

## ABSTRACT

In 2012 Telkomsel is having company transformation to keep growing and be sustain in digital age. Transformation is not only on the business model but also the company competency is changed. In 2017 Telkomsel have implemented Go Beyond competency training for its employee.

This research has a role in evaluating the application of Go Beyond competencies to company employees through training. In particular, the contribution of this research is to measure effective training programs. Then, focus on knowing the effect between training and employee performance.

The purpose of this research is to find out and conduct in-depth studies to review Go Beyond competency training and its impact on the performance of employees in Telkomsel Regional Jabar. The method in this study used a questionnaire from 110 employees. Data processing and analysis using SmartPLS version 3.2.8.

Based on the results of data processing, it was found that training content, training methods, and training facilities had a positive and significant affect on employee performance. Training duration has a not significant affect on employee performance, and instructor's attitude and skill have a negative and significant affect on employee performance.

The conclusion obtained in this study is that companies need to improve the content of training, training methods, and training facilities that have an affect on employee performance. Then need to make improvements for training duration and instructor's attitudes and skills variables.

**Keywords:** training content, training methods, instructor's attitudes and skills, training duration, training facilities, employee performance.