

ABSTRACT

Nowadays, the competition that occurs between companies is getting tougher, thus demanding companies to develop and adapt. One way that can be done is by providing training programs and increasing compensations. It aims to improve and improve the quality of the company's workforce so that it can overcome existing problems and can improve the company's performance in today's competitive competition.

Human resources are the dominant factor in running an effective and efficient company in order to achieve company goals. Human resources play an important role in the implementation of the company's operational activities. In this research based on the collected data through interview from Staff at PT Telkom Witel Solo the company had facing the reducement of over all employee performance in 2020 compared to last year. This due to the lack of knowledge employee which some did not get enough from training due to optional and pandemice situation which cuase the attendance and lastly due to the amount and form of compensation. Where further known as there is a generalization about compensation in PT Telkom Witel Solo.

The phenomena in this study explored through quantitative methods and data collection was collected through in-depth interviews and spreading questionaries. The data source was from primary data and secondary data the technique in this study also being processed through descriptive analysis, classic assumption test, simple regression analysis and hypothesis testing as well validity and realibility test and Multiple Linier Regression.

The results of the study show that variable Training have huge significant impact toward employee performance at PT Telkom Witel Solo, and Compensation has significant positive impact toward employee performanc. As well that the variable itself already in high catagory for both independent and dependent variable

The results of this study are expected to be used as an evaluation for PT. Telkom Witel Solo in the aspect of training and compensation. In addition, this research can be used as a direction in increasing employees' performance. Increased performance at work is very supportive in order to achieve the company's goals and objectives.

Keywords: training, compensation, employees' performance