

ABSTRACT

In this era of rapidly growing globalization, company performance is more challenging in order to achieve their company goals. This is due to such rapid liberalization, legislative, and technological development. Some companies take a varied approach to achieve their goals by using competitive advantages and each company also has a desire to be consistent in their work progress. To overcome these problems, employee performance factors are the most important thing. There are several ways to improve employee performance by training and motivation.

The population in this study is employees of PT Berau Coal. The sampling technique in this study uses Non Probability Sampling which is a sampling method that does not provide equal opportunities or opportunities for each member or element of the population to be selected as a sample. The analysis technique used is path analysis with Structural Equation Modeling (SEM) which is run with the SmartPLS software application version 3.2.9.

This study aims to examine the effect of Training and Motivation on Employee Performance with Competency as an Intervining Variable in PT Berau Coal Semarang employees. The results showed that Training had a positive and significant effect on Employee Performance. Motivation has a positive and significant effect on Employee Performance. Competency has a positive and significant effect on Employee Performance. Competency can be an intervining variable among the variables of Training, Motivation, and Employee Performance.

Keywords: Training, Motivation, Employee Competency and Performance.

