

ABSTRACT

The study aims to determine and analyze the influence of training and work environment variables on employee performance through job satisfaction as an intervening variable in Kendal District Health Office. The population used in this study were employees who had received training in 2015-2019. The number of samples used in this study were 60 respondents.

In this study, data was collected through the distribution of questionnaires on samples selected through non-probability sampling techniques with purposive sampling method. Measurements in the questionnaires using a Likert Scale. Five hypotheses were tested using quantitative methods and data analyze techniques used is multiple linear regression analysis method with SPSS 19.0 software.

The results of analysis from this research result that training and work environment have a positive and significant impact on job satisfaction, training and work environment have a positive and significant impact to the employee performance, job satisfaction mediates the effect of trining on employee performance, and job satisfaction mediates the effect of work environment on employee performance.

Keywords: training, work environment, job satisfaction and employee performance.