

ABSTRACT

The success of a company in achieving its goals and objectives can't be separated from the presence or absence of quality human resources. To realize quality human resources, the development of human resources is one of the ways done by the company. One of the efforts that company can make to carry out human resource development is by conducting training. This is also applied by PT. bangk Rakyat Indonesia (Persero) Tbk Kabanjahe Branch Office. As has been programmed by PT. Bank Rakyat Indonesia (Persero) Tbk Kabanjahe Branch Office to develop the quality of each individual employee is by conducting training.

The phenomenon that occurs in this company is in the form of a percentage of participant dimensions in the training variable that isn't optimal which is obtained from the results of the pre-study spread in 2018 and also a decrease in the average performance value obtained from the comparison of PMS (Performance Management System) in 2017 and 2018.

The purpose of this study was to find out about the effect of training on employee performance at PT. Bank Rakyat Indonesia (Persero) Tbk Kabanjahe Branch Office. The method of data collection was carried out through questionnaires with saturated sampling techniques of 52 employees. This type of research is quantitative. This study use simple linear analysis techniques and is interpreted using descriptive analysis.

The result of this study indicate the training variable (X) has a positive and significant effect on the performance variable (Y). These results are proven by the results of the coefficient of determination which shows that training has an effect of 53,1% on performance, while the remaining 46,9% is influenced by other variables not examined in this study.

Keywords : Human Resource Management, Training, Employee Performance