

## **ABSTRAK**

Sumber daya manusia (SDM) memiliki faktor besar di perusahaan. Pentingnya pengelolaan sumber daya manusia dengan baik agar berpengaruh baik terhadap perusahaan. Oleh karena itu banyak hal yang harus diperhatikan dalam setiap pengelolaan sumber daya manusia terutama mengenai stress kerja, motivasi kerja dan pelatihan kerja untuk mencapai kepuasan kerja karyawan dengan hasil yang maksimal. Penelitian ini dilakukan dengan tujuan guna mengetahui Mengetahui pengaruh Stres Kerja, Motivasi Kerja, Pelatihan Kerja terhadap Kepuasan Kerja karyawan pada PT. Surya Segara Safety Marine Surabaya. Dalam penelitian ini memerlukan pendekatan kuantitatif melalui jumlah sampel yang dipakai yakni 85 karyawan PT. Surya Segara Safety Marine Surabaya. Teknik Pengambilan Sampel memakai sampel jenuh. Bahan diambil dengan memakai angket yang kemudian dilakukan uji instrument untuk mengetahui validitas dan reliabilitasnya. Dilakukan analisis regresi linier berganda awal mula dikerjakan uji asumsi klasik trelebih dahulu baru kemudian dilakukan uji hipotesis. Penelitian ini dapat disimpulkan variable Stress Kerja, Motivasi Kerja dan Pelatihan Kerja berpengaruh signifikan pada Kepuasan Kerja Karyawan di PT. Surya Segara Safety Marine Surabaya.

**Kata Kunci :** Stres Kerja, Motivasi Kerja, Pelatihan Kerja, Kepuasan Kerja Karyawan.

## **ABSTRACT**

*Human resources (HR) have a big factor in the company. The importance of good human resource management in order to have a good effect on the company. Therefore, there are many things that must be considered in every human resource management, especially regarding work stress, work motivation and job training to achieve employee job satisfaction with maximum results. This research was conducted with the aim of knowing the effect of work stress, work motivation, job training on employee job satisfaction at PT. Surya Segara Safety Marine Surabaya. This research requires a quantitative approach through the number of samples used, namely 85 employees of PT. Surya Segara Safety Marine Surabaya. Sampling technique using saturated samples. Materials are taken using a questionnaire which is then tested the instrument to determine the validity and reliability. Multiple linear regression analysis was carried out, first the classical assumption test was carried out first and then the hypothesis test was carried out. This research can be concluded that the variables of Job Stress, Work Motivation and Job Training have a significant effect on Employee Job Satisfaction at PT. Surya Segara Safety Marine Surabaya.*

**Keywords :** *Job Stress, Work Motivation, Job Training, Employee Job Satisfaction*