

ABSTRAK

Penelitian ini dilakukan mengetahui dan menganalisis pengaruh pelatihan, motivasi, dan disiplin terhadap kinerja pegawai pada PT. Rimba Profil. Penelitian ini termasuk dalam kategori penelitian asosiatif kausal dengan menggunakan pendekatan kuantitatif. Populasi dalam penelitian ini adalah seluruh pegawai PT. Rimba Profil yang berjumlah 350 orang, Teknik pengambilan sampel yang dilakukan oleh peneliti adalah *stratified sampling*, Jumlah sampel yang diambil dalam penelitian ini menggunakan rumus Slovin agar penelitian dapat lebih mudah, berdasarkan perhitungan sampel yang mejadi responden dalam penelitian ini di sesuaikan menjadi sebanyak 78 orang. Teknik analisis yang digunakan adalah analisis regresi linier berganda. Hasil pengujian hipotesis menunjukkan bahwa pelatihan berpengaruh positif dan signifikan terhadap kinerja pegawai. Sehingga dapat diinterpretasikan bahwa semakin baik pelatihan maka semakin baik kinerja pegawai. Hasil pengujian hipotesis menunjukkan bahwa motivasi berpengaruh positif dan signifikan terhadap kinerja pegawai. Sehingga dapat diinterpretasikan bahwa semakin baik motivasi maka semakin baik kinerja pegawai. Hasil pengujian hipotesis menunjukkan bahwa disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai. Sehingga dapat diinterpretasikan bahwa semakin baik disiplin kerja maka semakin baik kinerja pegawai.

Kata Kunci : pelatihan, motivasi, disiplin, dan kinerja pegawai

ABSTRACT

This study was conducted to determine and analyze the effect of training, motivation, and discipline on employee performance at PT. Jungle Profile. This research is included in the category of causal associative research using a quantitative approach. The population in this study were all employees of PT. Jungle Profil, amounting to 350 people. The sampling technique used by the researcher is stratified sampling. The number of samples taken in this study using the Slovin formula so that research can be easier, based on the calculation of the sample who became respondents in this study adjusted to 78 people. The analysis technique used is multiple linear regression analysis. The results of hypothesis testing show that training has a positive and significant effect on employee performance. So it can be interpreted that the better the training, the better the employee's performance. The results of hypothesis testing show that motivation has a positive and significant effect on employee performance. So it can be interpreted that the better the motivation, the better the employee's performance. The results of hypothesis testing show that work discipline has a positive and significant effect on employee performance. So it can be interpreted that the better the work discipline, the better the employee's performance.

Keywords: training, motivation, discipline, and employee performance