

ABSTRACT

This Research aims to know about the influence of motivation, pre-joining training and performance. This research was conducted on the population and a sample of 101 seafarers (crew) of PT. NCI. Data were collected through questionnaires distributed of 81 respondent seafarers (crew) of PT. NCI, data analysis in the form of multiple linear regression test.

The results of this research indicate the partial motivation positive effect on performance, pre-joining training positive effect on seafarers (crew) performance.

Keywords : Motivation, Pre-joining Training and The performance of seafarers (crew)



ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi kerja, pelatihan pre-joining terhadap kinerja pelaut (*crew*). Penelitian ini dilakukan pada populasi dan sampel sebanyak 101 karyawan pelaut (*crew*) di PT. NCI. Data yang dikumpulkan melalui kuesioner yang didistribusikan kepada 81 responden karyawan pelaut (*crew*) di PT. NCI, analisis data yang digunakan adalah analisis statistik dalam bentuk uji regresi linear berganda.

Hasil penelitian ini menunjukkan bahwa secara parsial motivasi berpengaruh positif terhadap kinerja pelaut (*crew*) dan pelatihan *pre-joining* berpengaruh positif terhadap kinerja pelaut (*crew*).

Kata Kunci : Motivasi kerja, Pelatihan *pre-joining*, Kinerja pelaut (*crew*)

