

ABSTRAK

Penelitian ini dilakukan untuk mengetahui pengaruh *employee well-being* dan *training* terhadap kinerja karyawan dengan kepuasan kerja sebagai variabel intervening pada bank syariah indonesia kc Palembang sudirman.. Data primer dikumpulkan melalui penggunaan kuesioner yang disebarakan kepada karyawan bank tersebut.

Analisis data menggunakan metode *Partial Least Square* (PLS) atau *Structural Equation Modeling* (SEM), dengan langkah-langkah seperti uji validitas dan reliabilitas model pengukuran (outer model), serta uji koefisien determinasi (R-Square), uji hipotesis langsung dan tidak langsung, dan uji efek mediasi pada model struktural (inner model).

Hasil penelitian menunjukkan bahwa *employee well-being* tidak memiliki pengaruh terhadap kinerja karyawan, demikian pula dengan *training*. Namun, kepuasan kerja berpengaruh terhadap kinerja karyawan di bank tersebut. Selain itu, *employee well-being* dan *training* masing- masing berpengaruh terhadap kepuasan kerja karyawan. Selanjutnya, *employee well-being* dan *training* juga terbukti berpengaruh terhadap kinerja karyawan dengan kepuasan kerja sebagai variabel intervening di Bank Syariah Indonesia KC Palembang Sudirman.

Kata Kunci: Kinerja Karyawan, Kepuasan Kerja, *Employee Well-Being* dan *Training*

ABSTRACT

This study was conducted to determine the effect of employee well-being and training on employee performance with job satisfaction as an intervening variable at Bank Syariah Indonesia KC Palembang Sudirman. Primary data were collected through the use of questionnaires distributed to employees of the bank.

Data analysis using the Partial Least Square (PLS) or Structural Equation Modeling (SEM) method, with steps such as validity and reliability tests of the measurement model (outer model), as well as determination coefficient tests (R-Square), direct and indirect hypothesis tests, and mediation effect tests on the structural model (inner model).

The results of the study indicate that employee well-being has no effect on employee performance, as does training. However, job satisfaction has an effect on employee performance at the bank. In addition, employee well-being and training each have an effect on employee job satisfaction. Furthermore, employee well-being and training have also been shown to have an effect on employee performance with job satisfaction as an intervening variable at Bank Syariah Indonesia KC Palembang Sudirman.

Keywords: *Employee Performance, Job Satisfaction, Employee Well-Being and Training*