

ABSTRAK

PENGARUH PELATIHAN DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN KONVEKSI OLD JAVA BANDUNG

Konveksi Old Java merupakan jenis usaha kecil dan menengah (UKM) yang bergerak dalam usaha konveksi. Kondisi kualitas kinerja karyawan pada konveksi Old Java Bandung mengalami fluktuatif yang berpengaruh terhadap target produksi, maka perusahaan menghadapi masalah tersebut dengan melaksanakan pelatihan dan memperbaiki lingkungan kerja sehingga para karyawan dapat meningkatkan kinerja mereka.

Tujuan dari penelitian ini untuk mengetahui pengaruh pelatihan dan lingkungan kerja terhadap kinerja karyawan Konveksi Old Java Bandung, jumlah responden sebanyak 40 karyawan dengan penyebaran kuisioner. Metode yang digunakan pada penelitian ini menggunakan analisis deskriptif, analisis verifikatif, uji koefisien korelasi, uji koefisien determinasi, uji regresi linear berganda.

Penelitian dilakukan di Konveksi Old Java Bandung di bulan Mei – Oktober 2023, hasil penelitian yang dilaksanakan menghasilkan bahwa secara simultan dan parsial variabel pelatihan dan lingkungan kerja memiliki pengaruh positif dan signifikan terhadap kinerja karyawan Konveksi Old Java Bandung.

Kata Kunci: Kinerja Karyawan, Lingkungan Kerja, dan Pelatihan

ABSTRACT

THE INFLUENCE OF TRAINING AND WORKING ENVIRONMENT ON THE PERFORMANCE OF OLD JAVA BANDUNG CONVECTION EMPLOYEES

Old Java Convection is a type of small and medium enterprise (UKM) that operates in the convection business. The condition of the quality of employee performance at the Old Java Bandung convection experiences fluctuations which affect production targets, so the company faces this problem by carrying out training and improving the work environment so that employees can improve their performance.

The aim of this research was to determine the effect of training and work environment on the performance of Konveksi Old Java Bandung employees, the number of respondents was 40 employees by distributing questionnaires. The method used in this research uses descriptive analysis, verification analysis, correlation coefficient test, coefficient of determination test, multiple linear regression test.

Research was conducted at Konveksi Old Java Bandung in May – October 2023, the results of the research carried out resulted that simultaneously and partially the training and work environment variables had a positive and significant influence on the performance of Konveksi Old Java Bandung employees.

Keywords: Employee Performance, Training, and Work Environment