

**PENGARUH PELATIHAN, MOTIVASI, PENGAWASAN DAN KOMITMEN  
TERHADAP KINERJA KARYAWAN PT TELEKOMUNIKASI INDONESIA  
( TELKOM ) KOTA METRO**

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**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui Pengaruh Pelatihan Kerja, Motivasi, Pengawasan dan Komitmen terhadap Kinerja Karyawan PT TELKOM Kota Metro. Penelitian ini dilakukan pada karyawan PT TELKOM Kota Metro Tahun 2020. Dengan membagikan kuisioner berupa pertanyaan seputar pelatihan kerja, Motivasi, pengawasan dan Komitmen terhadap Kinerja Karyawan. Kemudian diolah dengan SPSS versi 22 dengan pendekatan uji asumsi klasik dengan metode normalitas, linieritas, homogenitas. Penelitian ini menggunakan metode kuantitatif dengan alat analisis regresi linier berganda, uji parsial, uji F, determinasi untuk mengetahui pengaruh pelatihan kerja, motivasi, pengawasan dan komitmen terhadap kinerja karyawan TELKOM. Hasil penelitian menunjukkan bahwa secara simultan pelatihan kerja, motivasi, pengawasan dan komitmen terhadap kinerja karyawan. Penelitian secara parsial menunjukkan bahwa pelatihan kerja berpengaruh positif dan signifikan, motivasi berpengaruh positif dan signifikan, pengawasan berpengaruh positif dan signifikan dan komitmen berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata Kunci : Pelatihan, Motivasi, Pengawasan, Komitmen, Kinerja Karyawan

**ABSTRACT**

Zulmardian. 2021. *"The effect of job training, Motivation, Employee, and Commitment on Employee Performance at the PT TELKOM Metro city". Management Program of Faculty of Economic and Business, Muhammadiyah Metro University. Supervisor (1) Dr.H.Febriyanto,S.E.,M.M. Supervisor (2) Nani Septiana,S.E.,M. M.*

*This study aims to see the effect of job training, motivation, employee, and commitment on employee performance at the PT TELKOM Metro city.. This research was conducted on PT TELKOM Metro City employees in 2020. By distributing questionnaires in the form of questions about job training, employee empowerment, work environment and employee performance. Then processed with SPSS version 22 with the classical assumption test approach with the methods of normality, linearity, homogeneity. This research uses quantitative methods with multiple linear regression analysis tools, partial test, F test, determination to determine the effect of job training, motivation, employee, and commitment on employee performance at the TELKOM. The results showed that simultaneously job training, motivation, employee, and commitment on employee performance. Research partially shows that job training has positive and significant effect, motivation has positive and significant effect, employee has positive and significant effect and commitment have a positive and significant effect on employee performance.*

Keywords : Training, Motivation, Employee, Commitment Employee Performance