

# THE EFFECT OF LEARNING MOTIVATION, JOB INVOLVEMENT, AND SELF EFFICACY TOWARD TRAINEE'S JOB SATISFACTION

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## ABSTRACT

This study was a comparative causal research that aims to determine the effect of Learning Motivation, Job Involvement, and Self Efficacy against Trainee's Job Satisfaction. The sample of this study was apprenticeship students in Accounting Program as many as 60 people from 80 people all apprentices. The technique of collecting data used questionnaire through mail-survey. The data analysis was multiple regressions. The result showed that there was no effect of Learning Motivation, Job Involvement, and Self Efficacy to Trainee's Job Satisfaction simultaneously. Job satisfaction for Trainee's Job Satisfaction was influenced only by Learning Motivation, this could be probably because the role given to interns at the internship location was not in line with the expectations of the participants but it provided new experiences that make students enthusiastic. The company did not maximize the function of apprentices to assist the work related to the educational background so that self-efficacy did not affect satisfaction. In addition, the duration of the internship did not provide an opportunity for the participants to learn more.

Kata Kunci: *Learning Motivation, Job Involvement, Self Efficacy dan Trainee's Job Satisfaction*