

## **ABSTRACT**

*This research aims to determine the effect of training and reward systems on the performance of employees of PT. Bio Farma (Persero). This goal is motivated by the phenomenon of the problem being faced by the company PT. Bio Farma (Persero), which is in terms of the level of employee performance achievement in 2016 to 2018, has not yet reached the expected target. Among the many factors that can affect employee performance, there are two main factors that will be reviewed in this study. These two factors are training and rewards system. Taking these two factors is based on the results of interviews with the company and is supported by data that has been collected.*

*The method in this study uses quantitative methods with data analysis techniques used are descriptive analysis and multiple linear regression analysis. The total sample population in this study were 30 people. Because the population of the sample is less than 60 people, the sample collection study was conducted using the saturated or census sampling method, where all employees at PT. Bio Farma (Persero) in the human resources division.*

*Based on the results of research that has been done it can be concluded that the training and rewards system has a significant and positive effect on employee performance with a score of 76.4%. These results support the implementation of training and reward systems at PT. Bio Farma (Persero) so that it can have a positive influence on improving the performance of its employees.*

**Keyword(s):** *Training, Reward System, Employee Performance, PT. Bio Farma (Persero)*