

ABSTRACT

The decrease in demand for raw materials at PT Patra Trading reflects the expansive condition of the manufacturing industry in April, which affects the sales performance of PT Patra Trading. To address this issue, PT Patra Trading considers implementing appropriate training that can help improve operational efficiency and ensure that employees can deliver optimal performance in challenging situations. Therefore, through employee performance training, optimal employee performance can be achieved. The most important aspect of organizational success is human resource management, which cannot be separated from work motivation, training, leadership, communication, and even cooperation. Therefore, the purpose of this study is to conduct further research on the influence of training and motivation variables on performance at PT Patra Trading.

The object of this study is employees at PT Patra Trading, so all employees at PT Patra Trading will be the population in this study. The sampling in this study uses a saturated sampling technique, where all permanent employees of PT. Patra Trading are used as research samples, totaling 188 people. The method in this study uses quantitative methods and the type of research used is explanatory causality because it explains the influence of training (X1) and motivation (X2) on employee performance (Y). In collecting data, this study uses primary data and secondary data types.

The findings of this researcher are that training, motivation, and employee performance based on the results obtained using descriptive statistics are in a good category, and based on the research results show that the influence of training and motivation has a significant partial and simultaneous effect on employee performance at PT Patra Trading.

Keywords : *Training, Motivation and Employee Performance.*