

**PENGARUH PELATIHAN DAN MOTIVASI KERJA TERHADAP  
PRODUKTIVITAS KERJA PADA PT. XXX KAWASAN INDUSTRI  
INDOTAISEI (STUDY DEVISI PPIC DEPARTEMEN P4C PLANT 5  
SPORT)**

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**ABSTRAK**

Masalah yang diangkat pada penelitian ini adalah untuk mengetahui, menjelaskan dan menganalisis Pengaruh Pelatihan Dan Motivasi Kerja Terhadap Produktivitas Kerja karyawan, serta pengaruh parsial dan simultan pelatihan dan motivasi kerja terhadap produktivitas pada PT. XXX Kawasan Indotaisei (Studi Devisi PPIC Departemen P4C Plant 5 Sport). Penelitian ini menggunakan Metode deskriptif dan verifikatif dengan Teknik analisis data yang digunakan yaitu analisis jalur. Dari hasil analisa data penelitian diperoleh beberapa kesimpulan sebagai berikut: (1) Pelatihan yang dilaksanakan sudah Baik, (2) Motivasi Kerja memiliki kriteria Tinggi, (3) Produktivitas kerja memiliki kriteria Tinggi.

Terdapat pengaruh parsial Pelatihan Dan Motivasi Kerja Terhadap Produktivitas Kerja karyawan, Pelatihan memiliki pengaruh yang positif dan signifikan secara parsial terhadap produktivitas kerja karyawan, yaitu sebesar 35,35%. Motivasi Kerja memiliki pengaruh yang positif dan signifikan secara parsial terhadap Produktivitas Kerja karyawan, yaitu sebesar 13,86%. Terdapat pengaruh secara simultan yang positif dan signifikan, antara Pelatihan dan motivasi kerja terhadap produktivitas kerja, yaitu sebesar 49,2%, sedangkan sisanya 50,8% merupakan pengaruh variabel lain ( $\epsilon$ ) yang tidak diteliti.

**Kata kunci: Pelatihan, Motivasi Kerja, dan Produktivitas kerja**

***The Effects Of Training And Work Motivation On Work Productivity at  
PT.XXX Kawasan Industri Indotaisei (Study Devision PPIC Departement P4C  
Plant 5 Sport)***

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***ABSTRACT***

*The problem raised in this study was to find out, explain and analyze the effect of training and work motivation on employee work productivity, as well as the partial and simultaneous influence of training and work motivation on productivity at PT. XXX Indotaisei Region (Study of PPIC Division of the Department of P4C Plant 5 Sport). This study uses descriptive and verification methods with the data analysis technique used is path analysis. From the results of the research data analysis, the following conclusions were obtained: (1) The training carried out was Good, (2) Work Motivation had High criteria, (3) Work productivity had a High criterion. This study aims to obtain empirical evidence and find clarity of phenomena and conclusions about the effect of training and work motivation on work productivity of employees at PT. Astra Honda Motor Indotaisei Region (Study of PPIC Division of the Department of P4C Plant 5 Sport).*

*There is a partial influence of Work Training and Motivation on Employee Productivity, Training has a positive and significant effect partially on employee work productivity, which is equal to 35.35%. Work motivation has a positive and significant effect partially on employee work productivity, which is equal to 13.86%. There is a positive and significant simultaneous influence between Training and work motivation on work productivity, which is equal to 49.2%, while the remaining 50.8% is the influence of other variables ( $\epsilon$ ) that are not examined.*

***Keywords: Training, Work Motivation, and Work Productivity***