THE EFFECT OF JOB TRAINING ON EMPLOYEE PERFORMANCE WITH WORK MOTIVATION AS A MEDIATING VARIABLE

Titin Puji Rahayu[1], Ujang Syahrul M[2], Aprilia Dian E[3]

Abstract

This research aims to determine the Effect of Job Training on Employee Performance with Work Motivation as a Mediating Variable in the Weaving Department of Medali Mas Ikat Weaving Industry in Kediri City. This study uses a quantitative method with data collection techniques including interviews, observations, literature reviews, and questionnaires. The sample for this research is selected using purposive sampling, consisting of 45 employees in the weaving department of Medali Mas Ikat Weaving Industry in Kediri City based on the research conducted. The analysis methods used include validity test, reliability test, classic assumption test, path analysis test, t-test, and f-test, as well as the coefficient of determination. The results of the research show that there is a direct and partial influence of job training on employee performance. There is also a direct and significant partial influence of work motivation on employee performance. Job training has a direct influence on work motivation. Job training and work motivation have a simultaneous and significant influence on employee performance, and the null hypothesis (Ho) is rejected. Work motivation can mediate the influence of job training on employee performance.

Abstrak

Penelitian ini bertujuan untuk mengetahui Pengaruh Pelatihan Kerja Terhadap Kinerja Karyawan Dengan Motivasi Kerja Sebagai Variabel Mediasi Pada Karyawan Bagian Tenun Di Industri Tenun Ikat Medali Mas Kota Kediri. Penelitian ini menggunakan metode kuantitatif menggunakan teknik pengumpulan data berupa wawancara, observasi, studi pustaka dan kuesioner. Pengambilan sampel dalam penelitian ini menggunakan *purposive sampling* dengan pertimbangan seluruh karyawan bagian tenun di Industri Tenun Ikat Medali Mas Kota Kediri berjumlah 45 orang berdasarkan hasil penelitian yang dilakukan. Sedangkan analisis yang digunakan adalah uji validitas, uji reliabilitas, uji asumsi klasik, uji analisis jalur, uji t dan uji f dan koefisien determinasi.. Hasil penelitian bahwa secara langsung terdapat pengaruh secara parsial pelatihan kerja berpengaruh terhadap kinerja karyawan. Secara langsung terdapat pengaruh motivasi kerja secara parsial signifikan terhadap kinerja karyawan. Secara langsung terdapat pengaruh pelatihan kerja terhadap motivasi kerja. Pelatihan kerja dan motivasi kerja berpengaruh secara simultan signifikan pelatihan kerja dan motivasi kerja terhadap kinerja karyawan diterima dan Ho ditolak. Motivasi kerja dapat memediasi pengaruh pelatihan kerja terhadap kinerja karyawan

ujangsyahrul@uniska-kediri.ac.id, *Management, University Of Islamic Kadiri, East Java, Indonesia*[2,3]

INTRODUCTION

Human resources are one of the important and primary factors in a company that serves as a driver of activities or business operations to achieve the company's goals. Shidiq and Azizah (2019) explained that human resources are the actors in all company operations, from planning to evaluation levels, who can utilize other resources owned by the company. Saefulloh and Ekowati (2021) stated that human resources must be optimally managed to ensure the organization's sustainability by tapping into the existing human resource potentials.

The advancing world demands that every organization or business entity must adapt and compete in the market. To excel in competition, a company must have the ability to create high-quality human resources to achieve good performance. This effort depends on how the company develops the potential of its employees, which can be achieved through training, knowledge, and skills enhancement. Employee training is expected to result in a high-quality workforce capable of working professionally and fulfilling their duties and responsibilities.

Training itself serves as a platform for employee self-improvement, enhancing their skills and knowledge. Kurniatama and Waryanto (2022) stated that employee training is a human resource development activity aimed at increasing knowledge, skills, and abilities and improving employee performance. By implementing training provided by the company, employees can understand the operational standards set by the company, which is expected to help achieve the company's goals in the future.

Efforts to provide training should be consistent and continuous, tailored to the individual needs of employees in their respective fields. Through training programs, companies can assess employee performance over time and use it as an evaluation tool to measure how well employees can fulfill their responsibilities and tasks. This aligns with the research by Kurniatama and Waryanto (2022), which states that performance is the quality and quantity of work achieved by an employee in carrying out their responsibilities.

Organizational performance depends on the performance of its employees, meaning that employee performance contributes to organizational performance. Effective and directed workforce is key to improving employee performance so that they can work more productively according to the company's plans.

In addition to training, another factor that supports employee performance is motivation. Indirectly, motivation stimulates employees to desire and work more diligently and passionately, benefiting the company. Having motivation in work is essential for employees to optimize their performance for themselves and the company, as motivation provides an opportunity for employees to channel their ego and strengthen their commitment to the company. Work motivation can enhance employee performance in the company, allowing employees to complete their tasks in line with their roles and positions (Jufrizen, 2018).

Ainanur and Tirtayasa (2018) stated that motivation is the condition or situation that drives, stimulates, or motivates someone to perform a work task entrusted to them so that they can achieve the organization's goals. The issues described above are also experienced in the Medali Mas Ikat Weaving Industry in Kediri. From initial observations made by the researcher, it is evident that work motivation has not been provided adequately. There is a lack of direction and motivation from leaders to encourage employees to focus on completing tasks and responsibilities on time, as many employees still postpone their work.

This problem serves as a strong basis for this research to help provide solutions or solve problems for employees in completing their tasks and responsibilities. Given that employee performance is not yet in line with the established requirements, further examination is needed regarding the factors that can influence low employee performance. The training and work motivation provided by the leaders are expected to support employee performance. Based on the above descriptions, several previous studies have addressed the topics of job training, employee performance, and work motivation.

Medali Mas Ikat Weaving Industry in Kediri is a textile craft business engaged in traditional handwoven textiles. Founded by Mr. Munawar in 1989, the majority of its workers come from the surrounding community, aiming to support the local economy. These local workers are given job training to produce optimal results.

Handwoven textiles require the use of Non-Machine Weaving Tools (ATBM), which naturally necessitates job training to ensure employee proficiency.

The training provided includes Dyeing, Thread Spinning at Kelos, Skeer (rolling thread on a boom), Grayen (connecting threads), White Thread Spinning, Reek (arranging threads in the field), Design (pattern), Tying, Colet (color combination), Rope Cutting / Oncek, Thread Unraveling, Palet Spinning, and finally Weaving. All training is given to employees according to their job fields. However, the training period for all fields is only 2 weeks. Training tasks vary in difficulty, and the training period should ideally match the difficulty level of the work. The researcher focuses on employees in the Weaving department. In this department, employees are required to use ATBM directly, demanding precision and dedication in their work. Therefore, the job training should be provided until employees are truly proficient in operating ATBM. However, in Medali Mas Ikat Weaving Industry in Kediri, training for all job fields lasts only 2 weeks.

In addition to mastering ATBM, employees in the Weaving department must also have expertise in designing various patterns that are updated with changing times. Despite this, the design patterns still maintain the distinctive characteristics of Medali Mas Ikat Weaving Industry in Kediri. Moreover, dealing with broken threads and tangled threads poses challenges for Weaving department employees. This is one of the limitations faced by employees in the Weaving department due to the short training period of 2 weeks. Proficiency in ATBM, mastery of design patterns, and thread handling undoubtedly require a more optimal training period to achieve the established targets.

The previous research described is not much different from the issues faced by the Medali Mas Ikat Weaving Industry in Kediri regarding job training, employee performance, and work motivation. Indirectly, leaders play a role in motivating their employees to improve their performance. Furthermore, leaders must also consider the duration of job training provided to employees to achieve more optimal employee performance. The ongoing research by the researcher is a recent phenomenon in the Medali Mas Ikat Weaving Industry in Kediri..
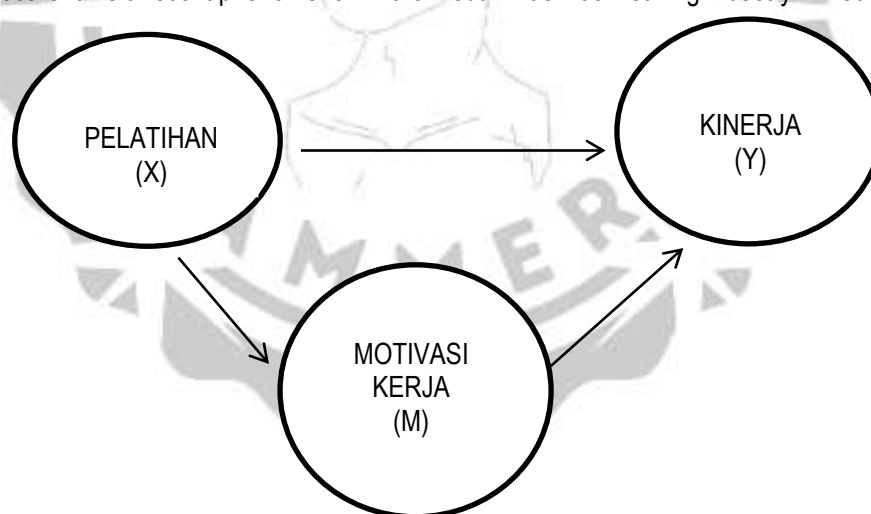

Figure 1.
Frame Work On Research

RESEARCH METHODS

The scope of this research is human resource management in the Medali Mas Ikat Weaving Industry in Kediri City. It focuses on the influence of job training on employee performance through work motivation as a mediating variable for employees in the Weaving department. Job training is considered as an independent variable that may have partial and simultaneous effects on employee performance with work motivation as a

JOB TRAINING ON EMPLOYEE PERFORMANCE WITH WORK MOTIVATION AS A MEDIATING VARIABLE.....

Titin_Copyright@2023.

mediating variable. The research subjects in this study are employees in the Weaving department of the Medali Mas Ikat Weaving Industry in Kediri City. The research method employed by the researcher is a quantitative research type using an associative research method. The researcher utilized purposive sampling as the sampling technique, which is a method of selecting samples based on specific considerations. In this case, the researcher selected samples only from the employees in the Weaving department of the Medali Mas Ikat Weaving Industry in Kediri City, totaling 45 employees, based on certain characteristics. Data collection was carried out using questionnaires and survey methods. Data analysis in this research uses path analysis.

RESULT AND DISCUSSION

Based on the research study conducted using path analysis, the following calculation and analysis model are obtained:
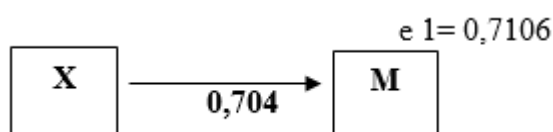

Figure 3.
Research Model I

Based on the output of Regression Model 1 in the coefficient table, it can be observed that the significance value of the variable Job Training (X) is 0.000, which is smaller than 0.05. This result leads to the conclusion that Regression Model 1, i.e., Variable X significantly affects M. The R^2 or R Square value found in the Model Summary table is 0.495, indicating that the contribution of the influence of X on M is 49.5%, while the remaining 50.5% is the contribution of other variables not included in the study. Meanwhile, the value of e1 can be calculated using the formula $e1 = \sqrt{(1-0.495)} = 0.7106$. Based on the t-test or partial test calculation, it is found that Variable X on M yields a significance value of 0.000. Since this sig value is < 0.05, it can be concluded that there is a significant direct influence of X on M. This means that the alternative hypothesis (Ha) stating that job training can significantly affect work motivation is accepted, while the null hypothesis (Ho) is rejected.
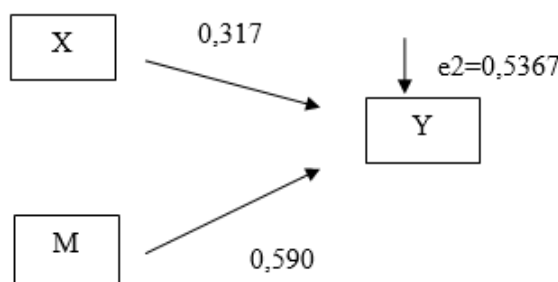

Figure 3.
Research Model II

Based on the output of Regression Model 2 in the coefficient table, it is known that the significance values of the variables X and M are 0.009 and 0.000, respectively, which are both smaller than 0.05. The R^2 or R Square value found in the Model Summary table is 0.712, indicating that the combined contribution of X and M to Y is 71.2%, while the remaining 28.8% is the contribution of other variables not examined. Meanwhile, the value of e2 can be calculated using the formula $e2 = \sqrt{(1-0.712)} = 0.5367$. Based on the table above, the t-test results for Variable X on Y show a significant value of 0.009. Since this sig value is < 0.05, it can be concluded that there is a significant direct partial influence of X on Y. This means that the hypothesis (Ha) stating that job training significantly affects employee performance is accepted, while the null hypothesis (Ho) is rejected.

Similarly, the t-test results for Variable M on Y show a significant value of 0.000. Since this sig value is < 0.05, it can be concluded that there is a significant direct partial influence of M on Y. This means that the hypothesis (Ha) stating that work motivation significantly affects employee performance is accepted, while the null hypothesis (Ho) is rejected.
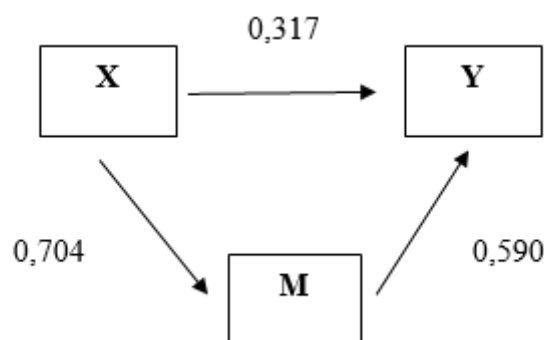

Figure 4.
Research Model III

Based on the calculation results from the research output, it is found that the variable Work Motivation (M) as a mediating variable can mediate the effect of Job Training (X) on Employee Performance (Y). This can be demonstrated by the direct influence of X on Y, which is 0.317. Meanwhile, the indirect influence of X and M through Y is the multiplication of the beta value of X on M with the beta value of X and M through Y, which is 0.704 x 0.590 = 0.4154. Therefore, the total influence of X on Y consists of the direct influence plus the indirect influence, which is 0.317 + 0.415 = 0.732. Thus, the value of the indirect influence is greater than the direct influence. This result indicates that X and M have a significant indirect influence on Y.

Discussion
Partial Effects of Job Training on Employee Motivation in the Ikat Medal Mas Weaving Industry in Kediri City

Based on the hypothesis testing results (H1), it has been proven that there is an influence of job training on work motivation through the calculations conducted. Based on the SPSS output above, it is known that the significance value of the job training variable (X) is 0.000. The sig value is less than the probability of 0.05, so it can be concluded that H1 is accepted. This means there is an influence of job training on work motivation in the Ikat Medal Mas Weaving Industry in Kediri City. Therefore, it can be said that job training can be successful if it plays a very important role in producing good performance in employees.

The results of this study are in line with the research conducted by Darmawan, Supartha, and Rahyuda (2017), which revealed that job training has a positive and significant effect on employee work motivation. Ma'arif (2018) stated that job training significantly affects work motivation. This means that training is essential for employees to perform their functions or tasks well according to the organization's standards. Thus, if job training is successful and well-received by employees, work motivation can also increase.

Therefore, the results of this research, supported by previous studies, indicate the influence of job training on work motivation. Job training provided by a company is considered good if it can increase employee work motivation and if employees can master the material provided during training. The trainer should also be able to interact effectively with employees. This creates a comfortable learning environment for employees, and the benefits and objectives of training are achieved, resulting in improved performance and work motivation.

The Impact of Job Training on Employee Performance in the Ikat Medal Mas Weaving Industry in Kediri City

Based on the hypothesis testing results (H2), it has been proven that there is an influence of job training on employee performance through the calculations conducted. Based on the SPSS output above, it is known that the significance value of the job training variable (M) is 0.009. The sig value is less than the probability of 0.05, so it can be concluded that H2 is accepted. This means there is an influence of job training on employee performance in the Ikat Medal Mas Weaving Industry in Kediri City. Therefore, it can be said that job training plays a crucial role in producing good performance in employees.

JOB TRAINING ON EMPLOYEE PERFORMANCE WITH WORK MOTIVATION AS A MEDIATING VARIABLE.....

Titin_Copyright@2023.

This is in line with the research conducted by Darmawan, Supartha, and Rahyuda (2017), who stated that job training has a significant effect on employee performance. This means that training provided by the management directly benefits employees and has a positive and significant impact on employee performance. Similarly, Rajak (2021) found that job training significantly affects employee performance. Therefore, the better the training provided by the company, the higher the employee performance.

Thus, the results of this research, supported by previous studies, indicate that there is a significant partial influence of the job training variable on employee performance. This can be observed in the research location, where job training provided by the company can improve productivity when combined with good employee performance and a sense of responsibility.

The Impact of Work Motivation on Employee Performance in the Ikat Medal Mas Weaving Industry in Kediri City

Based on the hypothesis testing results (H3), it has been proven that there is an influence of work motivation on employee performance through the calculations conducted. Based on the SPSS output above, it is known that the significance value of the work motivation variable (M) is 0.000. The sig value is less than the probability of 0.05, so it can be concluded that Ha is accepted, and Ho is rejected. This means there is an influence of work motivation on employee performance in the Ikat Medal Mas Weaving Industry in Kediri City. Therefore, it can be said that work motivation plays a crucial role in producing good performance in employees.

The results of this study are in line with the research conducted by Darmawan, Supartha, and Rahyuda (2017), who found that work motivation has a positive and significant influence on employee performance. This means that the higher the work motivation of an employee, the better their performance. Shidiq and Azizah (2019) stated that work motivation significantly affects employee performance. This means that when work motivation is functioning well, employee performance will meet expectations.

Therefore, the results of this research, supported by previous research, show that work motivation has a significant partial influence on employee performance. High work motivation, whether from within employees themselves or external factors, can improve employee performance. Employees at the Ikat Medal Mas Weaving Industry in Kediri City should possess this motivation, which will lead to increased employee performance and the realization of the company's goals and aspirations.

The Impact of Job Training and Work Motivation on Employee Performance in the Ikat Medal Mas Weaving Industry in Kediri City

Based on the SPSS output and path analysis calculations, it is found that the direct influence of variable X on Y is 0.317, while the indirect influence of X and M on Y is 0.415. This study concludes that the indirect influence of variables X and M on Y is greater than the direct influence of X on Y. Darmawan, Supartha, and Rahyuda (2017) stated that

CONCLUSSION

Based on the research results conducted, it can be concluded that the t-test results for variable X on Y yielded a significant value of 0.009. The sig value is < 0.05, so it can be concluded that there is a significant partial direct influence of X on Y. This confirms that Ha, which states that job training significantly affects employee performance, is accepted, while Ho is rejected. The t-test for variable M on Y resulted in a significant value of 0.000. The sig value is < 0.05, indicating a significant partial direct influence of M on Y. This confirms that Ha, which states that work motivation significantly affects employee performance, is accepted, while Ho is rejected. The t-test for variable X on M yielded a significant value of 0.000. The sig value is < 0.05, indicating a significant partial direct influence of X on M. This confirms that Ha, which states that job training significantly affects work motivation, is accepted, while Ho is rejected. The F-test for variables X and M on Y resulted in a significant value of 0.000. The sig value is < 0.05, indicating a significant simultaneous direct influence of variables X and M on Y. This confirms that Ha, which states that job training and work motivation simultaneously and significantly affect employee performance, is accepted, while Ho is rejected. Based on the path analysis calculations, the indirect influence of variables X and M on Y is 0.415, while the direct influence of variable X on Y is 0.317. This means that the indirect influence is greater than the direct influence. This confirms that Ha, which

states that work motivation can mediate the influence of job training on employee performance, is accepted, while Ho is rejected.

UNKNOWLEDGEMENT

Thanks to all the unanswered questions, they've motivated me to keep learning and growing. I also want to thank everyone who unintentionally provided me with new insights, without them realizing it. From every conversation, every book I've read, and every experience I've had, I've gained valuable knowledge.

LITERATURE

Ainanur dan Satria Tirtayasa. 2018. Pengaruh Budaya Organisasi, Kompetensi dan Motivasi Terhadap Kinerja Karyawan. *Jurnal Ilmiah Magister Manajemen* 1 No. 1 (September): 1–14.

Ajabar. 2020. *Manajemen Sumber Daya Manusia*. VIII vols. Budi Utama.

Anandita, Septian Ragil, dkk. 2021. Pengaruh Motivasi Kerja Dan Pengembangan Karir Terhadap Kinerja Karyawan Studi Kasus Pada CV. Putra Jombang. *Jurnal Inovasi Penelitian* Vol.2 No.3: 727–34.

Antika, Nurindah Dwi, dkk. 2021. Pengaruh Motivasi Kerja dan Displin Kerja terhadap Kinerja Karyawan di Perusahaan PTPN X Pabrik Gula Lestari Kertosono. *Jurnal Manajemen dan Organisasi (JMO),* Vol. 12 No. 2: 99–108.

Damanik, Siti Adella Permata. 2022. Pengaruh Pelatihan Kerja Terhadap Kinerja Karyawan Melalui Motivasi Kerja Pada Pt Kharisma Pemasaran Bersama Nusantara (PT. KPBN) Cabang Belawan. *Skripsi Universitas Muhammadiyah Sumatera Utara Medan*, 1–68.

Darmawan, Supharta, Rahyuda. 2017. Pengaruh Pelatihan Terhadap Motivasi Kerja Dan Kinerja Di Prama Sanur Beach-Bali. *E-Jurnal Ekonomi dan Bisnis Universitas Udayana.*

Daulay, Raihanah, Dan Susi Handayani. 2021. Analisis Faktor Pelatihan Pengembangan Karier Dan Kepuasan Kerja Terhadap Prestasi Kerja Karyawan. *Proceding Seminar Nasional Kewirausahaan* 2 (1).

Elizar, Dan Hasrudy Tanjung. 2018. Pengaruh Pelatihan, Kompetensi, Lingkungan Kerja terhadap Kinerja Pegawai. *Jurnal Ilmiah Magister Manajemen* Vol 1, No. 1.

Erwin, Dan Suhardi. 2020. Pengaruh Motivasi Dan Pelatihan Terhadap Kinerja Karyawan Pt Wonder Trend Indonesia. *Jurnal EMBA* Vol.8 No.3.

Fachreza, Said Musnadi, Dan M. Shabri Abd Majid. 2018. Pengaruh Motivasi Kerja, Lingkungan Kerja Dan Budaya Organisasi Terhadap Kinerja Karyawan Dan Dampaknya Terhadap Kinerja Pada Bank Aceh Syariah di Kota Banda Aceh. *Jurnal Magister Manajemen Fakultas Ekonomi dan Bisnis Unsyiah* Volume 2, No. 1.

Farisi, Salman, dkk. 2020. Pengaruh Motivasi dan Disiplin Kerja Terhadap Kinerja Karyawan. *Jurnal Humaniora* Vol. 4, No. 1.

Irnawati, juli. 2019. Pengaruh Motivasi Dan Disiplin Kerjaterhadap Kinerja Karyawan Pada Pt. Perkebunan Nusantara V (Persero) Kebun Tanah Putih. *E-Jurnal Ekonomi Universitas muhammadiyah sumatera utara Medan,*

Jufrizen. 2018. Peran Motivasi Kerja Dalam Memoderasi Pengaruh Kompensasi Dan Disiplin Kerja Terhadap Kinerja Karyawan. *The National Conferences Management and Business (NCMAB) 2018 "Pemberdayaan dan Penguatan Daya Saing Bisnis Dalam Era Digital,"* 405–24.

Kurniatama, Rizki Pramuditya dkk. 2022. Pengaruh Pelatihan Kerja Terhadap Kinerja Karyawan Pada Pt Surya Pratama Service Di Jakarta. *jurnal perkusi* Vol.2 No.2 .

Lestari, Indah Dan Ega Suhada. 2020. Pengaruh Kompetensi Dan Motivasi Terhadap Kinerja Pegawai Pada Dinas Pemberdayaan Masyarakat Dan Desa Kabupaten Lebak. *The Journal of Management* Volume 7 No. 2.

Mardiana. 2021. Pengaruh Pelatihan Terhadap Kinerja Karyawan Pada Dinas Pendidikan dan Kebudayaan Kabupaten Pringsewu. *Jurnal Relevansi : Ekonomi, Manajemen dan Bisnis* 5 No. 1.

Ma'arif, Muhammad Saiful. 2018. Pengaruh Pelatihan Kerja Terhadap Kinerja Karyawan Melalui Motivasi Sebagai Variabel Intervening Di Perusahaan Daerah Air Minum (PDAM) Kota Malang. *Skripsi : Universitas Islam Negeri Maulana Malik Ibrahim Malang.* 1 -94

JOB TRAINING ON EMPLOYEE PERFORMANCE WITH WORK MOTIVATION AS A MEDIATING VARIABLE…..

Titin_Copyright@2023.

Miskiani, K. A. 2020. Peningkatan Kinerja Karyawan Melalui Motivasi Kerja Disiplin Kerja. *Prospek: Jurnal Manajemen dan Bisnis* Vol. 2 No. 2.

Muis, Muhammad Ras, dkk. 2018. Pengaruh Budaya Organisasi Dan Komitmen Organisasi Terhadap Kinerja Karyawan. *Jurnal Ekonomi & Ekonomi Syariah* Vol 1 No 1.

Mulyadi, Niko Purnomo, dkk. 2021. Pengaruh motivasi kerja dan lingkungan kerja terhadap kinerja karyawan pada Pt. Sriwijaya Dinamika Perkasa Di Surabaya. *Jurnal Ekonomi Efektif* Vol. 4, No.1.

Nurhalim, Muhammad, Dan Rahmi Fahmy. 2021. Peran Motivasi Sebagai Variabel Mediasi dalam Pengaruh Pelatihan Terhadap Kinerja Karyawan dalam Kondisi Pandemi Covid-19 Pada PT Jasa Raharja Cabang Sumatera Barat. *The Journal Economic And Business Universitas Batanghari Jambi* Vol.5 No.2.

Panji, Deden Andriawan, dkk. 2021. Pengaruh Rekrutmen, Pelatihan dan Budaya Organisasi terhadap Kompetensi Kerja Karyawan Teknisi Elevator di PT. Louserindo Megah Permai. *UMJ: UBHARA Management Journal* Vol. 1 No.1.

Paramarta, Vip, dkk. 2021. *Manajemen Sumber Daya Manusia Teori & Praktik*. Batusangkar, Batu Datar Sumatera Barat: Cipta Media Nusantara.

Perdana, Ibrahim Kharis. 2017. Pengaruh Pelatihan terhadap kinerja karyawan melalui motivasi kerja studi kasus pada karyawan Pt. Gudang Garam, Tbk. Direktorat grafika kota Sidoarjo. *Jurnal Ilmiah Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Brawijaya* Vol. 5 No. 2.

Prasetya N, dkk. 2021. Pengaruh Pelatihan Dan Motivasi Terhadap Kinerja Karyawan Pada Kopiloka 3.0 Palembang Tahun 2021. *jurnal ilmiah mahasiswa perbnkan syriah sekolah tinggi ekonomi dan syariah (STEBIS) Indo Global Mandiri* Vol. 1 No. 2.

Rahman, Abd, dkk. 2022. *Buku Ajar Manajemen Sumber Daya Manusia*. cetakan 1. Bandung Jawa Barat: Feniks Muda Sejahtera.

Rajak, Muhammad Abdul. 2021. Pengaruh Pelatihan Terhadap Kinerja Karyawan Pada Pt. Essar Dhananjaya Di Cibitung - Bekasi. *Jurnal Ekonomi Efektif,* Vol. 3, No. 3.

Riniwati, Harsuko. 2016. *Manajemen Sumber Daya Manusia (Aktivitas Utama Dan Pengembangan SDM)*. Malang. UB Media Universitas Brawijaya

Saefulloh, Azis, Dan Sri Ekowati. 2021. Pengaruh Pelatihan Terhadap Kinerja Karyawan Dengan Motivasi Sebagai Variabel Intervening Pada Usaha Konveksi Adiguna Kota Bengkulu. *Jurnal Entrepreneur dan Manajemen Sains (JEMS)* 2 N0. 1.

Sanjaya, Rido. 2018. Pengaruh Motivasi Kerja Terhadap Kinerja Pegawai Dalam Perspektif Ekonomi Islam. *Skripsi Fakultas Ekonomi Dan Bisnis Islam Universitas Islam Negeri Raden Intan Lampung, 123.*

Shidiq, Miftakhu Rokhman Nur Ash, Dan Siti Nur Azizah. 2019. Pengaruh Pelatihan Dan Ketepatan Penempatan Kerja Terhadap Kinerja Dengan Motivasi Sebagai Variabel Intervening. *Jurnal Ilmiah Mahasiswa Manajemen, Bisnis dan Akuntansi* 1: 1.

Siranggih, Megansari Gusandra, dkk. 2021. *Metode Penelitian : Dasar - Dasar Memulai Penelitian*. Endra Saputra. Vol. xiv. Cetakan 1. Jakarta: Yayasan Kita Menulis.

Siyoto, Sandu, Dan Ali Sodik. 2015. *Dasar Metodelogi Penelitian*. Ayub. Cetakan 1.Yogyakarta: Literasi Media Publising.

Subroto, Setyowati. 2018. Pengaruh Pelatihan Dan Motivasi Terhadap Kinerja Karyawan di PT Tegal Shipyard Utama. *OPTIMAL : Jurnal Ekonomi dan Kewirausahaan* Vol.12 No.1.

Sugiyono. 2017. *Metode Penelitian Kuantitatif dan Kualitatif*. Bandung: CV. Alfabeta.

Sulistyowati, Lisa Harry, Dan Agustina. 2021. Pengaruh pelatihan dan motivasi kerja sebagai variabel intervening dalam meningkatkan kinerja. *Jurnal Manajemen* 13 (1).

Suparyadi. 2015. *Manajemen Sumber Daya Manusia - Menciptakan Keunggulan Bersaing Berbasis Kompetensi SDM Edisi 1*. Yogyakarta: ANDI.

Supriyanto, Achmad Dani, Dan Vivin Maharani. 2013. *Metode penelitian Manajemen Sumber Daya Manusia Teori, Kuesioner, dan Analisis data*. UIN - MALIKI PRESS (anggota IKAPI).

Trianingrat, Ni Komang Ayu Rikha, Dan I Wayan Gede Supartha. 2020. Pengaruh Stres kerja terhadap kinerja karyawan dengan motivasi kerja sebagai variabel mediasi. *E-Jurnal Manajemen* Vol. 9, No. 5.

Waribuana, Triansyah Agusti. 2022. Pengaruh disiplin kerja , motivasi kerja, dan beban kerja terhadap kinerja pegawai negeri sipil pada Dinas Komunikasi dan Informatika Provinsi Sumatera Utara. *Skripsi Universitas Muhammadiyah Sumatera Utara Medan.*

JOB TRAINING ON EMPLOYEE PERFORMANCE WITH WORK MOTIVATION AS A MEDIATING VARIABLE.....

Titin_Copyright@2023.

Zakiyah, Lita wardah. 2018. Pengaruh pelatihan kerja terhadap kinerja karyawan melalui motivasi kerja sebagai variabel mediasi pada pegawai PNS dikantor balai pelatihan kesehatan Semarang. *Skripsi Universitas Muhammadiyah*

Zed, Mestika. 2014. *Metode Penelitian Kepustakaan.* Cetakan 3. DKI jakarta: Yayasan Pustaka Obor Indonsia

JOB TRAINING ON EMPLOYEE PERFORMANCE WITH WORK MOTIVATION AS A MEDIATING VARIABLE.....