

ABSTRAK

ERIS ISMAWATI (NIM : 2017.222.020.198).“Pengaruh Pelatihan dan Disiplin Kerja terhadap Kinerja Karyawan pada PT. Mayora Indah Tbk Jatake 1 Tangerang” Di bawah bimbingan Bapak Imal Istimal.

Tujuan penelitian ini adalah untuk mendiskripsikan dan menganalisis pengaruh pelatihan terhadap kinerja karyawan, pengaruh disiplin kerja terhadap kinerja karyawan, pengaruh pelatihan dan disiplin kerja secara simultan terhadap kinerja karyawan pada PT. Mayora Indah, Tbk Jatake 1 Tangerang. Desain penelitian ini menggunakan metode deskriptif kuantitatif asosiatif, dan teknik pengumpulan data penelitian dengan penelitian lapangan (*Field Research*) dan penelitian kepustakaan (*Library Research*). Didapatkan data sebanyak 75 responden yang terdiri dari karyawan dan karyawan divisi candy PT. Mayora Indah Tbk Jatake 1 Tangerang. Teknik analisis data yang dipakai dalam penelitian ini menggunakan uji kualitas data, uji asumsi klasik, uji koefisien dan uji hipotesis dengan menguji variabel (X_1) pelatihan variabel (X_2) disiplin kerja dan Variabel (Y) kinerja karyawan. Berdasarkan hasil penelitian diperoleh nilai regresi linier berganda $Y = -4,183 + 0,6465X_1 + 0,486X_2$. Untuk hasil koefisien korelasi variabel X_1 yaitu $r = 0,474$ dan variabel X_2 yaitu $r = 0,508$ artinya terdapat pengaruh sedang antara pelatihan dan disiplin kerja terhadap kinerja karyawan di PT. Mayora Indah Tbk Jatake 1 Tangerang. Dari hasil uji t variabel (X_1) pelatihan terhadap kinerja karyawan diperoleh nilai $t_{hitung} 2,799 > t_{tabel} 1,993$ dan hasil uji t variabel (X_2) disiplin kerja terhadap kinerja karyawan diperoleh nilai $t_{hitung} 3,391 > t_{tabel} 1,993$ sehingga dapat disimpulkan terdapat hubungan dan pengaruh yang signifikan antara variabel (X_1) pelatihan dan variabel (X_2) disiplin kerja terhadap variabel (Y) kinerja karyawan. Sedangkan Koefisien determinasi (R^2) 0.331 atau 33,1% yang berarti bahwa pelatihan dan disiplin berpengaruh terhadap kinerja karyawan, sisanya 69,1 dipengaruhi oleh variabel-variabel lain di luar penelitian.

Kata Kunci : *pelatihan, disiplin kerja, kinerja karyawan.*

ABSTRACT

The purpose of this study was to describe and analyze the effect of training on employee performance, the effect of work discipline on employee performance, the effect of training and work discipline simultaneously on employee performance at PT. Mayora Indah, Tbk Jatake 1 Tangerang. This research design uses associative quantitative descriptive method, and research data collection techniques with field research (Field Research) and library research (Library Research). Data obtained as many as 75 respondents consisting of employees and employees of the candy division of PT. Mayora Indah Tbk Jatake 1 Tangerang. The data analysis technique used in this research is data quality test, classical assumption test, coefficient test and hypothesis testing by testing variable (X1) training variable (X2) work discipline and variable (Y) employee performance. Based on the results of the study obtained multiple linear regression value $Y = -4.183 + 0.6465X1 + 0.486X2$. For the results of the correlation coefficient of the X1 variable, namely $r = 0.474$ and the X2 variable, namely $r = 0.508$, it means that there is a moderate influence between training and work discipline on employee performance at PT. Mayora Indah Tbk Jatake 1 Tangerang. From the results of the t-test variable (X1) on employee performance, the t-test value of $2.799 > t_{table} 1.993$ and the results of the t-test variable (X2) on work discipline on employee performance obtained a value of $t_{count} 3.391 > t_{table} 1.993$ so that it can be concluded that there is a significant relationship and influence between the variables. (X1) training and variable (X2) work discipline on the variable (Y) employee performance. While the coefficient of determination (R^2) is 0.331 or 33.1%, which means that training and discipline affect employee performance, the remaining 69.1 is influenced by other variables outside the study.

Keywords: training, work discipline, employee performance.