

ABSTRACT

Company performance can reflect the company's ability to allocate and manage existing resources. So the increase in the performance of every employee in the company is what the company and employees expect to stay ahead of the competition. PetroChina International Jabung Ltd (PCJL) is a Chinese multinational company engaged in oil and gas mining in Indonesia. The phenomenon that occurs is a decrease in company performance as seen from the analysis of the company's financial statements, one of the efforts made by the company is developing employee training programs to achieve a strong company strategy based on the talents of employees.

This study aims to determine the effect of job training on company performance at PetroChina International Jabung Ltd. This research data will be reference data in future job training improvement programs and input for companies in managing human resources.

The method used in this study is a descriptive causality method with a quantitative approach. The analysis technique used is simple linear regression, with the sampling technique using simple random sampling totaling 205 people as respondents. For data collection techniques are by distributing questionnaires, interviews, and collecting secondary data.

Based on the results of research and the results of responses from respondents, the variables of job training and company performance are in the "High" category. The study found that the contribution of job training to company performance was 56,1%.

Suggestions that can be submitted referring to the results of this research for PetroChina International Jabung Ltd are to improve the training methods that will be held next. Optimizing employees after attending training by sharing knowledge with colleagues, providing rewards and conducting periodic evaluations to foster employee enthusiasm in participating in training.

Keywords: Human Resources, Training, Company Performance