

**PENGARUH PELATIHAN, MOTIVASI KERJA, DAN DISIPLIN KERJA  
TERHADAP KINERJA KARYAWAN**

(Studi Kasus pada Karyawan di PT Transkon Jaya Tbk Balikpapan)

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Penelitian ini bertujuan untuk mengetahui (1) pengaruh pelatihan terhadap kinerja karyawan, (2) pengaruh motivasi kerja terhadap kinerja karyawan, (3) pengaruh disiplin kerja terhadap kinerja karyawan, (4) dan pengaruh pelatihan, motivasi kerja dan disiplin kerja secara bersama-sama terhadap kinerja karyawan. Populasi dalam penelitian ini adalah karyawan PT Transkon Jaya Tbk. Pengambilan sampel ini menggunakan metode sampling jenuh dengan jumlah responden sebanyak 100 orang, teknik pengumpulan data menggunakan kuesioner dan analisis data menggunakan analisis regresi linear berganda. Kesimpulan dari penelitian ini adalah (1) pelatihan berpengaruh terhadap kinerja karyawan, (2) motivasi kerja berpengaruh terhadap kinerja karyawan, (3) disiplin kerja berpengaruh terhadap kinerja karyawan (4) pelatihan, motivasi kerja, dan disiplin kerja secara bersamasama berpengaruh terhadap kinerja karyawan.

Kata Kunci: pelatihan, motivasi kerja, disiplin kerja, kinerja karyawan.

## ABSTRACT

### **THE INFLUENCE OF TRAINING, WORK MOTIVATION, AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE**

(A study on Employees of Transkon Jaya Tbk Balikpapan)

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This study aims to determine (1) the influence of training on employee performance, (2) the influence of work motivation on employee performance, (3) the influence of work discipline on employee performance, (4) and the simultaneous influence of training, work motivation, and work discipline on employee performance. The population in this study consisted of employees of PT Transkon Jaya Tbk Balikpapan. This sampling method used was saturated sampling with the number of respondents was 100 peoples, data were collected by distributing a questionnaire. The data were analyzed with multiple linear regression. The conclusions of this study was that (1) training influences on employee performance, (2) work motivation influences on employee performance, (3) work discipline employees performance, (4) and training, work motivation, and work discipline simultaneously have an influence on employee performance.

Keywords: *training, work motivation, work discipline, employee performance.*