

ABSTRACT

In order to realize the company's goals, PT. Indocement Tunggul Prakarsa requires human resources who have the ability so that they can contribute to improving performance. However, based on the information and data that has been obtained, it is known that the results of employee performance and assessment after conducting training have not reached the company's target.

This study aims to find out how the training and performance of employees of the CPDD (Corporate People Division Department) of PT. Indocement Tunggul Prakarsa. In addition, this study is also to find out how the effect of training on the performance of employees of the CPDD (Corporate People Division Department) of PT. Indocement Tunggul Prakarsa.

In this study using quantitative methods, the sampling method functioned as a saturated sample with the population of employees of the CPDD section of PT. Indocement Tunggul Prakarsa with 120 samples using saturated sampling method. The results of the data to be obtained through the distribution of questionnaires then the data are analyzed using descriptive analysis and PLS-SEM analysis

The results showed that training had a positive and significant effect on employee performance. However, in this study training had a strong effect, indicated by an r-square value of 0.526. This means that training has an effect of 52.6% on the performance of employees of the CPDD (Corporate People Division Department) of PT. Indocement Tunggul Prakarsa while the remaining 47.4% was influenced by other variables that were not measured in this study.

The results of the research can be expected to be taken into consideration by PT. Indocement Tunggul Prakarsa in improving its human resources, especially in terms of improving the training of CPDD (Corporate People Division Department) employees because it has a strong impact on employee performance.

Keywords: *Training, Employee Performance, PLS-SEM.*