

ABSTRACT

Human resources play a crucial role in the success of organizations, particularly in the rapidly growing technology industry. PT Xtremax Teknologi Indonesia faces challenges in achieving its employee performance targets, as indicated by the high percentage of employees who have not met the “Great Achievement” category and the low levels of satisfaction with the company’s training and motivation programs. This situation highlights the need to evaluate the effectiveness of employee development initiatives as a means to improve performance.

This study aims to analyze the influence of training and motivation on employee performance at PT Xtremax Teknologi Indonesia. The research focuses on employees’ perceptions of the training and motivation provided, as well as the extent to which these factors contribute to improving their performance. Furthermore, the study seeks to identify areas requiring improvement to enhance the effectiveness of the company’s employee development strategies.

A quantitative research approach was employed using survey methods targeting the entire employee population. Primary data were collected through Likert-scale questionnaires and analyzed using SmartPLS 4.0 to examine validity, reliability, and the relationships among variables. The analysis focused on the independent variables of training (X1) and motivation (X2), and the dependent variable of employee performance (Y), with hypotheses tested through measurement and structural models.

The results indicate that training and motivation have a positive and significant effect on employee performance, both partially and simultaneously. Together, these two variables account for 90.6% of the variation in employee performance, while the remaining portion is influenced by other factors not examined in this study. Field findings also reveal weaknesses in career development opportunities, employees’ understanding of career pathways, and work accuracy, which require further improvement.

Theoretically, this study reinforces empirical evidence on the role of training and motivation in enhancing employee performance. Practically, it provides recommendations for PT Xtremax Teknologi Indonesia to improve training programs by incorporating career development content and to strengthen employee motivation through performance recognition. Effective implementation of these strategies is expected to increase employee performance and support the company’s sustainable achievement of organizational goals.

Keyword : Training, Motivation & Employee Performance