influence of Education and Training on Job Satisfaction through Organizational Commitment at PT Mitra Energi Batam?
9. How is the influence of Career Development on Job Satisfaction through Organizational Commitment at PT Mitra Energi Batam?
10. How is the effect of Job Facilities on Job Satisfaction through Organizational Commitment at PT Mitra Energi Batam?

3. RESEARCH METHOD

The research method uses a quantitative approach with a causal design. The population of this research is all employees at PT Mitra Energi Batam with a total of 104 people. The sampling technique is total sampling so that the 104 members of the population are used as research samples. Data collection techniques using questionnaires and documentation. Data analysis using SEM analysis with PLS.

4. RESULTS AND DISCUSSION

Internal consistency analysis is a form of reliability used to assess the consistency of results across items on the same test. Internal consistency testing uses a composite reliability value with the criteria of a variable being said to be reliable if the composite reliability value is > 0.600 (Hair, Hult, Ringle, & Sarstedt, 2014).

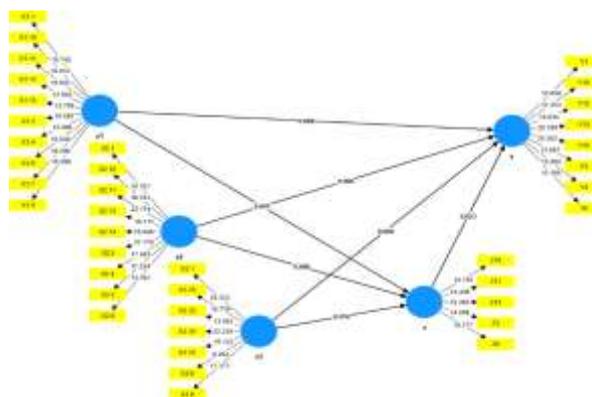
Table 2
Internal Consistency Analysis

	Cronbach's alpha	Composite reliability (rho_a)	Composite reliability (rho_c)	Average variance extracted (AVE)
X1	0.919	0.926	0.931	0.574
X2	0.908	0.912	0.924	0.577
X3	0.891	0.895	0.915	0.607
Y	0.89	0.894	0.912	0.565
Z	0.833	0.837	0.881	0.598

Source: Data Processing (2022)

Based on the internal consistency analysis data on able to obtain the results that the X1 variable has a composite reliability value of $0.931 > 0.600$ then the X1 variable is reliable, then the X2 variable has a composite reliability value of $0.924 > 0.600$ then the X2 variable is reliable, the X3 variable has a composite reliability value of $0.915 > 0.600$ then variable X3 is reliable, variable Z has a composite reliability value of $0.881 > 0.600$, then variable Z is reliable, variable Y has a composite reliability value of $0.912 > 0.600$ then variable Y is reliable.

Image 1
Hypothesis test



THE EFFECT OF TRAINING EDUCATION, CAREER DEVELOPMENT, WORK FACILITIES ON JOB SATISFACTION WITH ORGANIZATIONAL COMMITMENT AS INTERVENING VARIABLES AT PT MITRA ENERGI BATAM

Juanroy M Rajagukguk¹, Chablullah Wibisono², Bambang Satriawan³, M. Gita Indrawan⁴, Muammar Khaddafi⁵

Testing the direct influence hypothesis aims to prove the hypotheses of the influence of one variable on other variables directly (without intermediaries). If the path coefficient value is positive, it indicates that an increase in the value of one variable is followed by an increase in the value of other variables. If the path coefficient value is negative, it indicates that an increase in the value of a variable is followed by a decrease in the value of other variables. If the probability value (P-Value) < Alpha (0.05) then Ho is rejected (the influence of a variable with other variables is significant). If the probability value (P-Value) > Alpha (0.05) then Ho is accepted (the influence of a variable with other variables is not significant)

Table 3
Direct Effect Hypothesis

	Original samples (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (O/STDEV)	P values
x1 -> y	-0.008	-0.007	0.059	0.128	0.898
x1 -> z	0.201	0.206	0.062	3.219	0.001
x2 -> y	0.718	0.716	0.088	8.196	0
x2 -> z	0.564	0.56	0.079	7.163	0
x3 -> y	0.381	0.389	0.101	3.789	0
x3 -> z	0.214	0.217	0.089	2.416	0.016
z -> y	-0.183	-0.186	0.08	2.279	0.023

Source: Data Processing (2022)

1. The direct effect of the variable X1 Training Education on the variable Y Job Satisfaction has a path coefficient of 0.128 (positive), then the increase in the value of the variable X1 Training Education will be followed by an increase in the variable Y Job Satisfaction. The effect of the variable X1 Training Education on Y Job Satisfaction has a P-Values value of 0.898 > 0.05, so it can be stated that the effect of X1 Training of Trainers on Y Job Satisfaction is not significant.
2. The direct effect of the X1 variable of Coaching Education on the variable Z of Organizational Commitment has a path coefficient of 3.219 (positive), then the increase in the value of the X1 variable of Coaching Education will be followed by an increase in the variable Z of Organizational Commitment. The influence of the X1 Coach Education variable on Z Organizational Commitment has a P-Values value of 0.001 < 0.05, so it can be stated that the influence of X1 Coach Education on Z Organizational Commitment is significant.
3. The direct effect of the variable X2 Career Development on the variable Y Job Satisfaction has a path coefficient of 8.196 (positive), then the increase in the value of the variable X2 Career Development will be followed by an increase in the variable Y Job Satisfaction. The influence of the variable X2 Career Development on Y Job Satisfaction has a P-Value of 0.000 < 0.05, so it can be stated that the influence of X2 Career Development on Y Job Satisfaction is significant.
4. The direct effect of the variable X2 Career Development on the variable Z Organizational Commitment has a path coefficient of 7.163 (positive), then the increase in the value of the variable X2 Career Development will be followed by an increase in the variable Z of Organizational Commitment. The influence of X2 Career Development on Z Organizational Commitment has a P-Value of 0.000 < 0.05, so it can be stated that the influence of X2 Career Development on Z Organizational Commitment is significant.

5. The direct effect of the variable X3 Work Facilities on the variable Y Job Satisfaction has a path coefficient of 3.789 (positive), then the increase in the value of the variable X3 Work Facilities will be followed by an increase in the variable Y Job Satisfaction. The effect of the variable X3 Work Facilities on Y Job Satisfaction has a P-Values value of 0.000 < 0.05, so it can be stated that the effect of X3 Work Facilities on Y Job Satisfaction is significant.
6. The direct effect of the variable X3 Work Facilities on the variable Z of Organizational Commitment has a path coefficient of 2.416 (positive), then the increase in the value of the variable X3 of Work Facilities will be followed by an increase in the variable Z of Organizational Commitment. The effect of X3 Work Facilities on Z Organizational Commitment has a P-Value of 0.016 < 0.05, so it can be stated that the influence of X3 Work Facilities on Z Organizational Commitment is significant.
7. The direct effect of the variable Z Organizational Commitment on the Y variable Job Satisfaction has a path coefficient of 2.279 (positive), then an increase in the value of the Z variable Organizational Commitment will be followed by an increase in the Y variable Job Satisfaction. The influence of the variable Z Organizational Commitment on Y Job Satisfaction has a P-Values of 0.023 < 0.05, so it can be stated that the effect of Z on Y is significant.

Table 4
Indirect Effect Hypothesis

	Original samples (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (O/STDEV)	P values
x1 -> z -> y	-0.037	-0.038	0.02	1.85	0.064
x2 -> z -> y	-0.103	-0.105	0.048	2,147	0.032
x3 -> z -> y	-0.039	-0.041	0.026	1.511	0.131

Source: Data Processing (2022)

The indirect effect hypothesis testing aims to prove the hypotheses of the influence of one variable on other variables indirectly (through intermediaries). If the probability value (P-Value) < Alpha (0.05) then H0 is rejected (the influence of a variable with other variables is significant) then the intervening variable mediates the relationship between one variable and another variable. If the probability value (P-Value) > Alpha (0.05) then H0 is accepted (the influence of a variable with other variables is not significant), then the intervening variable is not mediating the relationship between one variable and another variable.

1. The indirect effect of X1 Education and Training on the Y variable Job Satisfaction with Z Organizational Commitment as the intervening variable has a path coefficient of 1.850 (positive). The effect of the variable X1 Training Education on Y Job Satisfaction moderated by Z Organizational Commitment has a P-Value of 0.064 > 0.05, so it can be stated that the influence between X1 Training Education on the Y variable Job Satisfaction with Z Organizational Commitment as the intervening variable is positive and not significant.
2. The indirect effect of X2 Career Development on the Y variable Job Satisfaction with Z Organizational Commitment as the intervening variable has a path coefficient of 2.147 (positive). The influence of the variable X2 Career Development on Y Job Satisfaction moderated by Z Organizational Commitment has a P-Value of 0.032 < 0.05, so it can be stated that the influence between X2 Career Development on the Y variable Job Satisfaction with Z Organizational Commitment as the intervening variable is positive and significant.
3. The indirect effect of X3 Work Facilities on the Y variable Job Satisfaction with Z Organizational Commitment as the intervening variable has a path coefficient of 1.511

THE EFFECT OF TRAINING EDUCATION, CAREER DEVELOPMENT, WORK FACILITIES ON JOB SATISFACTION WITH ORGANIZATIONAL COMMITMENT AS INTERVENING VARIABLES AT PT MITRA ENERGI BATAM

Juanroy M Rajagukguk¹, Chablullah Wibisono², Bambang Satriawan³, M. Gita Indrawan⁴, Muammar Khaddafi⁵

(positive). The effect of the variable X3 Work Facilities on Y Job Satisfaction moderated by Z Organizational Commitment has a P-Value of $0.131 > 0.05$, so it can be stated that the influence between X3 Work Facilities on Y variable Job Satisfaction with Z Organizational Commitment as an intervening variable is positive and not significant.

The Coefficient of Determination (R Square) aims to evaluate the prediction accuracy of a variable. In other words, to evaluate how the variation in the value of the dependent variable is affected by the variation in the value of the independent variable in a path model.

Table 5
Coefficient of Determination

	R-square	R-square adjusted
Y	0.73	0.719
Z	0.703	0.694

Source: Data Processing (2022)

In the table above, the results of the influence of X1 Education and Training, X2 Career Development, X3 Work Facilities on Y Job Satisfaction are 71.9% and the remaining 28.1% is influenced by other variables outside of this study. For the effect of X1 Education and Training, X2 Career Development, X3 Work Facilities on Z Organizational Commitment is 69.4% and the remaining 30.6% is influenced by other variables outside of this study.

5. CONCLUSIONS AND SUGGESTIONS

5.1. CONCLUSION

1. The direct effect of the variable X1 Training Education on the variable Y Job Satisfaction has a path coefficient of 0.128 (positive), then the increase in the value of the variable X1 Training Education will be followed by an increase in the variable Y Job Satisfaction. The effect of the variable X1 Training Education on Y Job Satisfaction has a P-Values value of $0.898 > 0.05$, so it can be stated that the effect of X1 Training of Trainers on Y Job Satisfaction is not significant.
2. The direct effect of the X1 variable of Coaching Education on the variable Z of Organizational Commitment has a path coefficient of 3.219 (positive), then the increase in the value of the X1 variable of Coaching Education will be followed by an increase in the variable Z of Organizational Commitment. The influence of the X1 Coach Education variable on Z Organizational Commitment has a P-Values value of $0.001 < 0.05$, so it can be stated that the influence of X1 Coach Education on Z Organizational Commitment is significant.
3. The direct effect of the variable X2 Career Development on the variable Y Job Satisfaction has a path coefficient of 8.196 (positive), then the increase in the value of the variable X2 Career Development will be followed by an increase in the variable Y Job Satisfaction. The influence of the variable X2 Career Development on Y Job Satisfaction has a P-Value of $0.000 < 0.05$, so it can be stated that the influence of X2 Career Development on Y Job Satisfaction is significant.
4. The direct effect of the variable X2 Career Development on the variable Z Organizational Commitment has a path coefficient of 7.163 (positive), then the increase in the value of the variable X2 Career Development will be followed by an increase in the variable Z of Organizational Commitment. The influence of X2 Career Development on Z Organizational Commitment has a P-Value of $0.000 < 0.05$, so it can be stated that the influence of X2 Career Development on Z Organizational Commitment is significant.

5. The direct effect of the variable X3 Work Facilities on the variable Y Job Satisfaction has a path coefficient of 3.789 (positive), then the increase in the value of the variable X3 Work Facilities will be followed by an increase in the variable Y Job Satisfaction. The effect of the variable X3 Work Facilities on Y Job Satisfaction has a P-Values value of $0.000 < 0.05$, so it can be stated that the effect of X3 Work Facilities on Y Job Satisfaction is significant.
6. The direct effect of the variable X3 Work Facilities on the variable Z of Organizational Commitment has a path coefficient of 2.416 (positive), then the increase in the value of the variable X3 of Work Facilities will be followed by an increase in the variable Z of Organizational Commitment. The effect of X3 Work Facilities on Z Organizational Commitment has a P-Value of $0.016 < 0.05$, so it can be stated that the influence of X3 Work Facilities on Z Organizational Commitment is significant.
7. The direct effect of the variable Z Organizational Commitment on the Y variable Job Satisfaction has a path coefficient of 2.279 (positive), then an increase in the value of the Z variable Organizational Commitment will be followed by an increase in the Y variable Job Satisfaction. The influence of the variable Z Organizational Commitment on Y Job Satisfaction has a P-Values of $0.023 < 0.05$, so it can be stated that the effect of Z on Y is significant.
8. The indirect effect of X1 Education and Training on the Y variable Job Satisfaction with Z Organizational Commitment as the intervening variable has a path coefficient of 1.850 (positive). The effect of the variable X1 Training Education on Y Job Satisfaction moderated by Z Organizational Commitment has a P-Value of $0.064 > 0.05$, so it can be stated that the influence between X1 Training Education on the Y variable Job Satisfaction with Z Organizational Commitment as the intervening variable is positive and not significant.
9. The indirect effect of X2 Career Development on the Y variable Job Satisfaction with Z Organizational Commitment as the intervening variable has a path coefficient of 2.147 (positive). The influence of the variable X2 Career Development on Y Job Satisfaction moderated by Z Organizational Commitment has a P-Value of $0.032 < 0.05$, so it can be stated that the influence between X2 Career Development on the Y variable Job Satisfaction with Z Organizational Commitment as the intervening variable is positive and significant.
10. The indirect effect of X3 Work Facilities on the Y variable Job Satisfaction with Z Organizational Commitment as the intervening variable has a path coefficient of 1.511 (positive). The effect of the variable X3 Work Facilities on Y Job Satisfaction moderated by Z Organizational Commitment has a P-Value of $0.131 > 0.05$, so it can be stated that the influence between X3 Work Facilities on Y variable Job Satisfaction with Z Organizational Commitment as an intervening variable is positive and not significant.
11. The influence of X1 Education and Training, X2 Career Development, X3 Work Facilities on Y Job Satisfaction is 71.9% and the remaining 28.1% is influenced by other variables outside of this study. For the influence of X1 Education and Training, X2 Career Development, X3 Work Facilities on Z Organizational Commitment of 69.4% and the remaining 30.6% is influenced by other variables outside of this study.

5.2. SUGGESTION

1. PT Mitra Energi Batam can increase the level of Education and Training owned by employees, this is intended to improve the ability and way of thinking of the employees themselves in carrying out their duties and support the company to develop so that with increasing employee training education it will be in line with the progress of the company itself.
2. PT Mitra Energi Batam can conduct an evaluation related to the career development system contained in PT Mitra Energi Batam, this is intended to provide an opportunity for

THE EFFECT OF TRAINING EDUCATION, CAREER DEVELOPMENT, WORK FACILITIES ON JOB SATISFACTION WITH ORGANIZATIONAL COMMITMENT AS INTERVENING VARIABLES AT PT MITRA ENERGI BATAM

Juanroy M Rajagukguk¹, Chablullah Wibisono², Bambang Satriawan³, M. Gita Indrawan⁴, Muammar Khaddafi⁵

- every employee to be able to take on greater responsibilities where increasing employee career development will also form a better employee mentality.
3. PT Mitra Energi Batam which is a multinational power generation company must be able to keep up with the times where companies engaged in technology must continue to follow technological developments, this also aims to make PT Mitra Energi Batam able to always pay attention and improve employee work facilities so that employees can work well and can keep up with technological developments so that they can be applied to the company.
 4. The organizational commitment of employees at PT Mitra Energi Batam must be maintained and improved, this greatly affects the progress of the company itself and the personal progress of employees in the company so that a good work environment will be created.
 5. PT Mitra Energi Batam is expected to maintain employee job satisfaction so that the company's progress can continue to increase. Employee job satisfaction must be improved by evaluating the company's management system on a regular basis so that the company will progress and develop well.
 6. For further researchers, they can develop a research model by including other variables that are not included in the model, such as incentives, work stress and others.

REFERENCES

- Adam, Muhammad Irham, Abadi Sanosra, And Arik Susbiani. 2020. "The Influence Of Education And Training And Competence On Organizational Commitment And Employee Performance." Indonesian Journal Of Management And Business Science 10(1):109–23.
- Women. 2018. "The Effect Of Education And Training Implementation On Employee Performance Levels At The Youth And Sports Office Of Riau Province." 69–70.
- Bahri, Syaiful, And Yuni Chairatun Nisa. 2017. "The Influence Of Career Development And Work Motivation On Employee Job Satisfaction." Scientific Journal Of Management And Business 18(1):9–15. Doi:10.30596/Jimb.V18i1.1395.
- Bustani, B., Gaddafi, M., & Nur Ilham, R. (2022). REGIONAL FINANCIAL MANAGEMENT SYSTEM OF REGENCY/CITY REGIONAL ORIGINAL INCOME IN ACEH PROVINCE PERIOD YEAR 2016-2020. International Journal Of Educational Review, Law And Social Sciences (IJERLAS), 2(3), 459–468. <https://doi.org/10.54443/Ijerlas.V2i3.277>
- Broto, Bayu Eko. 2020. "The Influence Of Training And Work Facilities On Career Development At The Research And Development Agency Office Of Labuhan Batu Regency." 8(2):45–58.
- Christy, Arinda. 2015. "The Role Of Work Involvement And Organizational Commitment To Employee Performance At PT. Inti (Persero) Bandung." 11(1):50–71.
- Dahlius, Apri, And Mariaty Ibrahim. 2016. "The Effect Of Work Facilities On Employee Job Satisfaction At Pt. Bank Riaukepri Teluk Kuantan Branch, Kuantan Singingi Regency." Online Student Journal (JOM) For Social And Political Sciences 3(2):1–13.
- Diawati, Mawadha Kestari Prety, And Hesty Sugesti. 2015. "The Effect Of Career Development On Employee Job Satisfaction (Case Study At Pt. Pelabuhan Indonesia II (Persero) Cirebon Branch)." Journal Of Business Management 1:1–24.
- Ermawaty, Dinny Ardian. 2012. "Analysis Of The Effect Of Incentives And Non-Physical Work Environments On Job Satisfaction And Their Impact On Employee Performance (Study At PT PLN (Persero) Distribution Of Central Java And DIY)." Semarang, Diponegoro University 2015.
- Fairus. 2020. "Internal Control Analysis Of Payroll Systems And Procedures In An Effort To Support Labor Cost Efficiency At PT Pancaran Samudera Transport, Jakarta." STIE.
- Falahuddin, F., Fuadi, . F., Munandar, M., Juanda, R. ., & Nur Ilham, R. . (2022). INCREASING BUSINESS SUPPORTING CAPACITY IN MSMES BUSINESS GROUP TEMPE BUNGONG NANGGROE KERUPUK IN SYAMTALIRA ARON DISTRICT, UTARA

- ACEH REGENCY. IRPITAGE JOURNAL, 2(2), 65–68. <https://doi.org/10.54443/Irpitage.V2i2.313>
- Fane, Sugeng Mianto. 2017. "The Influence Of Work Culture And Work Facilities On The Commitment Of Employees Of PT. Sewindu Tiara Sakti Palembang." *Journal Of Management* 5(4):1–15.
- Geovani, I. ., Nurkhotijah, S. ., Kurniawan, H. ., Milanie, F., & Nur Ilham, R. . (2021). JURIDICAL ANALYSIS OF VICTIMS OF THE ECONOMIC EXPLOITATION OF CHILDREN UNDER THE AGE TO REALIZE LEGAL PROTECTION FROM HUMAN RIGHTS ASPECTS: RESEARCH STUDY AT THE OFFICE OF SOCIAL AND COMMUNITY EMPOWERMENT IN BATAM CITY. *International Journal Of Educational Review, Law And Social Sciences (IJERLAS)*, 1(1), 45–52. <https://doi.org/10.54443/Ijerlas.V1i1.10>
- Handayani, Dwi. 2019. "The Influence Of Education And Training, Motivation, And Work Environment On The Performance Of Banyuasin SMK Teachers." *Journal Of Management Science* 6(2):140. Doi:10.32502/Jimn.V6i2.1583.
- Handoko, Dicky Surya, And Muis Fauzi Rambe. 2018. "The Effect Of Career Development And Compensation On Organizational Commitment Through Job Satisfaction." *Maneggio: Scientific Journal Of Masters In Management* 1(1):31–45. Doi:10.30596/Maneggio.V1i1.2238.
- Ilham, Rico Nur. Et All (2019). Investigation Of The Bitcoin Effects On The Country Revenues Via Virtual Tax Transactions For Purchasing Management. *International Journal Of Supply Management*. Volume 8 No.6 December 2019.
- Ilham, Rico Nur. Et All (2019).. Comparative Of The Supply Chain And Block Chains To Increase The Country Revenues Via Virtual Tax Transactions And Replacing Future Of Money. *International Journal Of Supply Management*. Volume 8 No.5 August 2019.
- Irma, ADE 2017. "The Relationship Of Career Development To Employee Performance At. PT Indah Tips Pulp And Paper, Perawang Barat Village, Siak Regency, Riau Province."
- Jufrizen, And Fadilla Puspita Hadi. 2021. "The Influence Of Work Facilities And Work Discipline On Employee Performance Through Work Motivation." *Journal Of Management Science* 7(1):35–54.
- Jufrizen, Jufrizen. 2015. "The Effect Of Compensation And Career Development On Organizational Commitment With Job Satisfaction As An Intervening Variable At Pt. Perkebunan Nusantara III (Persero) Medan." *Scientific Journal Of Management And Business* Vol 15(01):1–11.
- Jumiyati, Yunidyawati Azlina. 2019. "The Influence Of Career Development On Employee Job Satisfaction At PT Kimia Farma (PERSERO) TBK Jakarta." *Journal Of FARM CHAMPION* 4(4):1689–99.
- Kurnia, Efry, Raihanah Dauly, And Fahreza Nugraha. 2019. "The Impact Of Motivation Factors And Work Facilities On Employee Work Productivity In State-Owned Enterprises In Medan City." *Proceedings Of The National Seminar On Entrepreneurship* 1(1):365–72.
- Lasta Irawan, A. ., Briggs, D. ., Muhammad Azami, T. ., & Nurfaliza, N. (2021). THE EFFECT OF POSITION PROMOTION ON EMPLOYEE SATISFACTION WITH COMPENSATION AS INTERVENING VARIABLES: (Case Study On Harvesting Employees Of PT. Karya Hevea Indonesia). *International Journal Of Social Science, Educational, Economics, Agriculture Research, And Technology (IJSET)*, 1(1), 11–20. <https://doi.org/10.54443/Ijset.V1i1.2>
- Likdanawati, Likdanawati, Yanita, Y., Hamdiah, H., Nur Ilham, R., & Sintia, I. (2022). EFFECT OF ORGANIZATIONAL COMMITMENT, WORK MOTIVATION AND LEADERSHIP STYLE ON EMPLOYEE PERFORMANCE OF PT. ACEH DISTRIBUS INDO RAYA. *International Journal Of Social Science, Educational, Economics, Agriculture Research, And Technology (IJSET)*, 1(8), 377–382. <https://doi.org/10.54443/Ijset.V1i8.41>

THE EFFECT OF TRAINING EDUCATION, CAREER DEVELOPMENT, WORK FACILITIES ON JOB SATISFACTION WITH ORGANIZATIONAL COMMITMENT AS INTERVENING VARIABLES AT PT MITRA ENERGI BATAM

Juanroy M Rajaguguk¹, Chablullah Wibisono², Bambang Satriawan³, M. Gita Indrawan⁴, Muammar Khaddafi⁵

- Lisdiani, Vendriana. 2017. "The Effect Of Career Development On Employee Job Satisfaction Through Work Motivation As An Intervening Variable." 1–8.
- Maharani, Komang Sinta, And Naomi Vembriati. 2019. "The Role Of Career Development On The Organizational Commitment Of Bali Royal Hospital Employees." *Journal Of Psychology Udayana* 6(02):301. Doi: 10.24843/Jpu.2019.V06.I02.P09.
- Majied Sumatrani Saragih, M. ., Hikmah Saragih, U. ., & Nur Ilham, R. . (2021). RELATIONSHIP BETWEEN MOTIVATION AND EXTRINSIC MOTIVATION TO ICREASING ENTREPRENEURSHIP IMPLEMENTATION FROM SPP AL-FALAH GROUP AT BLOK 10 VILLAGE DOLOK MASIHUL. *MORFAI JOURNAL*, 1(1), 1–12. <https://doi.org/10.54443/Morfai.V1i1.11>
- Mamonto, Wawan Fermana, Olivia S. Nelwan, And Greis M. Sendow. 2016. "The Influence Of Transformational Leadership, Interpersonal Communication And Job Satisfaction On Employee Performance (Case Study At PT Sulut Makmur Perkasa Mobagu City)." 4(4):1249–58.
- Mas'ud. 2014. "Organizational Commitment Is The Desire Of DPPKAD Employees To Be Willing To Work Hard, Care, Be Proud Of The Organization And Feel Happy In Working To Achieve Organizational Goals." *Work Management*.
- Maulana, Ferdinand. 2019. "The Influence Of Career Development, Work Environment, And Organizational Commitment To Job Satisfaction Of Rokan Hilir Riau Health Office Employees With Self Efficacy As A Mediation Variable."
- Miftah, Muhammad, Babil Yasar, And Rini Nugraheni. 2017. "Analysis Of The Effect Of Salary Satisfaction And Career Development On Job Satisfaction And Its Impact On Turnover Intention (Study On Employees Of Bank Jateng Head Office)." *Diponegoro Journal Of Management* 6(4):1–10.
- Nargis, Lusia, Kamariah, And Nina Fitriana. 2018. "The Effect Of Education And Training On Job Satisfaction And Its Impact On The Performance Of PT (Persero) PLN Employees In Palembang." 7(2):65–76.
- Nurasyah, And Hidayat. 2017. "The Effect Of Education And Training On Employee Performance At Bank BPR Rokan Hulu." *Scientific Journal Of Cano Ekonomos* 6(1):71–82.
- Nur Ilham, R. ., Arliansyah, A., Juanda, R., Multazam, M. ., & Saifanur, A. . (2021). RELATHIONSIP BETWEEN MONEY VELOCITY AND INFLATION TO INCREASING STOCK INVESTMENT RETURN: EFFECTIVE STRATEGIC BY JAKARTA AUTOMATED TRADING SYSTEM NEXT GENERATION (JATS-NG) PLATFORM. *International Journal Of Economic, Business, Accounting, Agriculture Management And Sharia Administration (IJEAS)*, 1(1), 87–92. <https://doi.org/10.54443/Ijebas.V1i1.27>
- Nur Ilham, R. ., Arliansyah, A., Juanda, R., Multazam, M. ., & Saifanur, A. . (2021). RELATHIONSIP BETWEEN MONEY VELOCITY AND INFLATION TO INCREASING STOCK INVESTMENT RETURN: EFFECTIVE STRATEGIC BY JAKARTA AUTOMATED TRADING SYSTEM NEXT GENERATION (JATS-NG) PLATFORM. *International Journal Of Economic, Business, Accounting, Agriculture Management And Sharia Administration (IJEAS)*, 1(1), 87–92. <https://doi.org/10.54443/Ijebas.V1i1.27>
- Nur Ilham, R., Likdanawati, L., Hamdiah, H., Adnan, A., & Sinta, I. . (2022). COMMUNITY SERVICE ACTIVITIES "SOCIALIZATION AVOID STUDY INVESTMENT" TO THE STUDENT BOND OF SERDANG BEDAGAI. *IRPITAGE JOURNAL*, 2(2), 61–64. <https://doi.org/10.54443/Irpitage.V2i2.312>
- Pangarso, Astadi, Fardani Fajar Firdaus, And Nadya K. Moeliono. 2016. "The Influence Of Work Facilities On Employee Job Satisfaction In The Human Resources And Training Division Of PT. Indonesian Aerospace." *Journal.Unpar.Ac.Id*1–11.
- Priyatmono, Superior. 2017. "The Influence Of Work Motivation, Work Facilities, And Work Discipline On The Performance Of Line Leavis Employees At Pt Kharisma Buana Jaya." *Journal Of The State University Of Semarang*.

- Purnomo, Danang, I. Putu Sudana, And I. GPB. Sasrawan Mananda. 2016. "The Influence Of Education And Training On Competencies And Their Impact On The Performance Of Bali Tour Guides." *Journal Of IPTA* 4(2):51. Doi:10.24843/Ipta.2016.V04.I02.P11.
- Puspitadewi, Ira. 2015. "The Effect Of Compensation, Education And Training On Employee Satisfaction And Performance Of PT Bank Negara Indonesia (Persero), Tbk Jember Branch." 1(69):5–24.
- Son, Auzin Darma. 2017. "The Influence Of Motivational And Hygiene Factors On Employee Job Satisfaction At PT. Tunas Dwipa Matra Bandar Lampung." 2017.
- Son, Muhammad Indra. 2022. "The Influence Of Motivation And Competence On Organizational Commitment And Its Impact On The Performance Of Employees Of The Regional Revenue, Financial And Asset Management Office Of Siak Regency."
- Putri, Cici Chintia, And IBN Udayana. 2017. "The Influence Of Product Design And Quality On Consumer Satisfaction Through The Satisfaction Of Purchasing Asus Laptops." *Dewantara Management* 1(1):110–22. Doi:10.26460/Md.V1i1.52.
- Rahma, Melur. 2019. "INFLUENCE OF THE WORK ENVIRONMENT, TRAINING AND CAREER DEVELOPMENT ON JOB SATISFACTION IMPLICATIONS ON EMPLOYEE PERFORMANCE AT BIREUEN MEDICAL CENTER RSU." 8(16):10–22.
- Rahmaniar, R., Subhan, S., Saharuddin, S., Nur Ilham, R. ., & Anwar, K. . (2022). THE INFLUENCE OF ENTREPRENEURSHIP ASPECTS ON THE SUCCESS OF THE CHIPS INDUSTRY IN MATANG GLUMPANG DUA AND PANTON PUMP. *International Journal Of Social Science, Educational, Economics, Agriculture Research, And Technology (IJSET)*, 1(7), 337–348. <https://doi.org/10.54443/Ijset.V1i7.36>
- Revianti, Elvirta, Chabullah Wibisono, And Indriyani. 2019. "Determination Of Career Development, Incentives, Discipline Of Employees On Employee Performance Through Work Satisfaction In Environmental Management Board And Tax Retribution In Batam City." 9(1):32–41.
- Rumengan, Jemmy, Muammar Gaddafi, Arman Syarif, And Sri Yanti. 2020. "Research Methodology." *Raudhah* 05(02):250.
- Sandi, H. ., Afni Yunita, N. ., Heikal, M. ., Nur Ilham, R. ., & Sinta, I. . (2021). RELATIONSHIP BETWEEN BUDGET PARTICIPATION, JOB CHARACTERISTICS, EMOTIONAL INTELLIGENCE AND WORK MOTIVATION AS MEDIATOR VARIABLES TO STRENGTHENING USER POWER PERFORMANCE: AN EMPERICAL EVIDENCE FROM INDONESIA GOVERNMENT. *MORFAI JOURNAL*, 1(1), 36–48. <https://doi.org/10.54443/Morfai.V1i1.14>
- Sari, Doni Kartika, And Nur Khasanah. 2021. "The Influence Of Career Development And Organizational Climate On Organizational Commitment With Job Satisfaction As An Intervening Variable (Study On Contract Employees Of Wijayakusuma General Hospital Kebumen)." *Scientific Journal Of Management, Business And Accounting Students* 3(3):537–57.
- Caesarea, Monica. 2020. "The Influence Of Work Environment, Career Development And K3 (Occupational Safety And Health) On Job Satisfaction At PT Dynaplast Cibitung." *INDONESIAN HIGH SCHOOL OF ECONOMIC SCIENCES*.
- Shaputra, Angga Rahyu, And Susi Hendriani. 2015. "The Influence Of Competence, Commitment And Career Development On Employee Performance Of PT. Bank Rakyat Indonesia (Persero) Pekanbaru Regional Office." *Journal Of Business Management Tepak* 7(1):1–17.
- Sinta, I., Nur Ilham, R., Kumala Sari, D., M, M., Khaidir, K., & Ekamaida, E. (2021). Training The Processing Of Tomato Sauce For A Home-Based Business The Scale Of SMES. *IRPITAGE JOURNAL*, 1(1), 26–28. <https://doi.org/10.54443/Irpitage.V1i1.24>
- Sinurat, M. ., Heikal, M. ., Simanjuntak, A. ., Siahaan, R. ., & Nur Ilham, R. . (2021). PRODUCT QUALITY ON CONSUMER PURCHASE INTEREST WITH CUSTOMER SATISFACTION AS A VARIABLE INTERVENING IN BLACK ONLINE STORE HIGH

THE EFFECT OF TRAINING EDUCATION, CAREER DEVELOPMENT, WORK FACILITIES ON JOB SATISFACTION WITH ORGANIZATIONAL COMMITMENT AS INTERVENING VARIABLES AT PT MITRA ENERGI BATAM

Juanroy M Rajagukguk¹, Chablullah Wibisono², Bambang Satriawan³, M. Gita Indrawan⁴, Muammar Khaddafi⁵

- CLICK MARKET: Case Study On Customers Of The Tebing Tinggi Black Market Online Store. MORFAI JOURNAL, 1(1), 13–21. <https://doi.org/10.54443/Morfai.V1i1.12>
- Subhi, Zamiatul. 2014. "The Effect Of Education And Training On Employee Organizational Commitment At The Regional Revenue, Financial And Asset Management Office Of Kapuas Hulu Regency." Open University Library Collection 16/41855.Pdf 116.
- Suhartono, Jimmy Fitria, And Hunik Sri Runing Sawitri. 2017. "The Effect Of Rewards, Incentives, Division Of Tasks And Career Development On Job Satisfaction Of Nurses At Prof. Orthopedic Hospital. Dr. R. Soeharso Surakarta. Benefit: Journal Of Management And Business 2(1):28. Doi:10.23917/Benefit.V2i1.3144.
- Sulaksono, Devina Andriani. 2017. "The Influence Of Organizational Culture And Leadership Style On Organizational Commitment In UKM Semarang With Job Satisfaction As A Mediation Variable."
- Temesvari, Nauri Anggita, And Desmayanti Br Subakti. 2020. "The Correlation Between Work Facilities And Job Satisfaction At Hospital Medical Record Unit." 11:175–81.
- Tiya, Princess Rachma. 2020. "The Influence Of Work Discipline And Work Environment On The Performance Of Employees Of PT. Pusri Palembang With Job Satisfaction As An Intervening Variable." 1–20.
- Utomo, Danu Budi. 2014. "The Effect Of Career Development On Employee Job Satisfaction With Work Motivation As An Intervening Variable." UNDIP Thesis.
- Widjaya, Yoga Satria, Ratna Indrawati, And Cri S. Prajna Wekadigunawan. 2021. "Career Development Domination Factors On Organizational Commitment." 9.
- Wirotoomo, Dono, And Popy Novita Pasaribu. 2015. "The Influence Of Competence, Career Development, Education And Training (Training) On Employee Performance Of The Directorate General Of Fiscal Balance." MIX: Scientific Journal Of Management VII(1):37–47.
- Wiyono, Gendro. 2020. Designing Business Research With Analysis Tools SPSS 25 & Smartpls 3.2.8. 2nd Ed. Yogyakarta: UPP STIM YKPN.
- Yusuf Iis, E., Wahyuddin, W., Thoyib, A., Nur Ilham, R., & Sinta, I. (2022). THE EFFECT OF CAREER DEVELOPMENT AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE WITH WORK MOTIVATION AS INTERVENING VARIABLE AT THE OFFICE OF AGRICULTURE AND LIVESTOCK IN ACEH. International Journal Of Economic, Business, Accounting, Agriculture Management And Sharia Administration (IJEBAS), 2(2), 227–236. <https://doi.org/10.54443/Ijebas.V2i2.191>