

ABSTRACT

Work productivity is one of the important factors determining the success of a business. High work productivity can increase a company's competitiveness and produce higher profits. One factor that can increase work productivity is human resource training. Workforce training is a learning process that aims to improve employee knowledge, skills and attitudes. Increasing employee knowledge, skills and attitudes can increase work productivity. The purpose of this research is to find out how the effectiveness of training affects the productivity of PT employees. Sakai Indonesia.

This research uses quantitative methods and has gone through a series of tests, which include validity, reliability, multiple linear regression, classical assumption tests, hypothesis testing through tests.t, testf and the coefficient of determination (which reveals the existence of a positive and significant influence both partially and simultaneously between these two variables. This research was conducted on employees of PT. Sakai Indonesia. All 89 employees were deliberately selected as research respondents

The results of this research are that the effectiveness of training has a positive effect on the productivity of PT Sakai Indonesia employees. This is proven by the results of the estimation of the training variable, which obtained a calculated t value of 9.276 which is greater than the t table value of 1.66216, and a significance value of 0.000 which is smaller than 0.05. The training effectiveness coefficient value is 0.675 (positive sign) indicating that increasing the frequency of training will increase employee productivity by 67%.

PThe training program carried out has succeeded in achieving its objectives and employee productivity is in categoriesVery good. As for suggestions for PT. Sakai Indonesia is continuing to improve the quality of employee human resources (HR), through training and development so that employee productivity can be increased sustainably.

Keywords: Training Effectiveness, Employee Productivity, Human Resources