

**PENGARUH PELATIHAN DAN MOTIVASI KERJA
TERHADAP KINERJA KARYAWAN DIVISI
BUDIDAYA PT. MITRATANI DUA TUJUH
KABUPATEN JEMBER**

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ABSTRACT

Good product quality reflects the company's ability to meet consumer needs and even global markets. Therefore, the support of training and work motivation is needed to enhance employee performance, enabling PT. Mitratani Dua Tujuh to possess quality human resources. This study aims to examine the influence of training and work motivation on employee performance in the Cultivation Division of PT. Mitratani Dua Tujuh, located in Jember Regency. The study involves 94 employees from the Cultivation Division, selected through a non-probability technique with a saturation sampling approach. Data analysis is conducted using multiple linear regression, multiple coefficient of determination (adjusted R^2), F-test, t-test, validity and reliability tests, as well as classic assumption tests (normality, multicollinearity, and heteroscedasticity). Statistical analysis is performed using IBM SPSS Statistics 25 software. The obtained multiple linear regression equation is $Y = -1.431 + 0.388X_1 + 0.830X_2 + e$. The F-test results indicate that independent variables significantly collectively affect the dependent variable. Based on the t-test, the independent variables individually have a significant impact on the dependent variable, and the most dominant independent variable influencing the dependent variable is work motivation (X_2).

Keywords: Training, Work Motivation, Employee Performance