

## **ABSTRACT**

### **THE INFLUENCE OF WORK ENVIRONMENT AND JOB TRAINING ON EMPLOYEE PERFORMANCE SEI OGAN MILL (SOGM) AT PT PERKEBUNAN MINANGA OGAN OGAN KOMERING ULU DISTRICT SUMATERA SELATAN**

**By**

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*This study aims to analyze work environment, job training, and employee performance and identification the effect of work environment, job training, on employee performance. This research is survey method at PT Perkebunan Minanga Ogan, Ogan Komering Ulu District, especially Sei Ogan Mill (SOGM) section in January 2022 to February 2023. This research was conducted by involving 53 samples of contract employees Sei Ogan Mill (SOGM). The survey data were analyzed using descriptive analysis and multiple linear regression analysis. The result of research indicate that based on the descriptive analysis showed that the employees work environment was catagorized as quite good, the employees work job training was good and the employees performance was catagorized as good. Work environment and job training affect singly or collectively on employee performance.*

*Key words : work environment, job training, employee performance*

## **ABSTRAK**

### **PENGARUH LINGKUNGAN KERJA DAN PELATIHAN KERJA TERHADAP KINERJA KARYAWAN SEI OGAN MILL (SOGM) PT PERKEBUNAN MINANGA OGAN KABUPATEN OGAN KOMERING ULU SUMATERA SELATAN**

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Penelitian ini bertujuan untuk menganalisis lingkungan kerja, pelatihan kerja, dan kinerja karyawan dan mengidentifikasi pengaruh lingkungan kerja, pelatihan kerja terhadap kinerja karyawan. Penelitian ini menggunakan metode *suvey* di PT Perkebunan Minanga Ogan, Kabupaten Ogan Komering Ulu, terutama bagian Sei Ogan Mill (SOGM). Penelitian ini dilakukan dengan melibatkan 53 orang karyawan kontrak Sei Ogan Mill (SOGM). Data survei dianalisis menggunakan analisis dekriptif dan regresi linear berganda. Hasil penelitian menunjukkan bahwa berdasarkan analisis deskriptif lingkungan kerja karyawan dikategorikan cukup baik, pelatihan kerja karyawan baik, dan kinerja karyawan dikategorikan baik. lingkungan kerja dan pelatihan kerja berpengaruh secara tunggal maupun bersama sama terhadap kinerja karyawan.

Kata kunci : lingkungan kerja, pelatihan kerja, kinerja karyawan