

ABSTRACT

Research on the effect of training and work discipline on the performance of security guards at PT Semesta Multi Sekurindo. Because this research was conducted because of the number of complaints each year from clients to companies related to the performance of security guards at PT Semesta Multi, one of the factors that affect security performance is training and work discipline.

This research was conducted on members of PT Semesta Multi Sekurindo security guards who were on Jalan Karawitan, Bandung. The purpose of this study was to determine whether the training variables and work discipline variables had an effect on the performance of security guards at PT Semesta Multi Sekurindo. This research is a descriptive and causal research. Data collection techniques are by distributing questionnaires, literature studies, and interviews.

The resource persons involved were Assistant Manager for HR Development as many as 1 person. The method used in this study is a quantitative method. The research sample used was 110 respondents. Data analysis in this study used descriptive statistical analysis of multiple regression analysis, normality test, multicollinearity test, heteroscedasticity test, and coefficient of determination, partial hypothesis testing (T test) and simultaneously (F test). The results of the calculation of the coefficient of determination above can be said that the independent variables, namely training and discipline, have an influence of 72.2 percent on the performance of security guards, while 27.8% of other variables are not examined.

This study concludes that training (X1) has a partially significant effect on the performance of security guards (Y) and discipline (X2) has a significant effect on the performance of security guards (Y). In addition, training (X1) and work discipline (X2) simultaneously affect the performance of security guards (Y).

Keywords: Training, Work Discipline, Performance