

ABSTRACT

WIDHIE MUSTIKA PRAMUDITA / 210086120027 / Faculty of Economics, Batanghari University Jambi 2024 / The Influence of Job Training and Skills Development on Employee Performance / Supervisor I: Hj. Reni Devita, SE, MM / Supervisor II: Muhammad Emil, SE, MM

To achieve optimal performance, organizations do not only rely on employee motivation and commitment but also on their quality and competence in carrying out tasks. Therefore, training, development, and skills enhancement become essential strategies to support employees in achieving maximum performance.

The research method used is a quantitative approach, aiming to accurately describe existing conditions or phenomena based on the data obtained. This study provides a clear depiction of the conditions of training, development, and skills at BPKPD and how these variables relate to performance.

The Regional Financial and Revenue Management Agency (BPKPD) of Jambi Province is one of the regional government agencies that plays a strategic role in managing regional finances and revenue. The establishment of BPKPD Jambi Province is based on the need for local government to manage finances transparently, accountably, and efficiently in order to support the development and welfare of the Jambi community.

The **F test** results indicate that knowledge of training, development, and skills collectively has a significant influence on employee performance at the BPKPD Office of Jambi Province. This is shown by a significance value smaller than 0.05 ($0.001 < 0.05$) or an F-calculated value greater than the F-table value ($2.083 < 3.15$).

The conclusion of the study shows that the correlation coefficient (R) is **0.296**, indicating a strong relationship between the independent variable (X) and the dependent variable (Y). The determination coefficient in the **R Square** table is **0.088**, which means that the independent variable (X) collectively influences the dependent variable (Y) by **8.8%**, while the remaining **99.912%** is influenced by other variables not examined in this study.

Keywords: Training, Job Development, Skills, Performance

