

ABSTRACT

This study examines the effect of the training program on the performance of employees with disabilities. The main objective of this study is to investigate the impact that training programs can influence the performance of employees with disabilities and whether employee job satisfaction can mediate the relationship between training program and employee performance.

The sample was selected using the purposive sampling method. Data was collected by sending an online questionnaire to Sunyi Savory and Brewery Indonesia. A total of 50 employees consisting of 48 employees with disabilities and two non-disabled employees have expressed their interest in participating in this study. PROCESSv4.1 by Hayes was used to analyze the data. These variables include the dependent variable, employee performance (Y), the independent variable, training program (X), and the mediating variable, employee job satisfaction (Z).

The results showed that in Sunyi Savory and Brewery Indonesia, the training program had a positive and significant effect on the performance of employees with disabilities. In addition, employee job satisfaction mediates the relationship between training program and employee performance.

Keywords: Training Program, Employee Performance, Employee Job Satisfaction, Employees with Disabilities.