

ABSTRACT

This research was conducted to determine the effect of job training on the performance of employees of PT. Sinar Sosro KPW West Java. The purpose of this study was to find out and analyze how the effect of job training applied by the company on the performance of employees of PT. Sinar Sosro KPW West Java.

This study uses quantitative research methods with a type of descriptive-causality research. Sampling was done using a saturated sampling technique with a total of 43 respondents. The analysis technique used is descriptive analysis and simple linear regression analysis.

Based on the results of the study showed that the respondent's response to the work training variable had a percentage of 88.3%, and the employee performance variable had a percentage of 78.7%. Based on the results of testing the job training hypothesis has a significant effect on the performance of employees at PT. Sinar Sosro KPW West Java. This is evidenced by the value of $t_{count} > t_{table}$ ($3.062 > 1.683$) with a significance level of $0.004 < 0.05$. Based on the coefficient of determination, job training has an effect on employee performance by 18.6% and the remaining 81.4% is influenced by other factors not examined in this study.

Conclusion of this study, the job training at PT. Sinar Sosro KPW Jawa Barat in very good category, employee performance at PT. Sinar Sosro KPW Jawa Barat in the good category, and positive job training on employee performance.

Keywords : job training, employee performance, human resources