

## ABSTRACT

**(ERZA SAPUTRA / 1900861201155 / 2024/ THE INFLUENCE OF TRAINING ON THE PERFORMANCE OF CIVIL SERVANTS AT THE JAMBI CITY REGIONAL SECRETARIAT OFFICE/ SUPERVISOR I SAKINAH AS, SE, MM / SUPERVISOR II RASDI, SPd, MM.)**

*Training plays a very important role in employee performance. Therefore, the aim of this research is to describe employee training and performance at work, as well as to determine and analyze the effect of training on employee performance at the Jambi City Regional Secretariat office.*

*The research method in this research is descriptive and quantitative. Distributing the questionnaire to a population of 122 people in 2023, the formula used to find samples was the Slovin formula according to Sugiyono (2017:81) so that the sample in this study was 55 respondents. Data analysis uses SPSS Ver 22 and uses a simple linear regression model with  $Y = a+b.X+ei$ .*

*To analyze the effect of training on employee performance at the Jambi City Regional Secretariat Office. Data analysis used SPSS Ver 22 and used a simple linear regression model with  $Y = 0.909+0.608X$ . The training regression coefficient (X) is 0.608, meaning that training (X) has increased by 1 so that employee performance (Y) at the Jambi City Regional Secretariat Office has increased by 0.608.*

*The coefficient of determination is known from the value  $R^2 = 0.357$  (35.7%), which means that training (X) is able to explain employee performance (Y) at the Jambi City Regional Secretariat Office by 35.7% and the remaining 64.3% is influenced by other variables . Not investigated in this study.*

*Based on the t test, the  $t_{count}$  value is 4.056 and  $t_{table}$  is 2.00575. From the comparison results, it can be seen that the test with a comparison of  $t_{count} 4.056 \geq t_{table} 2.00575$  means that  $H_0$  is accepted by  $H_1$ . Rejected. This means that training influences employee performance at the Jambi City Regional Secretariat Office.*

***Keywords: Employee Training and Performance***