

ABSTRACT

M. Candra (2023). *The influence of training and work motivation on the employees' performance at PT. Minanga Ogan Baturaja Field Department SOGE 3. The study was under the guidance of Ali Akbar, S.E., M.Si. and Angga Wibowo Gultom, S.M.B., M.Si.,.*

The study aimed to determine the influence of training and work motivation on the employees' performance at PT. Minanga Ogan Baturaja Field Department SOGE 3. The primary data used consisted of respondents' answers from questionnaires distributed to employees of PT. Minanga Ogan Baturaja Field Department SOGE 3, who served as the research sample. The questionnaires sought respondents' opinions regarding the influence of training and work motivation on employees' performance. The analytical tool used in this research was multiple regression analysis. Based on the analysis and discussion conducted, it was concluded that training (X1) and motivation (X2) had a significant influence on the performance of employees at PT. Minanga Ogan Baturaja Field Department SOGE 3. The results of the hypothesis test conducted simultaneously (F-test) indicated that training (X1) and motivation (X2) together had a significant influence on the performance of employees at PT. Minanga Ogan Baturaja Field Department SOGE 3. The contribution of training and motivation to employees' performance at PT. Minanga Ogan Baturaja was 97.7%, while the remaining 2.3% was influenced by other variables not included in this study, such as leadership, organizational culture, job satisfaction, and work environment, kasmir (2016:189).

Keywords: *influence, training and work motivation, employees' performance*

ABSTRAK

M. Candra (2023) Pengaruh Pelatihan dan Motivasi Kerja Terhadap Kinerja Karyawan PT. Minanga Ogan Baturaja Bagian Lapangan SOGE 3. Dibimbing oleh Ali Akbar, S.E., M.Si. selaku Pembimbing I dan Angga Wibowo Gultom, S.M.B., M.Si., selaku Pembimbing II.

Tujuan penelitian adalah untuk mengetahui Pengaruh Pelatihan dan Motivasi Kerja Terhadap Kinerja Karyawan PT. Minanga Ogan Baturaja Bagian Lapangan SOGE 3. Data yang digunakan yaitu data primer berupa hasil jawaban responden dari kuesioner yang disebarakan kepada Karyawan PT. Minanga Ogan Baturaja Bagian Lapangan SOGE 3 yang menjadi sampel penelitian, yang berisi tanggapan responden mengenai Pengaruh Pelatihan Dan Motivasi Kerja Terhadap Kinerja Karyawan. Alat analisis dalam penelitian ini adalah analisis regresi berganda. Berdasarkan analisis dan pembahasan yang telah dilakukan, maka dapat ditarik kesimpulan bahwa pelatihan (X1) dan motivasi (X2) berpengaruh signifikan terhadap kinerja karyawan PT. Minanga Ogan Baturaja bagian lapangan soge 3. Hasil uji hipotesis secara simultan (uji F) menunjukkan bahwa pelatihan (X1) dan motivasi (X2) secara bersama-sama berpengaruh signifikan terhadap kinerja karyawan PT. Minanga Ogan Baturaja bagian lapangan soge 3. Kontribusi pelatihan dan motivasi terhadap kinerja karyawan PT. Minanga Ogan Baturaja sebesar 97,7% sedangkan sisanya sebesar 2,3% dipengaruhi variabel lain yang tidak dimasukkan dalam penelitian ini seperti kepemimpinan, budaya organisasi, kepuasan kerja, dan lingkungan kerja, kasmir (2016:189)

Kata Kunci: *pengaruh, pelatihan dan motivasi kerja, kinerja karyawan*