

ABSTRACT

Human Resources (HR) is one of the critical assets in the company. Cleaning service company have goals and objectives to be able to obtain maximum profit and high-quality human resources. Therefore, human resources play the most important and potential role for the success of a company considering that human resources are determinants of working activities in planning, organising and decision making. To realise it all, one of the efforts that can be made by the company to improve the quality of cleaner is by conducting training.

The purpose of this study was to determine how the training and performance of cleaners in PT. Avia Jaya Indah in the employee's perception and to determine the effect of the training provided by PT. Avia Jaya Indah on the cleaner's performance.

This research is a quantitative study involving 296 respondents as a sample. The method of data collection is done by distributing questionnaires that use a 5- point Likert scale. The statistical analysis technique performed is descriptive analysis and simple linear regression analysis for hypothesis testing using SPSS for Windows v.26 for processing data.

Based on the results of data analysis, it can be seen that simultaneous training has a significant influence on employee performance. Training variables have an effect of 50.8%, while the remaining 49.2% is explained by other variables not used in this study.

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

Keyword: Keywords: training, employee performance.