

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui besarnya pengaruh keterlibatan karyawan dan pelatihan terhadap motivasi berprestasi karyawan di PT XYZ, baik secara simultan maupun parsial. Penelitian ini menggunakan metode kuantitatif dengan pendekatan deskriptif dan verifikatif. Sampel penelitian berjumlah 89 responden yang ditentukan menggunakan teknik *simple random sampling*. Teknik pengumpulan data yang digunakan yaitu melalui wawancara, observasi dan penyebaran kuesioner. Metode analisis yang digunakan adalah analisis regresi linier berganda, analisis korelasi berganda, analisis koefisien determinasi, dan uji hipotesis dengan bantuan perangkat lunak SPSS 24.

Hasil penelitian menunjukkan bahwa keterlibatan karyawan dan pelatihan berpengaruh positif dan signifikan terhadap motivasi berprestasi, baik secara simultan maupun parsial. Keterlibatan karyawan dan pelatihan memberikan pengaruh simultan terhadap motivasi berprestasi sebesar 59,6%. Besarnya pengaruh keterlibatan karyawan terhadap motivasi berprestasi karyawan sebesar 37,23%. Dan besar pengaruh pelatihan terhadap motivasi berprestasi sebesar 22,4%.

**Kata Kunci: Keterlibatan Karyawan, Pelatihan, Motivasi Berprestasi**

## **ABSTRACT**

*This study aims to determine the extent of the influence of employee engagement and training on employees' achievement motivation at PT XYZ, both simultaneously and partially. This research employed a quantitative method with a descriptive and verificative approach. The study sample consisted of 89 respondents selected using a simple random sampling technique. Data were collected through interviews, observations, and questionnaires. The analytical methods used included multiple linear regression analysis, multiple correlation analysis, coefficient of determination analysis, and hypothesis testing with the assistance of SPSS 24 software.*

*The results showed that employee engagement and training had a positive and significant effect on achievement motivation, both simultaneously and partially. Employee engagement and training simultaneously contributed 59.6% to achievement motivation. The influence of employee engagement on achievement motivation was 37.23%, while the influence of training on achievement motivation was 22.4%.*

**Keywords:** *Employee Engagement, Training, Achievement Motivation*