

ABSTRACT

Zainul Arifin Ahmad in 2015, Thesis. Title: "The Education and Training Impact of Employee Performance Improvement Against Cigarette Company Trubus Alami On Malang".

Lector: Prof. Dr. H. Muhammad Djakfar, SH., M.Ag

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The education and training is one way to improve and enhance the knowledge, skills, attitudes and personality traits of human resources in an organizations. To support the implementation of education and training is needed-strategy, integrated strategy, so that the results achieved as expected by the company. With the education and training is expected to improve employee performance or improve the work. The purpose of this study was to determine the effect of education and training consists of training methods and training contents simultaneously, partial and dominant to increase employees' performance on Cigarette Company Trubus Alami Malang.

This study uses a quantitative approach. Determination of the sample by simple random sampling technique, samples will be taken in this research is the production employees milling in Cigarette Company Trubus Alami Malang, as many as 81 respondents. Analysis of the data used in this research is the method of multiple linear regression analysis

The results showed that, the variable training (training methods and content of training) have a simultaneous effect on the improvement of employee performance. In partial training (training methods and content of training) a significant effect on the increase in employee performance. Judging from the dominant test dominant variable to increase employees' performance is variable training methods.