ABSTRACT

WIDIA / 2000861201009/ FACULTY OF ECONOMICS HUMAN RESOURCE MANAGEMENT / THE INFLUENCE OF TRAINING ON EMPLOYEE PERFORMANCE AT MERLUNG DISTRICT HEALTH CENTER TANJUNG JABUNG WEST DISTRICT/ ADVISOR 1ST. SAKINAH AS., S.E., MM, 2ND MUHAMMAD EMIL S.E., M.M

Every organization certainly wants to achieve its goals. The role of the humans involved in it is very important. Employee performance training is a crucial aspect in improving individual performance and, in turn, the performance of the institution as a whole. Puskesmas, as the Technical Implementation Unit of the Health Service, has a big responsibility in health development in its working area. Therefore, employee training at Community Health Centers is not only important to improve the quality of health services, but also to ensure that the health efforts carried out are mandatory and integrated. Effective training depends on how the institution encourages and trains its employees to apply all their abilities and skills, thereby creating a more competent and well-trained workforce. This research basically aims to see the effect of training on the performance of Merlung Community Health Center employees.

To answer the research objectives, the author uses theoretical studies related to research variables, namely content and performance. Apart from that, the author also looked for relevant previous thesis research in the form of previous articles and journals to support this research. This research used 49 respondents with analysis techniques using simple linear regression and hypothesis testing using the t test.

The type of data used in this research is quantitative descriptive, namely to determine the influence of training that can influence performance. Regression aims to test the relationship between the influence of one variable on other variables. The variable that is influenced is called the dependent variable, while the variable that influences is called the independent variable.

From the results of the data processing carried out, the regression result Y = 8.507 + 0.626 was obtained. Meanwhile, from the hypothesis test carried out it was found that training had a positive and significant effect on employee performance.

The results of the research, data analysis and discussion in this research can be interpreted that the Merlung Community Health Center provides good training to its employees, the employees also feel satisfied with the work provided and the training they receive is also good. Apart from that, there is a positive and significant influence between training on performance of 41.60% and the remaining 58.40% is influenced by other variables outside the research model.

Keynot: Work Training, Employee Performance