

# **EFFECT OF WORK TRAINING, WORK FACILITIES, AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE OF PT PROSEGUR CASH INDONESIA**

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## **Abstract**

This research is a quantitative research that has the aim of testing, knowing, processing and proving the influence of Job Training, Work Motivation, and Work Facilities on the performance of PT Prosegur Cash Indonesia employees, with a total sample of 45 employees or respondents. The analysis technique used in this research is descriptive analysis and inferential analysis which consists of validity test, reliability test, coefficient of determination test, and hypothesis testing using SmartPLS 3.0 tool. The results of this study showed that (1) Job Training had a significant positive effect on employee performance at PT Prosegur Cash Indonesia, (2) work facilities had a significant positive effect on employee performance at PT Prosegur Cash Indonesia, (3) work motivation had a significant positive effect on employee performance at PT Prosegur Cash Indonesia, (4) Job Training, Work Facilities, and Work Motivation have a significant positive effect together on the performance of PT Prosegur Cash Indonesia employees.

**Keywords:** Job Training, Work Facilities, Work Motivation and Performance

**PENGARUH PELATIHAN KERJA, FASILITAS KERJA, DAN MOTIVASI  
KERJA TERHADAP KINERJA KARYAWAN PT PROSEGUR CASH  
INDONESIA**

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**Abstrak**

Penelitian ini ialah merupakan penelitian Kuantitatif yang mempunyai tujuan untuk menguji, mengetahui, mengolah serta membuktikan adanya pengaruh pada Pelatihan Kerja, Motivasi Kerja, dan Fasilitas Kerja terhadap Kinerja karyawan PT Prosegur Cash Indonesia, dengan jumlah sampel sebanyak 45 karyawan atau responden. Adapun tehnik analisis yang digunakan pada penelitian ini ialah analisis deskriptif dan analisis inferensial yang terdiri dari uji validitas, uji reabilitas, uji koefisien determinasi, serta uji hipotesis yang menggunakan alat bantu *SmartPLS 3.0*. Hasil penelitian ini diperoleh bahwa (1) Pelatihan Kerja berpengaruh Positif Signifikan terhadap Kinerja karyawan PT Prosegur Cash Indonesia, (2) Fasilitas Kerja berpengaruh Positif Signifikan terhadap Kinerja karyawan PT Prosegur Cash Indonesia, (3) Motivasi Kerja berpengaruh Positif Signifikan terhadap Kinerja karyawan PT Prosegur Cash Indonesia, (4) Pelatihan Kerja, Fasilitas Kerja, dan Motivasi Kerja berpengaruh Positif Signifikan secara bersama-sama terhadap Kinerja karyawan PT Prosegur Cash Indonesia.

**Kata kunci :** Pelatihan Kerja, Fasilitas Kerja, Motivasi Kerja dan Kinerja