

ABSTRACT

This research was conducted at Telkom PAUD school. One of the determinants of the company's success in achieving its goals is through employee performance, so it is important for companies to make efforts to improve and maintain high employee performance. Several factors can affect performance, one of which is training. Based on the results of interviews and studies from company secondary data, it was found that there was a decrease in the performance value of employees in several Telkom PAUD schools in Indonesia as well as the implementation of training that was not in accordance with the work plan and schedule that had been determined, inadequate facilities and training materials that were not in accordance with the needs. employee.

This study aims to determine the delivery and implementation of training, the performance of PAUD Telkom employees and the effect of training on the performance of PAUD Telkom employees.

The results of the study were obtained from the distribution of questionnaires with a total of 44 respondents who answered the questionnaires distributed online. Collecting data using a non-probability sampling technique, namely a saturated sample where the total population is the sample. The analysis technique used is descriptive analysis and simple linear regression.

Based on the results of descriptive analysis, the training variable obtained a percentage of 85.64% and was in the "very good" category. While the employee performance variable obtained a percentage of 87.27% and was in the "very good" category. The results of statistical tests show that training has a positive and significant effect on Telkom PAUD employees with a coefficient of determination (R^2) of 65.8%.

The results of this study are expected to be a reference for further researchers who are interested in researching similar topics or research objects and become input for the Telkom Education Foundation in improving and maintaining the performance of Telkom PAUD employees through the provision and implementation of better training.

Keywords: *Training, Employee Performance*