

## **ABSTRACT**

*This study aims to analyze the effect of training, career development, and work motivation on employee performance of the Tirta Ampera Drinking Water Regional Company of Boyolali Regency. The population in this study were employees of the Tirta Ampera Drinking Water Regional Company of Boyolali Regency totaling 45 employees, with a total sample of 45 respondents. This study uses associative quantitative research methods. The data was collected using a questionnaire method related to variable research, using the Non Probability Sampling or Saturated Sampling technique. The analysis method used is the Smart-PLS (Partial Least Square) Statistical Software program Version 3. The results of this study found that training has a positive and significant effect on employee performance, career development has a positive and significant effect on employee performance, and work motivation has a positive and significant effect on employee performance.*

*Keywords: Training, Career Development, Work Motivation, Employee Performance, PDAM Tirta Ampera, Boyolali Regency.*



## ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh pelatihan, pengembangan karir, dan motivasi kerja terhadap kinerja karyawan Perusahaan Daerah Air Minum Tirta Ampera Kab Boyolali. Populasi dalam penelitian ini adalah karyawan Perusahaan Daerah Air Minum Tirta Ampera Kab Boyolali berjumlah 45 karyawan, dengan total sampel sebanyak 45 responden. Penelitian ini menggunakan metode penelitian kuantitatif asosiatif. Data dikumpulkan dengan metode kuisisioner yang berkaitan dengan dengan penelitian variabel, dengan metode teknik *Non Probability Sampling* atau Sampling Jenuh. Metode analisis yang digunakan adalah program *Software Statistik Smart-PLS (Partial Least Square)* Versi 3. Hasil penelitian ini menemukan bahwa pelatihan berpengaruh positif dan signifikan terhadap kinerja karyawan, pengembangan karir berpengaruh positif dan signifikan terhadap kinerja karyawan, dan motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata kunci: Pelatihan, Pengembangan Karir, Motivasi Kerja, Kinerja Karyawan, PDAM Tirta Ampera Kab Boyolali.

