

ABSTRACT

PT Telkom Akses is a subsidiary of PT Telekomunikasi Indonesia, Tbk (Telkom) which is engaged in the business of providing construction services and managing network infrastructure services. Telkom strives to present quality and affordable internet connections to improve the quality of human resources that can compete at the world wild. Currently Telkom build a fiber-based backbone network. In this case Telkom Akses need to improve service and infrastructure services to achieve the vision of becoming a world-class company as a network provider. Therefore, with the vision adopted by Tekom Akses, employees are required to produce high quality performance and be ready to face challenges.

This research was conducted at PT. Telkom Akses West Java Region. This study wants to determine how much impact the training and work motivation toward performance of employees of PT. Telkom Akses West Java Region Assurance in Bandung and West Bandung area. This study uses descriptive and causal methods with quantitative approaches.

The data analysis technique in this study uses multiple linear regression analysis techniques. Researchers use saturated samples, namely all populations are sampled, the sample require 271 employees of PT. Telkom Akses West Java Region assurance technicians Area Bandung and West Bandung.

The results of this study found that training did not have a significant impact on employee performance, motivation had a significant impact on performance, while testing simultaneously training and motivation had a significant impact on employee performance.

Based on the results of the study, then to improve company's employees performances must apply off the job training method during training and raise compensation for technicians at PT.Telkom Akses Regional 1 West Java Area Bandung and West Bandung area.

Keyword : Training, Work Motivation, and Employee Performance

