

ABSTRACT

THE INFLUENCE OF TRAINING AND MOTIVATION TO WORK ON THE PERFORMANCE OF EMPLOYEES OF GUARANTEE QUALITY EDUCATION INSTITUTIONS LAMPUNG PROVINCE

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Performance is the result of the quality and quantity of work achieved by a person or group of people within an organization in accordance with the expected results in order to achieve the goal organisasi within a certain period. In order to achieve good performance skills necessary to support the implementation of a job or a job well done, in accordance with workplace procedures. In addition to technical skills, the motivation factor is also a very important factor in influencing the performance of employees.

This study aims to determine the effect of training and motivation to work either partially or simultaneously on employee performance. The research approach using quantitative descriptive approach, the research data is divided into two kinds, namely primary data and secondary data. The technique of collecting data through observation, interviews, and documentation. The technique of data collection is done by conducting a census of the population of employees

amounted to 44. Respondents response rate is the maximum rate of return of questionnaires proved by reaching the entire number of respondents.

The results showed the effect of training on employee performance by 0.549 of the amount of the contribution to the employee's performance of 0.301 or 30.1%. T test demonstrated the training variables significantly affect the performance of employees. The influence of work motivation on employee performance by 0.491 of the amount of the contribution to the employee's performance of 0.241 or 24,1%. T test showed work motivation variables significantly affect employee performance. Effect of training and motivation of 0.596 of the amount of the contribution to the performance by 0.355, or 35.5%. F test showed that the training and motivation significantly affect the performance of employees.

Conclusion The study is training and motivation affect the performance of employees. The implications of the results of the study of training needs to be improved is the clarity and knowledge of employees to achieve the vision and mission and the goals established by the agency, the employee should be given to technical training. On work motivation is to improve employee motivation in the work necessary clarity in the career hierarchy implemented in accordance with the statutes and objectivity of employee capabilities.

Keywords: training, motivation, and performance of employees.