

ABSTRACT

***THE INFLUENCE OF TRAINING AND MOTIVATION ON
EMPLOYEE PERFORMANCE WITH JOB SATISFACTION
AN INTERVENING VARIABLE***

*(A Research on Employees of the Production Department of PT Theodore Pan
Garmino Tasikmalaya)*

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The purpose of this research is to determine and analyze the effect of training and motivation on employee performance through job satisfaction for production employees at PT Theodore Pan Garmino Tasikmalaya. The research method used is a survey with a quantitative approach. This research data was collected from production employees in the sewing division. This research used purposive sampling and accidental sampling methods to obtain 123 production employees from the sewing division as research samples. The data analysis tool used was regression analysis of intervening variables using the product of coefficient method. The results of this research show that partially training and work motivation have a significant effect on job satisfaction, partially training, work motivation and job satisfaction have a significant effect on employee performance, and simultaneously training and work motivation have a significant effect on employee performance through job satisfaction on the part of employees. production of PT Theodore Pan Garmino Tasikmalaya.

Keywords: Training, Work Motivation, Job Satisfaction, Employee Performance.