

ABSTRACT

Employee performance is an important thing for the company. An employee who has high performance can encourage the achievement of company goals. But this of course is inseparable from the factors that influence it. This study aims to determine how the influence of work motivation and training on the performance of employees of the Directorate of Human Resources and General PT. POS.

The research method used in this research is descriptive and verification methods. The population in this study were employees of the Directorate of Human Resources and General PT. POS. The sampling technique used in this study is saturated sample, with the same number of samples as the total population of 60 employees.

While the analytical method used in this study is Spearman rank correlation analysis, multiple linear regression, and the coefficient of determination at a significant level of 5%. The results showed that the work motivation of the employees of the Directorate of Human Resources and General can be judged to be quite good / quite effective, further indicating that the training of the employees of the Directorate of Human Resources and General PT. POS can be assessed as good / effective.

The results of the study showed all the independent variables namely training work motivation had a significant effect simultaneously on performance with a value of "R" of 0.691 which showed that work motivation and training contributed to performance by 47.7%, while the remaining 52.3% were contributions from other variables not examined.

Suggestions for special practitioners for troubled employees to start not delaying work, making work lists and specifically for other employees should be able to provide encouragement in the form of instruction or optimal teamwork and utilization of training time is further improved by improving collaboration between participants and implementers or instructors so that more effective and efficient.

Keywords: Work Motivation, Training and Employee Performance