

CHAPTER I

INTRODUCTION

1.1 BACKGROUND OF THE STUDY

The important points of a successful company are great management and also great teamwork between the employee and the employer. But, to build a relationship between the employee and the company workplace behavior need time and also training to maintain the performance of the employee to work better at the company. Employee training is a process focused on communicating with and teaching employee information and/or instructions. The purpose of employee training is to improve the employee's performance or to help the employee gain a necessary level of knowledge and skill to productively, effectively, and profitably perform of the employee job. (Hass, 2016)

PT. DAI is branch from PT. Kharimantara Indonesia, which is a family business that running on Outsourcing segments Company that based in Medan, Sumatera Utara. PT. DAI is a pure 100% owned by the family and didn't have any shares with outsider. But, the company still managed by the first generation. PT. DAI provide workers in some departments such as security, company drivers, and also driver's assistant. PT. DAI located at Jl. Prof H.M Yamin no. 41B, which started since 2014 and already have around 1200 employee around Medan, and TanjungMorawa. PT. DAI always provide briefing and training per month to maintain the workers performance. The training that PT. DAI provide is by assigning the director that have more experienceto train the employees at PT. DAI. The training has a purpose to keep the employees to stay in line with the company Vision and Mission, giving the best effort to maintaining the company, and also by giving training can also increase the company profit. This research aims for the writing of dissertation *"The Impact of Employee Training on The Growth of PT. DiptaArtyasa Indonesia (PT. DAI)"*

1.2 PROBLEM LIMITATION

Therefore, the purpose of this final paper is focusing on the training of 27 employees such as director, director assistant, marketing managers, auditors, exchequer, and field marketing that being the main *pillar* of the company and working inside the company office.

1.3 PROBLEM FORMULATION

1. Will the employee training effect the growth of PT. DAI?
2. What kind of employee training that increase the company growth?

1.4 OBJECTIVE OF THE RESEARCH

1. To analyze the impact of employee training towards the growth of PT. DAI.
2. To identify types of training that increase PT. DAI growth

1.5 BENEFIT OF THE RESEARCH

1.5.1. THEORETICAL BENEFIT

The benefits of this research in employee training towards the growth of the company for me are to know the way of proper employee training to increase the growth of the company. Beside that, the writer could learn many training procedure to maintain the company.

1.5.2. PRACTICAL BENEFIT

The benefits of this research in employee training towards the growth of the company for the company are, company could easily determine the best employee training method for their company to gain profit. Beside that, there will be bond between the company and the employee when training, because by training employee will be more understand the company vision mission. Therefore, training is very

important to create loyalty of the employee to the company. For the family members, and also other similar company, this research hopefully will guide them to know what to do on the employee training.

1.6 SYSTEMS OF WRITING

CHAPTER I :INTRODUCTION

This chapter focuses on introducing the background of crowd funding and state the scope of the research. The problem on this topic are identified along with the objectives that the writer intends to achieve. Additionally, the benefit of the research, both theoretical and practical, will also be included in this section.

CHAPTER II : LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

This chapter comprises of relevant theories and academic literatures related to crowd funding. In addition, the writer also mentions prior research done in this area and develops the hypothesis as well as framework of thinking for this research.

CHAPTER III : RESEARCH METODOLOGY

This chapter entails information in regards with the research design and population as well as the sample used in the research. The data collection method will be explained in details followed by the operational variable definition and variable measurement. The last section will focus on the method used to analyze the data.

CHAPTER IV : DATA ANALYSIS AND DISCUSSION

This chapter comprise mainly of discussion regarding research object and data analysis. In addition, this chapter will cover a comprehensive discussion on the results of data quality and hypothesis testing.

CHAPTER V : CONCLUSION

The last chapter consists of conclusion and the implication of the research. Moreover, this chapter also provides recommendations related to the research problems.

