

ABSTRACT

This study aims to determine the effect of job training and competence on work motivation and its impact on the performance of tobacco industry business craftsmen (study on small and medium industries in Garut Regency). The method used in this research is descriptive and verification analysis, the sampling technique used is probability sampling with a sample size of 100 respondents. The data collection techniques used are observation, interview and questionnaire distribution. Testing research instruments using validity and reliability tests. The data analysis method used is path analysis, method of successive interval (MSI), coefficient of determination, and hypothesis testing.

The results of the research with the method used show that there is an influence both partially and simultaneously. The results of data analysis show that the effect of job training and competence on motivation has an effect of 67.4% and the remaining 32.6% is influenced by other variables not examined. Then motivation has an influence on employee performance, which is 77.6%, the dominant influence of the independent variable is competence of 63.3%, while job training is 23.5%.

Keywords: Job Training, Competence, Work Motivation, and Performance