

ABSTRACT

THE EFFECT OF COMPETENCE AND TRAINING ON EMPLOYEE PERFORMANCE IN PT. NUSANTARA SURYA SAKTI BANDAR LAMPUNG

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The purpose of this study was to determine the effect of competence and training on employee performance in PT. Nusantara Surya Sakti Bandar Lampung. The independent variable (X) in this study was Competence and Training. The independent variable in this study was employee performance. The population of the study was 36 employees in PT Nusantara Surya Sakti. The number of samples was also 36 employees. This type of research used quantitative research by using multiple linear regression methods. the results of the study found that the influential variable using t-test was Training (X2) with a sig value of 0,000. It meant that it had a significant effect. Meanwhile, the variable that did not affect the employee performance variable (Y) was the Competency (X1) with a sig value of 0.396. Furthermore, both variables had a very significant effect with a sig value of 0,000 based on the F test. This study suggested that the preparation of human resource management strategies in companies was able to pay more attention to the variables that affected employee performance (Y). it was the training variable (X2).

Keywords: Competence, Training, Employee Performance, Multiple Linear Regression