

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh pelatihan dan lingkungan kerja terhadap kinerja karyawan pada PT. Astra Internasional Tbk. Populasi dalam penelitian ini adalah 50 karyawan Divisi Daihatsu Cabang Sunter. Pengumpulan data dengan Teknik sampel jenuh menggunakan kuesioner yang telah diuji validitas dan reliabilitasnya. Analisis data dilakukan dengan metode deskriptif dan kuantitatif, menggunakan PLS. Hasil penelitian ini menemukan bahwa pelatihan karyawan berpengaruh terhadap kinerja karyawan, serta variabel lainnya yaitu lingkungan kerja berpengaruh terhadap kinerja karyawan.

Kata kunci: Pelatihan kerja, Lingkungan Kerja, Kinerja Karyawan.



ABSTRACT

This study aims to determine the effect of training and work environment on employee performance at PT. Astra International Tbk. The population in this study were 50 employees of the Sunter Branch of the Daihatsu Division. Collecting data using a saturated sample technique using a questionnaire that has been tested for validity and reliability. Data analysis was carried out using descriptive and quantitative methods, using PLS. The results of this study found that employee training has an effect on employee performance, as well as other variables, namely the work environment has an effect on employee performance.

Keywords: Work Training, Work Environment, and Employee Performance.

