

ABSTRACT

This study aims to explain the variables of On The Job Training (X1), Off The Job Training (X2) simultaneously and partially on Employee Performance (Y). The research method used is explanatory research method. Based on the results of data analysis and hypothesis testing has been done, then from this study can be drawn conclusion as follows. First, there is a significant influence between the variable on the job training (X1) on the employee's performance (Y) with the beta coefficient value of 0.404 and the significance value $t(0,010) < \alpha = 0.05$. Second, there is a significant influence between off the job training (X2) on employee performance (Y) with beta coefficient value of 0.330 and significance value $t(0,049) < \alpha = 0.05$. Third, the employee performance variable (Y) will be influenced by the independent variables, namely on the job training (X1) and off the job training (X2) with the value of determination coefficient (R) of 0.452 means that on the job training (X1) and off The job training (X2) 45.2% affects employee performance (Y) while the remaining 54.8% employee performance variable (Y) will be influenced by other variables that are not discussed in this study.

Keywords: On The Job Training, Off The Job Training, Employee Performance

ABSTRAK

Penelitian ini bertujuan untuk menjelaskan variabel *On The Job Training* (X_1), *Off The Job Training* (X_2) secara simultan dan parsial terhadap Kinerja Karyawan (Y). Metode penelitian yang dilakukan adalah metode *explanatory research*. Berdasarkan hasil analisis data dan pengujian hipotesis yang telah dilakukan, maka dari penelitian ini dapat diambil kesimpulan sebagai berikut. Pertama, terdapat pengaruh yang signifikan antara variabel *on the job training* (X_1) terhadap kinerja karyawan (Y) dengan nilai koefisien beta sebesar 0.404 dan nilai signifikansi $t(0,010) < \alpha = 0.05$. Kedua, terdapat pengaruh yang signifikan antara *off the job training* (X_2) terhadap kinerja karyawan (Y) dengan nilai koefisien beta sebesar 0.330 dan nilai signifikansi $t(0,049) < \alpha = 0.05$. Ketiga, variabel kinerja karyawan (Y) akan dipengaruhi oleh variabel bebasnya, yaitu *on the job training* (X_1) dan *off the job training* (X_2) dengan nilai determinasi (R^2) sebesar 0.452 artinya bahwa *on the job training* (X_1) dan *off the job training* (X_2) 45,2% berpengaruh terhadap kinerja karyawan (Y) sedangkan sisanya 54,8% variabel kinerja karyawan (Y) akan dipengaruhi oleh variabel-variabel yang lain yang tidak dibahas dalam penelitian ini.

Kata Kunci: *On The Job Training, Off The Job Training, Kinerja Karyawan*