

## **ABSTRACT**

*Industrial development growing so fast, to force the company to improve the quality of human resources to able to compete the industry. Training is a method to improve the quality of employees. But without support of technology, training is considered less effective. This time the training is already much has changed from the conventional training into e-learning.*

*TelkoMedika is one of the companies that have implemented e-learning for the training. TelkoMedika as the object for this study. Employees, surveyed in this study are permanent employees*

*This type of research is descriptive and factor analysis principal component analysis. Sampling conducted in this study is a non-probability sampling, using saturated sample types. Total Respondent for this study amounted to 50 people*

*Based on result of factor analysis are obtained 6 new factor as a factor in the effectiveness of e-learning program in TelkoMedika Bandung. The name of these factors are system design, the benefits of e-learning, instructors, schedule, e-learning content and e-learning features, instructors and scheduling. All of factors can explain the variable total level of 74.983%.*

*Keywords : Training, E-learning*