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THE EFFECT OF TRAINING AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT PT GOS INDORAYA TANGERANG

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ABSTRACT

This study aims to determine the effect of Training and Work Motivation on Employee Performance at PT GOS Indoraya Tangerang. This study uses quantitative research with an associative method approach. The population in this study were all employees at PT GOS Indoraya Tangerang. In this study, the sampling used was saturated sampling of 56 respondents. Data collection was by questionnaire. The data analysis method used simple linear regression test, multiple linear regression, correlation coefficient, determination coefficient, partial t test and simultaneous F test. The results of the study showed that: Training has a positive and significant effect on employee performance at PT GOS Indoraya Tangerang. This can be proven from the simple linear regression equation Y = 9.650 + 0.250X1. The correlation value of 0.464 is moderate (quite strong). The determination coefficient value is 21.6%. The calculated t value is 3.852 > t table 2.004 with a significance of 0.001 < 0.05. Work motivation has a positive and significant effect on employee performance at PT GOS Indoraya Tangerang, this can be proven from the simple linear regression equation Y = 9.469+0.24X2. The correlation value is 0.415, which is moderate (quite strong). The coefficient of determination is 17.2%. The calculated t value is 3.351 > t table 2.004 with a significance of 0.001 < 0.05.Simultaneously, Training and Work Motivation have a positive and significant effect on employee performance at PT GOS Indoraya Tangerang, this can be proven from the multiple linear regression equation Y = 6.927 + 0.203X1 + 0.185X2, the correlation value is 0.593 (Strong Enough). The coefficient of determination is 30.2%. The Fcount value is 11.487 > Ftable 4.01 with a significance level of 0.001 < 0.05.

Keywords: Training, Work Motivation, Employee Performance

INTRODUCTION

Human resources are an invaluable asset for any organization, playing an essential role in driving the success and growth of a company. Without the contribution of human capital, no significant activity can take place within an organization. Human resources are the backbone of any company's operations, contributing directly to its performance and long-term sustainability. As such, the quality of human resources must be carefully managed, developed, and optimized to ensure that the company meets its goals effectively. This is where strategic human resource management comes into play, focusing on improving employee performance, fostering motivation, and providing opportunities for growth and development.

Human resources can be considered the driving force behind organizational success, and as such, it is imperative to ensure that employees are motivated and

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adequately trained. Employees are a company's most valuable assets, and their performance plays a crucial role in achieving organizational objectives. A company's capacity to perform, innovate, and grow hinges largely on the capabilities of its employees. To fully realize the potential of human resources, businesses must adopt methods that can effectively enhance the skills and performance of their employees. This includes a comprehensive approach to employee training and motivation, both of which are vital for improving employee performance.

Training is a critical aspect of human resource management. It involves equipping employees with the skills, knowledge, and expertise needed to perform their jobs effectively and efficiently. Effective training not only enhances an individual's competencies but also prepares employees for future challenges, enabling them to take on higher responsibilities within the organization. According to Anwar Prabu Mangkunegara (2017), training can be understood as a short-term educational process that helps employees acquire technical skills for specific purposes. It is essential for businesses to provide training to their employees regularly to keep their skills relevant in an ever-evolving work environment. Furthermore, training has been shown to boost employee morale, increase job satisfaction, and, consequently, improve overall organizational performance (Rivai & Sagala, 2018).

Motivation, on the other hand, plays a critical role in driving employee performance. Motivation refers to the internal or external forces that drive individuals to perform tasks and achieve goals. It is the energy that pushes individuals to strive for excellence and go beyond the basic requirements of their roles. As Hasibuan (2018) explains, motivation can be seen as a stimulant that encourages employees to work with passion and dedication. Employees who are motivated are more likely to be productive, engaged, and committed to their tasks, which in turn leads to enhanced performance. Motivation also helps employees develop a sense of purpose and meaning in their work, which increases job satisfaction and organizational commitment.

While both training and motivation are essential for employee performance, they must work in tandem to be truly effective. Employees who are both well-trained and motivated are more likely to meet or exceed organizational expectations. The combination of job training and work motivation can lead to a significant increase in productivity, innovation, and overall company performance. To achieve optimal results, businesses must ensure that their human resources management strategies effectively address both aspects of employee development.

At PT GOS Indoraya, the interaction between job training, work motivation, and employee performance is of particular interest. This organization, like many others, faces the challenge of maximizing employee performance through targeted interventions such as training and motivation. Understanding how these two factors influence employee performance is crucial for improving organizational outcomes. The research conducted at PT GOS Indoraya aims to investigate the impact of job

training and work motivation on employee performance. The study seeks to answer several critical questions:

1. Is there an influence of job training on employee performance at PT GOS Indoraya?
2. Is there an influence of work motivation on employee performance at PT GOS Indoraya?
3. Is there an influence of both job training and work motivation on employee performance at PT GOS Indoraya?

These questions reflect a growing interest in understanding how training and motivation affect employee productivity and overall performance within the company. A deeper understanding of these relationships could lead to the development of more effective human resource management practices at PT GOS Indoraya.

The primary objective of this research is to assess the impact of job training and work motivation on employee performance. By determining whether job training has a significant effect on performance, the research will highlight the importance of providing employees with the right tools and knowledge to excel in their roles. Additionally, by exploring the influence of work motivation, the research will emphasize the importance of creating a work environment that fosters enthusiasm, engagement, and a strong sense of purpose among employees. Finally, the study aims to explore the combined effect of job training and motivation on employee performance, offering valuable insights for improving human resource management practices.

To support these research objectives, a literature review is necessary to provide a theoretical foundation for understanding key concepts such as management, human resource management, training, motivation, and employee performance. According to Afandi (2018), management is a process of cooperation between employees to achieve organizational goals through planning, organizing, directing, and supervising functions. In this process, human resource management plays a pivotal role in ensuring that employees are effectively utilized to achieve the company's objectives.

Human resource management (HRM) is defined as the science and art of managing people within an organization to optimize their contributions toward achieving organizational goals (Bintoro & Daryanto, 2017). Effective HRM involves a variety of functions, including recruitment, training, performance management, and employee motivation. Training, as an HRM function, is a systematic process that enhances the skills and knowledge of employees. According to Rivai and Sagala (2018), training is an essential part of employee development, involving practical learning processes that help employees acquire new skills or improve existing ones.

Motivation is another key aspect of HRM that directly impacts employee performance. As Hasibuan (2019) notes, motivation is the energy that drives employees to give their best effort in achieving organizational goals. Motivation can be intrinsic, driven by a desire for personal achievement and job satisfaction, or

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extrinsic, influenced by external factors such as financial rewards or recognition. Regardless of the source, motivation plays a critical role in enhancing employee performance and organizational outcomes.

Employee performance is the culmination of an individual's efforts, skills, and contributions within an organization. It is the result of the interaction between an employee's abilities, training, and motivation, and it directly influences the achievement of organizational goals. As Hasibuan (2017) defines it, performance is the work output of employees in terms of both quality and quantity. High-performing employees are not only more productive but also more engaged, innovative, and committed to the organization's success.

In terms of research hypotheses, several predictions can be made regarding the relationship between training, motivation, and employee performance at PT GOS Indoraya. First, it is hypothesized that there is a significant influence of job training on employee performance (H1), meaning that training programs have a positive effect on the skills and capabilities of employees, leading to improved performance. Second, the research hypothesizes that work motivation has a significant impact on employee performance (H2). Motivated employees are expected to exhibit higher levels of engagement and productivity, contributing to better overall performance. Finally, the study proposes that the combination of job training and work motivation will have a greater effect on employee performance than either factor alone (H3). This hypothesis suggests that the synergistic effect of training and motivation is crucial for optimizing employee performance.

RESEARCH METHODS

The research approach employed in this study is quantitative, a method based on positivism, which focuses on measurable variables to test established hypotheses. Sugiyono (2017:8) describes quantitative research as a method that involves collecting numerical data through structured instruments like surveys or questionnaires. The aim is to test hypotheses using statistical or quantitative methods, ensuring the research can be generalized to larger populations or samples. Data analysis in this context typically involves statistical programs such as SPSS, which help in processing raw data and deriving meaningful conclusions.

Research variables play a crucial role in this type of study, as they represent specific attributes or characteristics under investigation. Sugiyono (2017:59) defines a research variable as an attribute or value of a person, object, or activity determined by the researcher to be studied. In this research, the focus is on independent variables, which include training and work motivation, as well as the dependent variable, employee performance. As Sugiyono (2017:96) explains, independent variables cause or influence changes in dependent variables, which are outcomes or results of the influences exerted by the independent variables. The dependent variable in this case is employee performance (Y), measured using a Likert scale.

Data analysis is a key component in quantitative research, aimed at organizing and interpreting the data collected to test hypotheses and answer the research

questions. According to Sugiyono (2016:24), data analysis involves activities like grouping data by type, tabulating variables, presenting the data in understandable formats, and performing calculations that test the proposed hypotheses. In this study, a descriptive statistical analysis was conducted to provide an overview of the data, identifying patterns and characteristics that emerge from the respondents' answers. Sugiyono (2018:95) notes that a Likert scale is commonly used in such studies to assign numerical values to variables, facilitating the quantification of subjective measures like attitudes or perceptions.

Before proceeding with any regression analysis, it is crucial to ensure that the data meets certain assumptions for validity. One of these assumptions is normality, which checks whether the data is normally distributed. Santoso (2018:342) highlights that the normality of data is essential for forecasting models to minimize errors. The normality test in this study checks whether the residuals, or differences between observed and predicted values, are normally distributed. In addition to normality, heteroscedasticity is also tested, as discussed by Ghozali (2017:105), to assess whether the variance of errors remains consistent across different values of the independent variables.

The research employs both simple and multiple linear regression tests to explore the relationship between the independent variables (training and motivation) and the dependent variable (employee performance). Simple linear regression is used when there is a focus on the influence of one independent variable on the dependent variable, while multiple linear regression tests the influence of more than one independent variable. According to Duwi Priyatno (2018:73), multiple linear regression allows researchers to determine the nature of relationships between multiple independent variables and a dependent variable, thereby predicting changes in the dependent variable when the independent variables change.

Hypothesis testing is another vital step in confirming or rejecting the proposed research hypotheses. Sugiyono (2016:64) explains that a hypothesis serves as a provisional answer to a research question, which must be validated through empirical data. The study uses both partial hypothesis tests (t-tests) and simultaneous hypothesis tests (F-tests). The t-test examines whether each independent variable individually influences the dependent variable, while the F-test looks at the collective effect of all independent variables on the dependent variable. In this study, the hypotheses focus on whether training and motivation have significant positive effects on employee performance at PT GOS Indoraya. The criteria for accepting or rejecting these hypotheses depend on statistical significance, where a p-value less than 0.05 would indicate a significant effect.

RESEARCH RESULTS AND DISCUSSION

Descriptive Analysis of Characteristics

Respondent characteristics were described, including gender, age, highest level of education, and occupation. The results of the analysis of respondent characteristics were tested using the SPSS program.

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Characteristics Based on Gender

The following are the results of respondent characteristics based on gender.

Table 1. Gender Frequency

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	40	71.4	71.4	71.4
	Perempuan	16	28.6	28.6	100.0
	Total	56	100.0	100.0	

Source: SPSS Version 27 Output Results

Based on the data in Table 4.1 above, it can be seen that in this research, 16 respondents were female (28.6%), while 40 respondents were male (71.4%).

2. Characteristics Based on Age

The following are the results of the characteristics of respondents based on the age of the respondents.

Table 2. Age Frequency

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<25 Tahun	8	14.3	14.3	14.3
	25 - 30 Tahun	30	53.6	53.6	67.9
	31 - 40 Tahun	18	32.1	32.1	100.0
	Total	56	100.0	100.0	

Source: SPSS Version 27 Output Results

Based on the data in Table 4.2 above, it can be seen in this research that respondents aged < 25 years numbered 8 employees (14.3%), then those aged between 25 - 30 years numbered 30 employees (53.6%), while those aged around 31 - 40 years numbered 18 employees (32.1%).

Characteristics Based on Education and Occupation

The following are the results of respondent characteristics based on education.

Table 3. Job Frequency

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	D1 - D3	7	12.5	12.5	12.5
	S1	12	21.4	21.4	33.9
	SMA/SMK Sederajat	37	66.1	66.1	100.0
	Total	56	100.0	100.0	

Source: SPSS Version 27 Output Results

Based on the data in Table 4.3 above, it can be seen that the number of respondents with D1 – D3 education is 7 people (12.5%), respondents with S1 education are 12 people (21.4%), respondents with SMA/SMK or equivalent education are 37 people (66.1%).

Characteristics Based on Job

The following are the results of respondent characteristics based on length of service.

Table 4. Frequency of Working Hours

Lama Bekerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<1 Tahun	7	12.5	12.5	12.5
	>6 Tahun	14	25.0	25.0	37.5
	1 - 3 Tahun	19	33.9	33.9	71.4
	4 - 5 Tahun	16	28.6	28.6	100.0
	Total	56	100.0	100.0	

Source: SPSS Version 27 Output Results

Based on the data in Table 4.4 above, it can be seen in this research that the number of employees whose work period is <1 year is 7 employees (12.5%), then those whose work period is >6 years is 14 employees (25.0%), then those whose work period is 1-3 years is 19 employees (33.9%), and then those whose work period is 4-5 years is 16 employees (28.6%).

Instrument Test

Data instrument testing is necessary to determine whether the variables being studied function as a means of proof, including validity testing and reliability testing.

Validity Test

The validity test is intended to determine whether the statements in each question item in the questionnaire are valid or not. To process the validity test, the author used SPSS Version 27 software with the following criteria.

a. If the calculated r figure > r table (0.2632) the statement is declared valid.
b. If the calculated r < r table (0.2632) the statement is declared invalid.

Reliability Test

Reliability testing is intended to test whether a questionnaire is reliable or not. According to Sugiyono (2017: 47) "Reliability testing is a tool for measuring a questionnaire which is an indicator of a variable or construct. A questionnaire is said to be reliable or reliable, if a person's answers to the statements are consistent or stable over time". According to Ghozali (2017: 45) the provisions of the Cronbach's Alpha value for reliability testing are said to be reliable or not, the following are the provisions:

a. If the Cronbach alpha value > 0.60, then the instrument is reliable.
b. If the Cronbach alpha value is < 0.60, then the instrument is not reliable.

Multicollinearity Test

A multicollinearity test is performed to ensure that there is no multicollinearity or correlation between the independent variables. A good regression model should have no correlation.

Among the independent variables, this test can be done by looking at the Tolerance Value and Variance Inflation Factor (VIF) values.

Table 5. Multicollinearity Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	6.927	1.586		4.341	<,001		
	Pelatihan_X1	,203	,064	,377	3.145	,003	,919	1.089
	Motivasi_X2	,185	,072	,307	2.569	,013	,919	1.089

a. Dependent Variable: Kinerja_Karyawan_Y

Source: SPSS Version 27 Calculation Results

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Based on the results of the multicollinearity test in Table 4.5 above,It was concluded that the tolerance value of the training variable and the motivation variable was 0.919 > 0.10 and the VIF figure of the training variable and the motivation variable was 1.089 < 10, so it can be stated that the X variables do not have symptoms of multicollinearity.

Regression Analysis Test

AnalysisRegression was conducted to determine the extent to which dependent variables could be predicted through independent variables. Calculations for simple linear regression and multiple linear regression models were processed using the SPSS 27 program.

Simple Linear Regression Test

A simple linear regression test has been carried out on the variable (X1) against the variable (Y).

Table 6. Simple Linear Regression (X1) Against (Y)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	9.650	1.253		7.701	<,001
	Pelatihan_X1	.250	.065	.464	3.852	<,001

a. Dependent Variable: Kinerja_Karyawan_Y

Source: SPSS Version 27 Calculation Results

When the Training variable (X1) has a value of zero or no increase, the variable on employee performance (Y) is 9.650. The regression coefficient value (b) is 0.250 (positive) which indicates the same effect. It can be concluded that the Training variable can increase employee performance by 0.250 units.

A simple linear regression test has been carried out on the variable (X1) against the variable (Y).

Table 7. Simple Linear Regression (X2) Against (Y)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	9.469	1.485		6.378	<,001
	Motivasi_X2	.249	.074	.415	3.351	.001

a. Dependent Variable: Kinerja_Karyawan_Y

Source: SPSS Version 27 Calculation Results

Stating that Motivation (X2) is zero or unchanged, it can be stated that employee performance (Y) will remain at 9.469. The regression coefficient value (b) is 0.249 (positive) this states that there has been a unidirectional influence which means that every increase in the training variable by one unit will experience an increase in employee performance, namely 0.249 units.

Multiple Linear Regression Test

This regression test is intended to determine how much influence the leadership style variables (X1) and employee loyalty (X2) have on the employee performance variable (Y).

Table 8. Multiple Linear Regression Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	6.927	1.596		4.341	<,001
	Pelatihan_X1	.203	.064	.377	3.145	.003
	Motivasi_X2	.185	.072	.307	2.569	.013

a. Dependent Variable: Kinerja_Karyawan_Y

Source: SPSS Version 27 Calculation Results

a. The constant is 6.927, that is, if the training variable and motivation variable are zero or do not change, it can be stated that employee performance will remain at 6.927.
b. The regression value of 0.203X1 (positive) coefficient has a positive result, meaning there is a positive influence between training and employee performance. So if the training variable (X1) increases by 1 unit with the assumption that the motivation variable (X2) is in a constant state, then employee performance (Y) will increase by 0.203 units.
c. The regression value of 0.185X2 (positive) has a positive coefficient meaning that there is a positive influence between motivation and employee performance. Thus, if the motivation variable (X2) increases by 1 unit, assuming the training variable (X1) remains constant, employee performance (Y) will increase by 0.185 units.

Correlation and Determination Coefficient Test

Correlation Coefficient Test

Correlation coefficient analysis is intended to determine the strength of the relationship between the independent variable and the dependent variable. In interpreting the results of the correlation coefficient:

Table 9. Correlation Coefficient (X1) Against (Y)

Correlations

		Pelatihan_X1	Kinerja_Karyawan_Y
Pelatihan_X1	Pearson Correlation	1	.464**
	Sig. (2-tailed)		<,001
	N	56	56
Kinerja_Karyawan_Y	Pearson Correlation	.464**	1
	Sig. (2-tailed)	<,001	
	N	56	56

**. Correlation is significant at the 0.01 level (2-tailed).

Source: SPSS Version 27 Calculation Results

Based on the test results in Table 4.9 above, it can be stated that the correlation between the training variables is 0.464, which is interpreted as 0.40–0.599, with a moderate (fairly strong) interaction stage. This means that the interaction stage of training on employee performance has a moderate (fairly strong) interaction stage.

Table 10. Correlation Coefficient (X2) Against (Y)

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Correlations

		Motivasi_X2	Kinerja_Karyawan_Y
Motivasi_X2	Pearson Correlation	1	.415**
	Sig. (2-tailed)		.001
	N	56	56
Kinerja_Karyawan_Y	Pearson Correlation	.415**	1
	Sig. (2-tailed)	.001	
	N	56	56

**. Correlation is significant at the 0.01 level (2-tailed).

Source: SPSS Version 27 Calculation Results

Based on the test results in Table 4.10 above, it can be seen that the correlation value of the communication variable of 0.415 is included in the interpretation of 0.40 - 0.599 with a moderate interaction stage (quite strong) where the interaction stage of motivation on employee performance has a moderate interaction stage (quite strong).

Coefficient of Determination Test

The coefficient of determination analysis is intended to determine the percentage of the strength of influence between independent variables on the dependent variable simultaneously, in this study the variables of leadership style (X1) and employee loyalty (X2) on employee performance (Y). The following are the results of the calculation of the coefficient of determination processed by the SPSS Version 26 program, as follows.

Table 11. Coefficient of Determination (X1) Against (Y)

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.464[a]	.216	.201	2.218

a. Predictors: (Constant), Pelatihan_X1

b. Dependent Variable: Kinerja_Karyawan_Y

Source: SPSS Version 27 Calculation Results

Based on the test results in Table 4.11 above, there is a large coefficient of determination figure derived from the R Square amount of 0.216, so the training variable (X1) has a contribution to the employee performance variable (Y) worth 21.6%, then the remaining 78.4% is caused by other variables that were not examined in this research.

Table 12. Coefficient of Determination (X2) Against (Y)

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.415[a]	.172	.157	2.278

a. Predictors: (Constant), Motivasi_X2

b. Dependent Variable: Kinerja_Karyawan_Y

Source: SPSS Version 27 Calculation Results

Based on the test results in Table 4.12 above, There is a large coefficient of determination figure derived from the R Square amount of 0.172, which means that the training variable (X2) has a contribution to the employee performance variable (Y) worth 17.2%, while the remaining 82.8% is caused by other variables that were not examined in this research.

Hypothesis Testing

Partial Hypothesis Test (t-Test)

The t-test was conducted to determine the partial effect of the independent variable on the dependent variable. This aims to determine the benchmark for a significant effect, then a significance level criterion of 5% (0.05) was used by comparing the calculated t with the t-table. There is a provision to determine the t-table value by means of the number of respondents n = 56– 2 = 54 seen from the distribution of the t-table value (attached t-table) then the t-table value is 2.004. With the following criteria:

Table 13. Partial t-Test (X1) Against (Y)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.650	1.253		7.701	<,001
	Pelatihan_X1	.250	.065	.464	3.852	<,001

a. Dependent Variable: Kinerja_Karyawan_Y

Source: SPSS Version 27 Calculation Results

Based on the test results in Table 4.13 It can be seen that the t-count value is 3.852 > t-table 2.004 with a significance of 0.001 < 0.05, so H0 is rejected and Ha is accepted, indicating that training has a positive and significant effect on employee performance.

Table 14. Partial t-Test (X2) Against (Y)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.469	1.485		6.378	<,001
	Motivasi_X2	.249	.074	.415	3.351	.001

a. Dependent Variable: Kinerja_Karyawan_Y

Source: SPSS Version 27 Calculation Results

Based on the test results in Table 4.14 above, it can be seen that the t-count value is 3.351 > t-table 2.004 with a significance of 0.001 < 0.05, so H0 is rejected and Ha is accepted, indicating that motivation has a positive and significant effect on employee performance.

Simultaneous Hypothesis Test (F Test)

In order to test the influence of leadership style and employee loyalty variables simultaneously on employee performance, an F statistical test (simultaneous test) with a significance of 5% was carried out. In this study, a significance criterion of 5% (0.05) was used, namely comparing the calculated F value with the F table. In order

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to determine the size of the F table, it was searched with the provision df = (n - k - 1), then obtained (56 - 2 - 1) = 53. Thus, the F table value was obtained = 4.02. The criteria are said to be significant if the calculated F value > F table or significance < 0.050.

Table 15. Simultaneous F Test Results f

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	102.373	2	51.187	11.487	<,001[b]
	Residual	236.180	53	4.456		
	Total	338.554	55			

a. Dependent Variable: Kinerja_Karyawan_Y

b. Predictors: (Constant), Motivasi_X2, Pelatihan_X1

Source: SPSS Version 27 Calculation Results

Based on the test results in Table 4.15 above, the F count assessment was 11.487 > F table 4.02 with a significance level of 0.001 < 0.05, so Ho was rejected and Ha was accepted, which means that simultaneously training and work motivation have a positive and significant influence on employee performance.

CONCLUSION

Based on the research results at PT GOS Indoraya Tangerang, the following conclusions can be drawn:

1. Training has a positive and significant effect on employee performance at PT GOS Indoraya Tangerang, this can be proven from the simple linear regression equation Y = 9.650 + 0.250X1. The correlation value is 0.464, which is moderate (quite strong). The coefficient of determination is 21.6%. The calculated t value is 3.852 > t table 2.004 with a significance of 0.001 < 0.05.
2. Work motivation has a positive and significant effect on employee performance at PT GOS Indoraya Tangerang, as evidenced by the simple linear regression equation Y = 9.469 + 0.249X2. The correlation value is 0.415, which is moderate. The coefficient of determination is 17.2%. The calculated t value is 3.351 > t table 2.004 with a significance of 0.001 < 0.05.
3. Simultaneously, training and work motivation have a positive and significant influence on employee performance at PT GOS Indoraya Tangerang, this can be proven from the multiple linear regression equation Y = 6.927 + 0.203X1 + 0.185X2, the correlation value is 0.593 moderate. The coefficient of determination is 30.2%. The Fcount value is 11.487 > Ftable 4.01 with a significance level of 0.001 < 0.05.

The limitations experienced in this research are as follows.

1. The method used allows respondents to answer subjectively, perhaps it would be good to support it with an interview method so that the results obtained are complete.
2. This study only examined the influence of training and work motivation on employee performance. There may be other factors that influence employee performance.

Based on the conclusions above as research results, the author provides the following suggestions.

1. Based on the questionnaire results for the training variable, the lowest-scoring statement was "Participants have understood the training objectives," with an average score of 3.89. Therefore, it can be concluded that companies should inform their employees more frequently about the training objectives and functions so that employees can easily understand the objectives of future training provided by the company.
2. Based on the results of the questionnaire on the work motivation variable, the lowest statement was obtained, namely "The company provides opportunities for employees to develop" at 3.73. Thus, leaders should pay more attention and consider all forms of input or suggestions from their employees, because from any aspect and position, an employee definitely wants to be able to develop in their company, but sometimes it is difficult to do. Because the company system clashes with an employee's desire to develop and becomes a limitation for them, one of which is the boundary between company employees and outsourcing placed in the company.
3. Based on the results of the questionnaire on employee performance variables, the lowest statements obtained were "I always try to improve the quality of work", "Cooperation", and "I always try to do a job without having to be ordered" at 4.50. Thus, the author suggests that companies carry out training for employees so that employee abilities can be better and the purpose of the training is also a reminder of what can be done and what must be avoided so that work errors can be controlled well, and support and guidance from more experienced employees will be useful for employees who have little experience and will increase better cooperation in the future.

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