ABSTRACT

Trained human resources can give positive impact on company performance and productivity. The training that conducted is expected to improve employee's skills and understanding in accordance with the standards set by the company.

This study uses training effectiveness as an independent variable and employee's performance as the dependent variable. The purpose of this study is to determine how the effect of training effectiveness on the performance of PT. Purna Baja Harsco employees.

This study uses the quantitative method that requires taking sample data from people who are related to this study. Respondents who were involved are 107 people. The questionnaire used in this study has 24 statements with the measurement of 5 likert scales. The method is the quantitative method, the types of analysis are descriptive and causal. Analysis of data is the descriptive analysis, simple linear regression, coefficient of determination (R^2), and hypothesis testing (t test). Sampling technique used is non-probability sampling by convenience sampling.

The result obtained in this study is that the effectiveness of training has a significant positive effect on the performance of the employees of PT. Purna Baja Harsco. The result obtained is proven that the hypothesis is accepted or H_1. Testing the coefficient of determination shows that the effectiveness of training has an effect of 45% on employee performance, while 55% is influenced by other variables that are not explained in this study.

The result of the study can become the input for PT. Purna Baja Harsco to improve the performance of its employees by conducting effective training programs. Improving employee performance will have a good impact on achieving company goals.

Keywords: Training Effectiveness, Training, Employee's Performance