

## **ABSTRAK**

### **Pengaruh Pelatihan Kerja Dan Pemberian Insentif Terhadap Kinerja Karyawan Pada PT. Industri Plywood Tjipta Rimba Djaja Kota Medan**

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Kinerja karyawan merupakan hasil dan perilaku yang dihasilkan oleh karyawan sesuai dengan perannya dalam organisasi pada periode tertentu. Kinerja karyawan dipengaruhi oleh kompetensi dan keahlian karyawan serta pemberian insentif yang dapat meningkatkan motivasi karyawan. Penelitian ini bertujuan untuk mengetahui pengaruh pelatihan kerja dan pemberian insentif terhadap kinerja karyawan PT. Industri Plywood Tjipta Rimba Djaja Kota Medan. Populasi sampel pada penelitian adalah karyawan PT. Industri Plywood Tjipta Rimba Djaja Kota Medan. Metode penentuan sampel menggunakan metode slovin dengan total sampel 60 orang. Teknik analisa data dilakukan dengan menggunakan analisa regresi linier berganda menggunakan aplikasi SPSS. Instrumen penelitian yang digunakan pada penelitian menggunakan kuesioner yang berisikan sejumlah pertanyaan. Pengujian instrument didapatkan kuesiner valid dan reliabel untuk digunakan sebagai alat uji pada penelitian. Hasil penelitian menunjukkan variabel pelatihan kerja dan pemberian insentif berpengaruh positif dan signifikan terhadap kinerja karyawan. Hasil uji koefisien determinasi didapatkan sebesar 43,5% kinerja karyawan dipengaruhi oleh pelatihan kerja dan pemberian insentif.

Kata kunci: kinerja pegawai, pelatihan kerja, pemberian insentif, plywood

## **ABSTRACT**

### ***The Effect of Job Training and Providing Incentives on Employee Performance at PT. Industri Plywood Tjipta Rimba Djaja, Medan City***

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*Employee performance is the results and behavior produced by employees in accordance with their role in the organization in a certain period. Employee performance is influenced by employee competence and expertise as well as providing incentives that can increase employee motivation. This research aims to determine the effect of job training and providing incentives on the performance of PT employees. Tjipta Rimba Djaja Plywood Industry, Medan City. The sample population in the study were employees of PT. Tjipta Rimba Djaja Plywood Industry, Medan City. The sampling method used the Slovin method with a total sample of 60 people. The data analysis technique was carried out using multiple linear regression analysis using the SPSS application. The research instrument used in the study was a questionnaire, which contained a number of questions. Instrument testing showed that the questionnaire was valid and reliable for use as a test tool in research. The research results show that the variables of job training and providing incentives have a positive and significant effect on employee performance. The coefficient of determination test results showed that 43.5% of employee performance was influenced by job training and incentives.*

*Keyword: employee performance, job training, incentives, plywood*