

ABSTRACT

This research was conducted based on the problem of employee performance not meeting the standards caused by ineffective job training, inadequate competence, and excessive workload. This study aims to determine the effect of job training, competence, and workload on employee performance at PT. Surya Toto Indonesia Tbk. The research method used is descriptive and verification methods. The sampling technique used is probability sampling with a sample of 70 respondents. Data collection techniques used are field research and library research. The data analysis method used is multiple linear regression analysis, multiple correlation analysis, and coefficient of determination analysis.

The results showed that there was a positive and significant influence between job training, competence, and workload on employee performance at PT. Surya Toto Indonesia Tbk. either simultaneously or partially. The magnitude of the influence of job training, competence, and workload on employee performance at PT. Surya Toto Indonesia Tbk. simultaneously by 62%, and the remaining 38% influenced by other variables not examined. Partially, the effect of job training on employee performance is 20%, the influence of competence on employee performance is 27%, and the effect of workload on employee performance is 15%, so it can be concluded that competence has the greatest influence on employee performance.

Keywords: Job Training, Competence, and Workload