

## **ABSTRACT**

*By the globalization era and rapid knowledge and technology with existence demand professional employee need of employee performance is better again for materialized good governance and to give the best service to the peoples. To have this objective done, it is necessary for the Cilegon City Governance to be supported by human resources performance, because it is influenced by the discipline, employee motivation, and training & development within create the high performance.*

*The research aim to know how much the influence of discipline, employee motivation, and training & development to employees performance. Methode of research used by survey method and deskriptif method. In take of Sample conducted by using technique of stratified sampling random. Scoring of responden answers use scale of Likert. To know variable onfluencing employees performance use analysis of regresi double linear, uji F and uji t by using program SPSS 15.0 for windows. Data collecting of taken is study of bibliography and kuesioner. Population of this research amount to 163 people of officer on Industry, Trade and Cooperation Service of the Cilegon City and Sampel as much as 95 people what is taken with Harry King Technique.*

*With the technique obtained by result of the following research:*

- In reply to target of reasearch that is to know how much influence of discipline, employee motivation, and training & development to employees performance have positive influence in influencing employees performance (Discipline have coefficient equal 0.134. Employee Motivation have coefficient equal 0.123. Training and Development have coefficient equal 0.178).*
- Analysis of regresi yield coefficient of determinasi ( $R^2$ ) equal to 0.452 meaning that variable discipline, employee motivation, and training & development can explain employees performance equal 45.2% while the rest 54.8% explained by other variable which do not be packed into model.*
- Result of test of F indicate that variable discipline, employee motivation, and training & development by simultan have an effect on reality to employees performance proved by F count  $>$  F table ( $25.059 > 2.704$ ). This matter indicate that employees performance can influence by signifikan by variable discipline, employee motivation, and training & development.*
- In general conclusion of which can obtained by that is role of Industry, Trade and Cooperation Service of the Cilegon City in employees performance by improving discipline, employee motivation, and training & development representing variable owning positive value and employee motivation have value most dominan in improving employees performance.*