

ABSTRACT

A company not only requires human resources that are important to develop the company but management is also important in the company. Employee performance in a company certainly needs to be improved, many efforts can be done by the company to attract the attention of its employees to be more enthusiastic in improving the quality of its performance. In an effort to achieve company goals, the West Java Witel Office provides programs to motivate its employees to increase their enthusiasm for work so that employees take the initiative to achieve the company's target standards, including by providing work facilities so that it is expected that employees can work optimally. The purpose of this study was to determine and analyze the magnitude of the effect of training and motivation on employee performance in the West Java Witel Office, both partial and simultaneous.

This research method is quantitative with descriptive and causal research types. The object of study was the employees of the Central West Java Witel Office. Data collection was obtained through distributing questionnaires to 60 respondents. The sample technique used is saturated sample. Analysis of this data uses Simple Linear Regression Analysis.

Based on calculations, Training and Motivation have a significant simultaneous or partial effect with a positive direction on employee performance in the West Java Witel Office. The effect of Training and Motivation on employee performance in the West Java Witel Office is 70.6%.

Motivation variable is more influential on employee performance in the West Java Witel Office. It is suggested to the West Jabar Witel Office to increase employee motivation by providing opportunities for promotion..

Keywords : Training, Motivation, Employee Performance