

ABSTRACT

Florensia Des Tandy “The Effect of Job Training Effectiveness Against PT Pupuk Sriwidjaja Palembang”. (*Under the guidance of Mrs. Micheline Rinamurti, S.E., M.Si.*)

In this study the effectiveness of the improvement can be seen from one of the factors that is training. Objects in this study were employees of PT Fertilizer Sriwidjaja Palembang. The subject of this thesis study was 33 employees operating divisions. The purpose of this study was to mengetahui influence between the effectiveness of employee training PT Fertilizer Sriwidjaja Palembang. The method used is that in which the primary data source is obtained by distributing questionnaires to 33 employees operating divisions. Analysis techniques used in this thesis research used validity, reliability testing, hypothesis testing and regression testing using special software and service solution package (SPSS) version 17.00. Based on the test results in table T Coefficients and F-test results of the ANOVA table can be seen that the resulting significance value smaller than 0005 and it can be concluded that the training has a significant impact on the effectiveness of employees and further based on the value of Adjusted R Square of 0.244, it is concluded that the magnitude of the effect variable percentage of training on employee effectiveness variables Palembang PT Fertilizer Sriwidjaja of 24.4%. The remaining 75.6% is influenced by other variables.

Keywords: training, effectiveness