**ABSTRAK**

**PENGARUH PELATIHAN DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN PADA PT.CAHAYA KAWI ULTRAPOLYINTRANCO MEDAN**

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 Penelitian ini bertujuan untuk mengetahui apakah pelatihan dan motivasi kerja memiliki pengaruh yang positif dan signifikan terhadap kinerja karyawan di PT.Cahya Kawi Ultrapolyintranco Medan. Metode yang digunakan dalam penelitian ini yaitu metode kuantitatif dengan beberapa uji yakni uji asumsi klasik dan regresi linear berganda. Berdasarkan hasil regresi di peroleh persamaan : Y = 3,552 + 0,146 X1 + 0,741 X2 + e.Berdasarkan data tersebut dapat ditentukan besarnya t hitung adalah 2,0021 dan diketahui bahwa variabel pelatihan (x1) memiliki t tabel sebesar 1,66023 jika dibandingkan dengan t hitung maka hasilnya 2,0021 > 1,66023, sehingga dapat disimpulkan bahwa variabel pelatihan berpengaruh positif dan signifikan terhadap variabel kinerja karyawan (y). Variabel motivasi kerja (x2) memiliki t hitung sebesar 16,229 jika dibandingkan dengan t tabel maka hasilnya 16,229 > 1,66023, sehingga dapat disimpulkan bahwa variabel motivasi kerja (x2) berpengaruh positif dan signifikan terhadap variabel kinerja karyawan (y). Secara simultan, variabel pelatihan dan motivasi kerja memiliki pengaruh yang positif dan signifikan terhadap kinerja karyawan. Artinya hipotesis pada penelitian ini diterima, terbukti dari nilai F hitung > F tabel (1442,478 > 3,09). Pelatihan dan motivasi kerja memberikan pengaruh terhadap variabel kinerja karyawan sebesar 73,5 %, sedangkan sisanya sebesar 26,5% dipengaruhi oleh variabel lain yang tidak diteliti dalam penelitian ini.

**Kata Kunci : Pelatihan, Motivasi Kerja, dan Kinerja Karyawan**

***ABSTRACT***

***THE EFFECT OF TRAINING AND WORK MOTIVATION ON EMPLOYEES’ PERFORMANCE AT PT. CAHAYA KAWI ULTRAPOLYINTRANCO MEDAN***

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*The objective of the research was to find out whether training and work motivation had a positive and significant effect on the employees’ performance at PT. Cahaya Kawi Ultrapolyintranco Medan. The method used in this research was quantitative method with several tests, namely; classic assumption test and multiple linear regression. Based on the regression result obtained equation: Y = 3.552 + 0.146 X1 + 0.741 X2 + e. Based on the data, it can be determined the magnitude of t observed was 2.0021 and it was found that the training variable (x1) had t table of 1.66023 when compared to t observed, then the result was 2.0021 > 1.66023, so it was concluded that the training variable had a positive and significant effect on employees’ performance variables (y). The working motivation variable (x2) had t observed 16,229 when compared to the t table then the result was 16,229 > 1.66023, so it can be concluded that the work motivation variable (x2) had a positive and significant effect on employees’ performance variables (y). Simultaneously, the variables of training and work motivation had a positive and significant effect on employees’ performance. This means that the hypothesis in this research was accepted, as evidenced by the F value calculated > F table (1442,478 > 3.09). Work training and motivation influenced employees’ performance variables by 73.5%, while the remaining 26.5% was influenced by other variables not studied in this research.*

*Keywords: Training, Work Motivation, and Employees’ Performance*