

## **ABSTRACT**

*Human Resources (HR) is a main investment in an organization, whereas the resources provide an invaluable contribution in the achievement strategy of the organizational purpose. Thus, the demand of human resources quality improvement in an organization is absolutely necessary. Regarding to the above statement and the phenomenon arise, the writer tries to conduct a research entitled "The influence of training and work motivation of employees' performance of PT. Cargill Indonesia-GOSC ". The purpose of this research is to know; a) how the Training influences the employees' performance, b) how the work motivation influences the employees' performance, and c) how the training and work motivation influences the employees' performance at once. At the moment, the employees are generally required to improve their skills, capabilities and responsibilities. And it is also followed by the increasing of their knowledge and skills or other benefits in accordance with their authority and status; work motivation (Maslow) means a thrust for somebody to obtain the individual needs, starting from the very basic needs of the work satisfaction (two-factor theory of Herzberg) which is derived from the satisfaction: a) maintenance (Hygiene factor) and. b) motivating factor. The employee's performance (Robbins, 1996) is a function of the interaction among the ability, motivation, and opportunity.*

*This purpose is achieved by applying a path analysis method as a means of proving the hypothesis. And here are the test results: Based on the table may obtain the influence of the training to the employees' performance is 23.94%, the influence of the work motivation to the employees' performance is 66.51%. Thus, the total influence of the training and work motivation variables to the employees' performance is 90.45%. The total influence of the three independent variables is 90.45%, thus, there are still unidentified variables as an error variable of 9.55% which is caused by the other factors out of the model.*