

ABSTRAK

Penelitian ini bertujuan untuk mengetahui Pengaruh Pelatihan Kerja, Motivasi, Disiplin Kerja Terhadap Kinerja Karyawan. Responden pada penelitian ini adalah Karyawan PT. Surya Tirta Bayu Anugrah. Penelitian ini dilakukan terhadap 60 responden dengan menggunakan pendekatan kuantitatif. Analisis data yang digunakan adalah tehnik PLS (*Partial Least Square*) melalui *software* statistik SmartPLS 3. Berdasarkan uji t statistik yang dilakukan dapat disimpulkan bahwa: 1) Pelatihan Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan, ini dibuktikan dengan T statistik > T tabel ($4.803 > 1,96$). 2) Motivasi berpengaruh positif dan signifikan terhadap Kinerja Karyawan, ini dibuktikan dengan T statistik > T tabel ($2.077 > 1,96$). 3) Disiplin Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan, ini dibuktikan dengan T statistik > T tabel ($3.583 > 1,96$). Hasil penelitian ini menunjukkan bahwa Pelatihan Kerja berpengaruh positif terhadap Kinerja Karyawan, Motivasi berpengaruh positif terhadap Kinerja Karyawan, Disiplin Kerja berpengaruh positif terhadap Kinerja Karyawan di PT. Surya Tirta Bayu Anugrah.

Kata Kunci : Pelatihan Kerja, Motivasi, Disiplin Kerja, Kinerja Karyawan



ABSTRACT

This study aims to determine the effect of job training, motivation, work discipline on employee performance. Respondents in this study were employees of PT. Surya Tirta Bayu Anugrah. This research was conducted on 60 respondents using a quantitative approach. The data analysis used was the PLS (Partial Least Square) technique through the SmartPLS 3 statistical software. Based on the statistical t test, it can be concluded that: 1) Job training has a positive and significant effect on employee performance, this is evidenced by statistical $T > T$ table (4.803) > 1.96). 2) Motivation has a positive and significant effect on employee performance, this is evidenced by the statistical $T > T$ table (2.077 > 1.96). 3) Work Discipline has a positive and significant effect on employee performance, this is evidenced by the statistical $T > T$ table (3.583 > 1.96). The results of this study indicate that job training has a positive effect on employee performance, motivation has a positive effect on employee performance, work discipline has a positive effect on employee performance at PT. Surya Tirta Bayu Anugrah.

Keywords: Job Training, Motivation, Work Discipline, Employee Performance

