

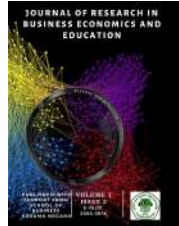


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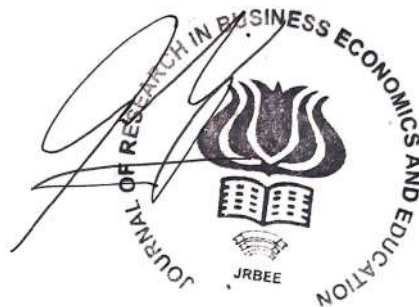
To : Larisa, Andre Fitriano, Mega Ardila, Irianti, Andrew Wijaya

Universitas Prima Indonesia

Thank you for your interest in publishing in International Journal of Research in Business Economics and Education. I am pleased to confirm that your paper "The Effect of Training, Communication and Work Experience on Employee Performance at PT. Benua Penta Global" has been **ACCEPTED** for publication in our journal. Your paper has been scheduled for publication in Vol 3, No 3 (June Edition) 2021.

With kind regards,

Jakarta, 7 June 2021



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Pengaruh Pelatihan, Komunikasi dan Pengalaman Kerja Terhadap Kinerja Karyawan pada PT. Benua Penta Global

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ABSTRAK

Tujuan dari penelitian ini untuk menguji dan menganalisis pengaruh pelatihan, komunikasi, pengalaman kerja terhadap kinerja karyawan pada PT Benua Penta Global. Fenomena penurunan kinerja karyawan terlihat dari penurunan penjualan perusahaan, pelatihan yang dilaksanakan tidak rutin dan tidak meningkatkan kemampuan bekerja karyawan, komunikasi yang terlihat dari kesalahan bekerja karyawan, pengalaman kerja yang kurang sesuai jabatan maupun pendidikan yang kurang sesuai dengan jabatan. Teknik sampling dalam penelitian ini menggunakan sampling jenuh. Jumlah sampel pada penelitian ini adalah 60 orang. Pengujian asumsi klasik digunakan untuk menguji data. Pada pengujian data secara parsial, variabel pelatihan, komunikasi, pengalaman menunjukkan pengaruh secara positif dan signifikan dari masing-masing variabel terhadap kinerja karyawan pada PT Benua Penta Global. Pada pengujian analisa data secara simultan, variabel pelatihan, komunikasi, pengalaman menunjukkan pengaruh positif dan signifikan terhadap kinerja karyawan pada PT Benua Penta Global.

Kata Kunci : pelatihan, komunikasi, pengalaman kerja dan kinerja karyawan

ABSTRACT

The purpose of this study was to examine and analyze the effect of training, communication, work experience on employee performance at PT Benua Penta Global. The phenomenon of a decrease in employee performance can be seen from the decline in company sales, training that is not carried out routinely and does not improve the employee's work ability, communication that can be seen from employee work errors, work experience that is not suitable for the position and education that is not suitable for the position. The sampling technique in this study used saturated sampling. The number of samples in this study was 60 people. Classical assumption test is used to test the data. In partial data testing, the variables of training, communication, and experience showed a positive and significant effect of each variable on employee performance at PT Benua Penta Global. In the simultaneous test of data analysis, the variables of training, communication, experience showed a positive and significant effect on employee performance at PT Benua Penta Global.

Keywords: training, communication, work experience and employee performance