

ABSTRACT

Title : EDUCATION AND TRAINING INFLUENCE IN INCREASING WORK PERFORMANCE OF EMPLOYEES AT PT. NASMOCO KALIGAWA SEMARANG.
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Skillful and certifiable human resource very required by an company. But this matter not guarantee to reaching company output optimally. For that in a company require to be performed a training and education to increase work performance of employees. Work performance important to achieve company goals.

Practically work performance among technician at PT. Nasmoco Kaligawe Semarang different each other. Training and education are important factors for employees so they can conduct their work. With training and education hence employees impel to finish work better and yield high labor capacity.

This research purposes are to know the level of education influence and training to labor capacity, while this research benefit is to add knowledge, experience, and writer knowledge, for company to evaluate training and education and improve work performance of their employees and as reference to other party. This research use explanatory approach research to 40 responder, sampling technique total or census, data collecting technique used interview, questionnaire, and bibliography study. Obtained data to analyzed qualitatively and quantitatively with crossed tables analyze, validity test, reliability test, simple regression, determination coefficient and examination of hypothesizing with t-test test and computer software SPSS aid.

Research result stated that training and education and also work performance at PT. Nasmoco Kaligawe Semarang stay in high category and there are positive and significance between training and education with work performance as much 18,4 %. There are remains 81,6 % which meaning change that happened at work performance variable influenced by other variable for example work environment, motivate, leadership, etc. Hypothesis accepted that there is positive influence and significance between training and education with work performance where $t \text{ count} > t \text{ tables}$ is $2,927 > 2,02$.

PT. Nasmoco Kaligawe Semarang shall give attention to education and training material as according to requirement of employees, and more given by equipments practice which up to date so that achievement of specified goals tired company better and not happened again mistake in analyzing problem at vehicle.

Keyword : Education, training, increasing work performance

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