

## **ABSTRACT**

*Companies / organizations must have quality human resources, this becomes important in achieving company / organizational goals. Therefore, to achieve the goals of a human resource company in this case employees must have high performance in accordance with company standards. Employee performance can be improved by coaching.*

*This study aims to determine the effect of coaching on employee performance at PT PLN (Persero) Distribution West Java and Banten. The method used in this study is quantitative with a type of descriptive research. Respondents in this study amounted to 72 people, the number of respondents was obtained by using probability sampling techniques. The analysis technique used is simple regression analysis.*

*The results of the descriptive analysis showed that the two variables from all dimensions obtained an average in the good category. Based on the results of regression analysis, hypothesis testing, and coefficient of determination, it can be concluded that coaching has a significant positive effect on employee performance by 66.6% and the remaining 33.4% is influenced by other factors not examined in this study.*

*Keywords: Coaching, Employee Performance, Human Resources*