

ABSTRACT

This research was conducted to determine the effect and analyze how the training provided by the company, how the work performance produced by the employees, and the magnitude of the effect of training on employee performance at the HCBP Unit (Human Capital Business Partner) PT Telekomunikasi Indonesia (Tbk).

This study uses a quantitative method with a type of causal descriptive research. Sampling was done using asaturated sampling technique , with the number of respondents as many as 57 people. Data analysis techniques used descriptive analysis and simple linear regression analysis.

Based on descriptive analysis, training variables and employee performance variables are included in the good category. In accordance with the results of the causality analysis that the training variable has a positive and significant effect on employee performance variables. Based on the coefficient of determination it was found that Training in the HCBP (Human Capital Business Partner) Unit of PT Telekomunikasi Indonesia (Tbk) could affect Employee's Work Achievement by 30.25% and the remaining 69.75% was influenced by other factors not examined in this research .

Keywords : *Training, training instructors, training materials, employee performance*