

ABSTRACT

DIAN AFRILIANTI (2023). *The Influence of Training and Work Discipline on Employees' Performance at Central Office Division of PTPN VII Sungai Lengi Muara Enim Unit, South Sumatra.* This study was under the guidance of Ali Akbar, S.E., M.Si and Muznah, S.T., M.M.

This study discussed the influence of Training and Work Discipline on Employees' Performance at the Central Office Division of PTPN VII Sungai Lengi Muara Enim Unit, South Sumatra. The sample in this study was 38 respondents. The data collection technique used in this study was through distributing questionnaires. The analytical method used was a quantitative method using multiple linear regression analysis. Based on the results of the partial analysis, there was an influence of training on the performance of employees of the Central Office Division of PTPN VII Sungai Lengi Muara Enim Unit, South Sumatra with a t-count (4.402) > t-table (2.03011). The work discipline variable had no influence on the performance of employees of the Central Office Division of PTPN VII Sungai Lengi Muara Enim Unit, South Sumatra with a t-count (1.854) < t-table (2.03011). Simultaneously, it was found that there was an influence of Training and Work Discipline on Employees' Performance at the Central Office Division of PTPN VII Sungai Lengi Muara Enim Unit, South Sumatra with F-count (10.525) > F-table (3.27). The coefficient of determination (R^2) obtained was 0.613. This showed that the percentage contribution of the influence of Training and Work Discipline on Employees' Performance of PTPN VII Sungai Lengi Muara Enim Unit, South Sumatra was 61.3% while the remaining 38.7% was influenced by unknown variables in this study.

Keywords: *Training, Work Discipline, Employees' Performance.*

ABSTRAK

DIAN AFRILIANTI (2023). Pengaruh Pelatihan dan Disiplin Kerja terhadap Kinerja Karyawan pada Divisi Kantor Sentral PTPN VII Unit Sungai Lengi Muara Enim, Sumatera Selatan. Dibimbing oleh Bapak Ali Akbar, S.E., M.Si selaku pembimbing I dan Ibu Muznah, S.T.,M.M selaku pembimbing II.

Penelitian ini membahas tentang Pengaruh Pelatihan dan Disiplin Kerja Terhadap Kinerja Karyawan pada Divisi Kantor Sentral PTPN VII Unit Sungai Lengi Muara Enim Sumatera Selatan. Sampel dalam penelitian ini adalah 38 responden. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Metode analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat analisis regresi linear berganda. Berdasarkan hasil analisis secara parsial ada pengaruh Pelatihan terhadap kinerja karyawan Divisi Kantor Sentral PTPN VII Unit Sungai Lengi Muara Enim Sumatera Selatan dengan nilai t-hitung (4,402) > t_{tabel} (2.03011). Variabel Disiplin kerja tidak ada pengaruh terhadap kinerja karyawan Divisi Kantor Sentral PTPN VII Unit Sungai Lengi Muara Enim Sumatera Selatan dengan nilai t-hitung (1,854) < t_{tabel} (2.03011). Secara simultan didapatkan ada pengaruh Pelatihan dan Disiplin Kerja Terhadap Kinerja Karyawan pada Divisi Kantor Sentral PTPN VII Unit Sungai Lengi Muara Enim Sumatera Selatan dengan nilai F-hitung (10,525) > F-tabel (3,27). Koefisien determinasi (R^2) yang diperoleh sebesar 0,613. Hal ini menunjukkan bahwa persentase sumbangan pengaruh Pelatihan dan Disiplin Kerja terhadap Kinerja Karyawan PTPN VII Unit Sungai Lengi Muara Enim Sumatera Selatan sebesar 61,3 % sedangkan sisanya 38,7% dipengaruhi oleh variabel yang tidak diketahui dalam penelitian ini.

Kata Kunci : Pelatihan, Disiplin kerja, Kinerja Karyawan.