

ABSTRACT

Trained human resources can have a positive impact on company performance and productivity. So organizations are required to make their employees more skilled and trained to always improve their performance.

This research was conducted at the Bandung City Government Staffing, Training and Education Agency, with training as an independent variable and employee performance as the dependent variable. The purpose of this study was to determine how the influence of training on the performance of employees of the Civil Service Agency, Training, and Education of the City Government of Bandung.

This study uses a quantitative method that requires taking sample data from people who are related in this study. Respondents who participated in this study amounted to 96 people. The questionnaire used in this study has 28 statements with measurements of 5 Likert scales.

The method used is a quantitative method, the type of analysis used is descriptive and causal. Analysis of the data used is descriptive analysis, simple linear regression, coefficient of determination (R^2), and hypothesis testing (t test). The sampling technique used is saturated sampling.

The results obtained in this study are that training has a significant positive effect on the performance of employees of the Civil Service, Training and Education Agency (BKPP) of the Bandung City Government. The results are proven that the hypothesis is accepted or H_1 . Testing the coefficient of determination shows that the effectiveness of training has an effect of 17.1% on employee performance, while 82.9% is influenced by other variables not explained in this study.

Keywords: Training, Employee Performance