

UNIVERSITAS BINA NUSANTARA

School of Business Management

Management Department

Strata – 1 Thesis

Semester Genap 2014/2015

**Analisis Pelatihan Kerja Terhadap Motivasi Karyawan Serta Dampaknya Terhadap
Kinerja Karyawan Pada PT. Bakrie Pipe Industries Bekasi**

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ABSTRAK

Tujuan Penelitian ini adalah untuk mengetahui seberapa besar Pengaruh Pelatihan Kerja, Motivasi Terhadap Kinerja Karyawan PT. Bakrie Pipe Industries Bekasi. Jumlah populasi dari penelitian ini sebanyak 59 orang karyawan yang akan dijadikan responden penelitian. Penelitian ini menggunakan analisis deskriptif dengan pendekatan kuantitatif yang menggunakan kuesioner sebagai alat pengumpulan data serta wawancara langsung dan menggunakan teknik analisis *Partial Least Square* untuk mengukur pengaruh dari variabel bebas terhadap variabel terikat yaitu variable pelatihan kerja (X) serta variable motivasi karyawan (Y) sebagai variabel *independent* dan kinerja karyawan sebagai variabel *dependent* (Y). Pengolahan data dalam penelitian ini dibantu dengan program *SmartPLS 3.0*. Hasil penelitian ini menyatakan bahwa pelatihan kerja terhadap motivasi karyawan berpengaruh signifikan terhadap kinerja karyawan PT. Bakrie Pipe Industries Bekasi

Kata Kunci : Pelatihan Kerja dan Motivasi Karyawan, Kinerja Karyawan

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Undergraduate Thesis

Even semester Year of 2014/2015

**Analysis of Job Training towards Employee's Motivation and Its Impact on Employee's
Performance At PT. Bakrie Pipe Industries Bekasi**

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ABSTRACT

The purpose of this study is to determine how big the Influence of Job Training, Motivation on Employee's Performance at PT. Bakrie Pipe Industries Bekasi. The population number of this study were 59 employees as the respondents. This research uses descriptive analysis with quantitative approach using a questionnaire as a data collection tool as well as direct interviews and using analytical techniques Partial Least Square to measure the influence of the independent variables on the dependent variable is job training variable (X) as well as employee motivation variable (Y) as a variable independent and employee performance as the dependent variable (Y). Processing of the data in this study aided by the program SmartPLS 3.0. Result of this study stated that job training on employee motivation have a significant effect on the employee's performance at PT. Bakrie Pipe Industries Bekasi.

Key Words : *Job Training and Employee's Motivation, Employee's Performance*

