

ABSTRAK

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Kinerja karyawan sangat berpengaruh bagi kesuksesan sebuah perusahaan. Kinerja karyawan merupakan hal yang penting bagi perusahaan. Permasalahan Kinerja dapat diketahui dari target produksi, masih terdapat target produksi yang belum tercapai dan masih terdapat part NG yang cukup tinggi, sehingga perusahaan melakukan sebuah pelatihan *setting dies big press* dan mempertegas disiplin kerja untuk memperbaiki kinerja karyawan. Penelitian ini bertujuan untuk mengetahui pengaruh pelatihan *setting dies big press* dan disiplin kerja terhadap kinerja karyawan pada departemen stamping di PT. Summit Adyawinsa Indonesia. Jenis penelitian kuantitatif dengan metode penelitian deskriptif dan verifikatif. Teknik penentuan sample menggunakan simple random sampling dengan 95 responden karyawan stamping PT. Summit Adyawinsa Indonesia. Teknik analisis data yang digunakan adalah analisis regresi linier berganda dan di bantu oleh program SPSS 24. Berdasarkan hasil penelitian dapat disimpulkan bahwa pelatihan *setting dies big press* secara parsial berpengaruh positif dan signifikan terhadap kinerja karyawan pada departemen stamping di PT. Summit Adyawinsa Indonesia, disiplin kerja secara parsial berpengaruh positif dan signifikan terhadap kinerja karyawan pada departemen stamping di PT. Summit Adyawinsa Indonesia, pelatihan *setting dies big press* dan disiplin kerja berpengaruh secara simultan terhadap kinerja karyawan pada departemen stamping di PT. Summit Adyawinsa Indonesia.

Kata kunci: pelatihan *setting dies big press*, disiplin kerja, kinerja karyawan.



ABSTRACT

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Employee performance is very influential for the success of a company. Employee performance is important for the company. Performance problems can be seen from the production target, there are still production targets that have not been achieved and there are still high enough NG parts, so the company conducts a big press dies setting training and reinforces work discipline to improve employee performance. This study aims to determine the effect of setting dies big press training and work discipline on employee performance in the stamping department at PT. Summit Adyawinsa Indonesia. This type of quantitative research with descriptive and verification research methods. The technique of determining the sample using simple random sampling with 95 respondents stamping employees of PT. Summit Adyawinsa Indonesia. The data analysis technique used is multiple linear regression analysis and is assisted by the SPSS 24 program. Based on the results of the study, it can be concluded that the dies big press setting training partially has a positive and significant effect on employee performance in the stamping department at PT. Summit Adyawinsa Indonesia, work discipline partially positive and significant effect on employee performance in the stamping department at PT. Summit Adyawinsa Indonesia, training on setting dies big press and work discipline have a simultaneous effect on employee performance in the stamping department at PT. Summit Adyawinsa Indonesia.

Keywords: big press dies setting training, work discipline, employee performance.

