

## **ABSTRACT**

*Training is one of the way used by PT. Len Industri (Persero) Bandung to achieve its vision and mission to compete with competitors in the overseas. Training is identical with certification to improve competitiveness among employees in company. Some employees have done the training program, but they still don't have certified both nationally and internationally. So, sometimes PT. Len can't get some tender for business contract that caused by the lack of certification. Therefore, should be a research related of training in order to improve the employee's competence, so the competitiveness of companies will be increased.*

*This reseach will be measured assessment of goals and objectives training variable, quality of coach, training materials, training methods and trainees and its influence on employees competence in PT. Len Industri (Persero) Bandung.*

*The data collection method is by distributing questionnaires with 40 questions and using path analysis. The 40 questions has been done validity test and reliability test by SPSS ver.20 for windows software and the result are valid. Cronbach's Alpha score of training variable is 0.939 and Cronbach's Alpha score of competence variable is 0.933.*

*The result shows that training variables simultaneously have a significant effect on employee competency, but partially haven't a significant effect on employee competency. Variables that don't have a significant effect are training materials and trainees.*

*This research suggested to increase employee's competency trough increasing coach quality. The coach should be more specific or suitable with the company interest and be a professional coach, so the employees will have more skills and insight.*

*Key Words : human resources, training, competency.*