

## TABLE OF CONTENTS

	page
<b>COVER PAGE</b>	
<b>TITLE PAGE</b>	
<b>DECLARATION OF AUTHENTICITY OF FINAL PAPER AND UPLOAD AGREEMENT .....</b>	<b>i</b>
<b>APPROVAL PAGE BY FINAL PAPER ADVISOR .....</b>	<b>iii</b>
<b>APPROVAL PAGE BY FINAL PAPER DEFENSE COMMITTEE .....</b>	<b>iv</b>
<b>ABSTRACT .....</b>	<b>v</b>
<b>ABSTRAK .....</b>	<b>vi</b>
<b>PREFACE .....</b>	<b>vii</b>
<b>TABLE OF CONTENTS.....</b>	<b>ix</b>
<b>LIST OF FIGURES .....</b>	<b>xiii</b>
<b>LIST OF TABLES .....</b>	<b>xiv</b>
<b>LIST OF APPENDICES.....</b>	<b>xv</b>
<b>CHAPTER I INTRODUCTION</b>	
1.1 Background of the Study.....	1
1.2 Problem Limitation.....	7
1.3 Problem Formulation .....	7
1.4 Objective of the Research .....	7
1.5 Benefit of the Research.....	8
1.5.1 Theoretical Benefit .....	8
1.5.2 Practical Benefit .....	8
1.6 Systems of Writing .....	9
<b>CHAPTER II LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT</b>	
2.1 Theoretical Background.....	10
2.1.1 Entrepreneurship .....	10

2.1.1.1	Definition of Entrepreneurship .....	10
2.1.1.2	Characteristics of Entrepreneurship .....	11
2.1.1.3	Benefits of Entrepreneurship .....	12
2.1.2	Employee Performance.....	14
2.1.2.1	Definition of Employee Performance .....	14
2.1.2.2	Indicators of Employee Performance .....	15
2.1.2.3	Methods of Performance Appraisal .....	15
2.1.3	Job Training .....	16
2.1.2.1	Definition of Job Training .....	16
2.1.2.2	Indicators of Job Training.....	17
2.1.2.3	Benefits of Job Training .....	18
2.1.4	The Influence of Job Training On Employee Performance .....	20
2.2	Previous Research.....	21
2.3	Hypothesis Development .....	23
2.4	Research Model .....	24
2.5	Framework of Thinking .....	25

### **CHAPTER III RESEARCH METHODOLOGY**

3.1	Research Design .....	26
3.2	Population and Sample .....	27
3.2.1	Population .....	28
3.2.2	Sample .....	28
3.3	Research Object.....	30
3.4	Data Collection Method .....	30
3.4.1	Primary Data .....	30
3.4.2	Secondary Data .....	31
3.5	Operational Variable Definition and Variable Measurement .....	32
3.5.1	Operational Variable Definition.....	32
3.5.2	Variable Measurement.....	33
3.6	Data Analysis Method.....	33
3.6.1	Descriptive Statistical Test .....	33

3.6.2	Research Instrument Test .....	37
3.6.3	Classic Assumption Test.....	38
3.6.4	Linear Regression Test .....	40
3.6.5	Hypothesis Test.....	41
3.6.6	Determination of Coefficient .....	42

## **CHAPTER IV RESEARCH RESULT AND DISCUSSION**

4.1	General View of Research Object .....	43
4.1.1	General Description of CV. Sukses Makmur Abadi .....	43
4.1.2	Vision and Mission of PT CV. Sukses Makmur Abadi.....	43
4.1.3	Organization Structure of PT CV. Sukses Makmur Abadi.....	44
4.1.4	Job Description and Field Function .....	45
4.2	Data Analysis and Discussion .....	48
4.2.1	Test of Research Instrument .....	48
4.2.1.1	Validity Test .....	48
4.2.1.2	Reliability Analysis .....	49
4.2.2	Descriptive Statistics .....	50
4.2.2.1	Respondents Characteristics .....	51
4.2.2.2	Explanation of Respondents on Research Variable .....	53
4.2.3	Result of Data Quality Testing.....	61
4.2.3.1	Classical Assumption Test.....	61
4.2.3.2	Regression Equation.....	65
4.2.4	Result of Hypothesis Testing .....	67
4.2.4.1	Coefficient of Determination .....	67
4.2.4.2	Result of t-test .....	67
4.3	Discussion .....	68

## **CHAPTER V CONCLUSION**

5.1	Conclusion.....	71
5.2	Implication .....	72
5.2.1	Theoretical Implications .....	72

5.2.2 Practical Implication.....	72
5.3 Recommendation .....	73
<b>REFERENCES .....</b>	<b>74</b>



## LIST OF FIGURES

	page
Figure 2.1 Research Model .....	24
Figure 2.2 Framework of Thinking .....	25
Figure 4.1 Organizational Structure .....	45
Figure 4.2 Graph Mean of Job training .....	57
Figure 4.3 Graph Mean of Employee performance.....	60
Figure 4.4 Histogram Graph .....	62
Figure 4.5 Normal P-P Plot Graph .....	62
Figure 4.6 Scatterplot Graph .....	63
Figure 4.7 Linear Regression Graph .....	66

## LIST OF TABLES

	page
Table 1.1 Weight of Spoiled Product in CV. Sukses Makmur Abadi from July 2020 – March 2021.....	5
Table 1.2 Training Data from CV Sukses Makmur Abadi .....	6
Table 2.1 Previous Research .....	21
Table 3.1 Population and Division of Employee.....	28
Table 3.2 Operational Definition and Variable Measurement .....	33
Table 3.3 Likert Scale .....	33
Table 3.4 Measurement of Determination Scale .....	42
Table 4.1 Validity Test for Job Training .....	48
Table 4.2 Validity Test for Employee Performance .....	49
Table 4.3 Reliability Test .....	49
Table 4.4 Likert Scale .....	50
Table 4.5 Class division based on average respondent answer .....	51
Table 4.6 Characteristics of Respondents Based on Age .....	51
Table 4.7 Characteristics of Respondents Based on Gender .....	52
Table 4.8 Characteristics of Respondents Based on Working Time .....	52
Table 4.9 Percentage Frequency Distribution Variable Job training .....	53
Table 4.10 Percentage Frequency Distribution Variable Employee Performance .....	57
Table 4.11 One Sample Kolmogorov Smirnov .....	62
Table 4.12 Glejser Test .....	64
Table 4.13 Linearity Test .....	64
Table 4.14 Simple Regression Linear Output .....	65
Table 4.15 Determination Test .....	67
Table 4.16 Hypothesis test (t-test) .....	67

## **LIST OF APPENDICES**

Appendix A: Questionnaire .....	A-1
Appendix B: Data Tabulation SPSS Output .....	B-1
Appendix C: Data Respondent Answer form Questionnaire .....	C-1
Appendix D: Spss Outputs .....	D-1
Appendix E: R Table .....	E-1
Appendix F: Distribution T Table .....	F-1
Appendix G: File .....	G-1

