

**ANALISIS PENGARUH PELATIHAN, MOTIVASI DAN PENGAWASAN
TERHADAP KINERJA KARYAWAN PADA PERUSAHAAN DI
KECAMATAN CIPONDOH PROVINSI BANTEN ERA PANDEMI
COVID-19**

ABSTRAK

Penelitian ini dilakukan untuk mengetahui pengaruh pelatihan, motivasi dan pengawasan terhadap kinerja karyawan pada perusahaan Provinsi Banten selama pandemic covid-19. Penelitian ini menggunakan variabel pelatihan (X1), motivasi (X2), pengawasan (X3) dan kinerja karyawan (Y) sebagai variabel dependen. Sampel yang diambil sebanyak 173 responden yang memiliki jabatan sebagai Staff dan Supervisor di perusahaan-perusahaan provinsi Banten. Hasil penelitian ini menunjukkan bahwa (1) pelatihan tidak berpengaruh signifikan terhadap kinerja karyawan namun memiliki hubungan positif dengan kinerja karyawan, (2) motivasi berpengaruh signifikan dan memiliki hubungan positif terhadap kinerja karyawan, (3) pengawasan berpengaruh signifikan dan positif terhadap kinerja karyawan.

Kata Kunci : Pelatihan, Motivasi, Pengawasan, Kinerja Karyawan

***LYSIS OF THE EFFECT OF TRAINING, MOTIVATION AND
SUPERVISION ON EMPLOYEE PERFORMANCE IN COMPANIES IN
CIPONDOH DISTRICT, BANTEN PROVINCE ERA OF COVID-19
PANDEMIC***

ABSTRACT

This study was conducted to determine the effect of training, motivation and pengawasan on employee performance at Banten Province companies during the covid-19 pandemic. This study uses the independent variables training (X1), motivation (X2), pengawasan (X3) and employee performance (Y) as the dependent variable. Samples were taken as many as 173 respondents who have positions as Staff and Supervisors in companies in the province of Banten. The results of this study indicate that (1) training has no significant effect on employee performance but has a positive relationship with employee performance, (2) motivation has a significant and positive relationship on employee performance, (3) pengawasan has a significant and positive effect on employee performance.

Keywords: Training, Motivation, Pengawasan, Employee Performa