

ABSTRACT

Wijaya, Pradikta Rosaditya. 2013, The Influence of Job Training on the Employee's Work Productivity in Production Division (Study on PT.Smelting Gresik)

Supervisor: Dr. Hj. Ilfi Nurdiana, S.Ag., M.Si

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A research has been done on the influence of job training on the employee's work productivity in Production Division. The purposes of this study are 1) to test and analyze whether the training has a partial influence on the employee's work productivity in PT.Smelting Gresik 2) to examine and analyze whether the training has a simultaneous effect on employee productivity in PT.Smelting Gresik. 3) To examine and analyze the most influential training variables on employees' work productivity in PT.Smelting Gresik.

The study is an explanatory research in which the research activities are systematically planned to answer the hypothesis among variables. Population in this study consisted of the employees in the office of PT Smelting Gresik. The data analysis tool were the classical assumption test and multiple linear regression analysis using the F test and t test.

Job training had a simultaneous influence on employees' work productivity in PT. Smelting Gresik. The analysis result showed that the fixed methodology of training, the frequency of training, training materials, trainers or instructors influenced the achievement of employees' work productivity. Job training had a partial influence including training methodology, the frequency of training, training materials, trainers/instructors on employees' work productivity in PT.Smelting Gresik. It showed that each variable in the training supported the effort to maximize the achievement of employees' work productivity. The variable of job training, which was on the job training methodology, had the most dominant influence on employees' work productivity in PT. Smelting Gresik. The existence of the dominant influence showed that, according to the employees, the methodology of job training has been very efficient and suitable with the programs applied in the training so that it gave the most influence on employees' work productivity.

