

ABSTRAK

Abdul malik, 15416261201227, Pengaruh Pelatihan dan motivasi kerja terhadap kinerja karyawan pada Departemn Part Production PT. Indonesia Epson Industri Dibawah bimbingan Dr. Budi Rismayadi, SE.,M.M dan Drs. H. Maman Mulya Karnama, M.M.

Penelitian ini bertujuan untuk mengetahui pengaruh Pelatihan dan motivasi kerja terhadap kinerja karyawan pada Departemen Part Production PT. Indonesia Epson Industri. Skripsi ini diharapkan dapat memberikan sumbangan bagi pengembangan ilmu khususnya: manajemen, manajemen sumber daya manusia, pelatihan, motivasi kerja, serta kinerja karyawan. Adapun metode yang digunakan dalam penelitian ini menggunakan metode penelitian kuantitatif yaitu mengumpulkan, menyajikan, menganalisis dan melakukan pengujian hipotesis dan membuat kesimpulan dan saran. Sampel yang di gunakan dalam penelitian ini sebanyak 126 responden dari populasi 184 orang. Teknik analisis data yang digunakan yaitu teknik Analisis Rentang Skala dan Analisis jalur dengan bantuan *Method Of Successive Interval* (MSI), program computer *Microsoft Excel*, dan SPSS.

Hasil penelitian ini diperoleh dari beberapa kesimpulan yaitu bahwa pelatihan kerja berdasarkan hasil analisis deskriptif menunjukan skor rata-rata 517,4 berada pada kriteria setuju, motivasi kerja berdasarkan analisis deskriptif menunjukan skor rata-rata 512,2 berada pada kriteria setuju, dan kinerja berdasarkan analisis deskriptif skor rata-ratanya adalah 512,6 berada pada kriteria setuju. Terdapat hubungan yang kuat antara pelatihan dan motivasi kerja , hal ini dibuktikan dari nilai koefisien korelasi sebesar 0,745. Terdapat pengaruh pelatihan secara parsial terhadap kinerja sebesar 23,1 %, terdapat pengaruh motivasi kerja secara parsial terhadap kinerja sebesar 17,3%, adapun pengaruh pelatihan dan motivasi kerja secara simultan terhadap kinerja karyawan sebesar 43,3%, dan selebihnya 57,7% merupakan kontribusi variabel lain yang tidak diteliti.

Kata kunci : Pelatihan, Motivasi kerja, Kinerja karyawan

ABSTRACT

Abdul malik, 15416261201227, *Effect of Training and work motivation on employee performance in the Part Production Department of PT. Indonesia Epson Industries* Under the guidance of Dr. Budi Rismayadi, SE., M.M and Drs. H. Maman Mulya Karnama, M.M.

This study aims to determine the effect of training and work motivation on employee performance in the Part Production Department of PT. Indonesia Epson Industries. This thesis is expected to contribute to the development of knowledge in particular: management, human resource management, training, work motivation, and employee performance. The method used in this study uses quantitative research methods that are collecting, presenting, analyzing and testing hypotheses and making conclusions and suggestions. The samples used in this study were 126 respondents from a population of 184 people. Data analysis techniques used are Scale Range Analysis and Path Analysis techniques with the help of the Method Of Successive Interval (MSI), Microsoft Excel computer programs, and SPSS.

The results of this study were obtained from several conclusions, namely that job training based on descriptive analysis results showed an average score of 517.4 was in the agreed criteria, work motivation based on a descriptive analysis showed an average score of 512.2 was in the agreed criteria, and performance was based on the analysis. Descriptive average score is 512.6 located on the agreed criteria. There is a strong relationship between training and work motivation, this is evidenced by the correlation coefficient of 0.745. There is a partial effect of training on performance by 23.1%, there is a partial influence of work motivation on performance by 17.3%, while the effect of training and work motivation simultaneously on employee performance by 43.3%, and the rest 57.7% is the contribution of other variables not examined

Keywords : *training, motivation, performance employees*