

## ABSTRACT

**(SITI FATIMAH / 2100861201187 / 2025 / THE EFFECT OF TRAINING, EDUCATION AND JOB PLACEMENT ON EMPLOYEE PERFORMANCE AT WILTOP HOTEL JAMBI / LECTURER I DR. OSRITA HAPSARA, SE, MM. / LECTURER II SAKINAH AS, SE, MM.)**

*Training, education and job placement play a very important role in employee performance. Therefore, the purpose of this study is to describe training, education, job placement and employee performance at Wiltop Hotel Jambi and to analyze the effect of training, education and job placement on employee performance at Wiltop Hotel Jambi simultaneously and partially.*

*The research method in this study is descriptive and quantitative. The distribution of questionnaires with the number of samples in this study were all employees at the Wiltop Jambi Hotel in 2024 as many as 41 people, Data analysis using SPSS Ver 23 and using a multiple linear regression model with the calculation results  $Y = a + b_1.X_1 + b_2.X_2 + b_3.X_3 + e$ .*

*Multiple linear regression model with the results  $Y = 1.927 + 0.386X_1 + 0.439X_2 + 0.452X_3 + e$ . The Training regression coefficient ( $X_1$ ) is 0.386, the Education regression coefficient ( $X_2$ ) is 0.439 and the Job Placement regression coefficient ( $X_3$ ) is 0.452.*

*The coefficient of determination = R square ( $R^2$ ) of 0.879, this figure states that the variables Training ( $X_1$ ), Education ( $X_2$ ) and Job Placement ( $X_3$ ) are able to explain the Performance variable ( $Y$ ) by 87.9% and the remaining 12.1% is explained by other factors not included in this research model such as, Work Motivation, Work Environment, etc.*

*Training ( $X_1$ ), Education ( $X_2$ ) and Job Placement ( $X_3$ ) simultaneously have a significant effect on the Employee Performance variable ( $Y$ ). Training ( $X_1$ ), Education ( $X_2$ ) and Job Placement ( $X_3$ ) partially have a positive and significant effect on Employee Performance ( $Y$ ).*

**Keywords: Training, Education, Job Placement, Performance**