

ABSTRACT

Human resources become one of the most important elements in achieving company goals, Human resources is a company asset that needs to be developed. Thus PT. Telekomunikasi Indonesia must have excellent employee performance, Employee performance can be influenced by training and work motivation. This research was conducted at PT.Telekomunikasi Indonesia Witel Bandung. This study aims to determine how much influence training and work motivation on employee performance PT. Telekomunikasi Indonesia Witel Bandung. Using training and work motivation as an independent variable and employee performance as an independent variable. this research is descriptive and causal research, with data collecting done through spreading of questionnaires to employees of PT Telekomunikasi Indonesia, using probability sampling technique with simple random sampling method, with the total population is 169 employees and the number of samples taken is 63 employees with sampling error equal to 10%, and measurement scale using Likert scale.

Based on 63 respondents 'questionnaire results, employees' assessment of the training has a very good category as well as the motivation of work that has a good category. Then employee appraisal on employee performance has a very good category. coefficient of determination known that training and work motivation influence 60,3% to employee performance, while the remaining 39,7% influenced by other variables such as leadership style, organizational culture, turn over itention and others. Which means training and motivation affect simultaneously on employee performance.

Keywords : Training, Work Motivation, Employee Performance