

ABSTRACT

As a company operating in the service sector, Hotel XYZ implements various strategies to meet and exceed customer expectations by producing the best performance. The success of a company is determined by the superiority of its human resources. Several important factors so that workers always provide the best performance are training and work motivation. Training programs can improve the quality of employees' work, while work motivation can encourage them to produce optimal performance. This research aims to determine the effect of training and work motivation on the performance of Hotel XYZ employees.

This research uses quantitative methods with a descriptive and causal approach. The sampling technique was carried out using a saturated sampling method involving 86 respondents. The data analysis technique was carried out using descriptive analysis and multiple linear regression with SPSS version 25 software.

The results of the descriptive analysis showed that training, work motivation and employee performance were in the good category. The results of multiple linear regression analysis reveal that training and work motivation have a positive and significant influence on employee performance, both partially and simultaneously.

Keywords: *Human Resources, Training, Work Motivation, Employee Performance.*