

ABSTRACT

Human Resources become one of the most important assets in a company to achieve organizational goals. In an effort to improve the quality of human resources, one of the way that PT. Simpatindo Multimedia West Bandung do is to create a training program. The desired outcome of the training is to increase the performance of employees in the PT. Simpatindo Multimedia West Bandung.

The purpose of this study was to find out how the training and performance of existing employees of PT. Simpatindo Multimedia West Bandung in the view of employees and to find out the effect of the training provided by PT. Simpatindo Multimedia West Bandung on employee performance.

This research is quantitative research. The type of this research used is a descriptive and causal method. The purpose of this study to determine the effect of training on employee performance at PT. Simpatindo Multimedia West Bandung. This research used saturated sampling. Data collection was done by distributing questionnaires to 45 people.

Based on the result of simple linear regression analysis, training improves employee performance amounted 0.619. Training affects employee performance amounted 42.7% and 57.3% influenced by other factors. In the t-test results, training has a significant influence on employee performance.

From the results of the research obtained, we recommend that training through the sub-variables method and trainees be increased again because these sub-variables have a significant influence on Employee Performance. Companies must concentrate on varied training so that participants increase and match the training objectives.

Keywords: human resources management, training, employee performance