

ABSTRACT

The manufacturing industry is one of the important pillars in the global economy. Companies operating in this sector need to manage their human resources optimally to maintain competitiveness, as human resources plays a crucial role in sustaining productivity and organizational performance. Well-managed human resources can be seen from employee performance, which can be influenced by various factors, including job training and work motivation. This study aims to analyze the effect of job training on employee performance at PT XYZ production unit through work motivation as intervening variable.

The research employed a quantitative method with descriptive and causality analysis approaches. Primary data were collected through distributing questionnaires to PT XYZ production unit employees. The sample in this study was 162 people who were determined using the probability sampling technique of the simple random sampling type. The data was analyzed using the Partial Least Square-Structural Equation Model (PLS-SEM) method with SmartPLS 4.

The analysis results indicate that training, motivation, and employee performance in PT XYZ's production unit fall into the good category. The hypothesis testing results show a positive and significant relationship between training and performance, training and motivation, motivation and performance, and there is an indirect effect of training on performance through motivation. These findings highlight the importance of training and motivation in enhancing employee performance in the production unit of PT XYZ.

Keywords: *training, motivation, employee performance*