

## **ABSTRAK**

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### **PENGARUH PELATIHAN KARYAWAN DAN REWARD TERHADAP KINERJA KARYAWAN DI PLATINUM HOTEL, RANTAU PRAPAT**

*(xvi + 85 Halaman; 8 gambar; 44 Tabel; 7 lampiran)*

*Kinerja karyawan di Platinum Hotel, Rantau Prapat menurun terlihat dari pekerjaan yang dilakukan kurang cepat sehingga menimbulkan keluhan konsumen akibat adanya pelatihan dan Reward karyawan. Tujuan dari penelitian ini adalah untuk mengetahui apakah pelatihan karyawan dan Reward berpengaruh terhadap Kinerja Karyawan di Platinum Hotel, Rantau Prapat*

*Pelatihan dan penghargaan karyawan memiliki peran penting dalam membentuk kinerja karyawan. Pelatihan dan penghargaan karyawan sangat terkait dengan kinerja karyawan dan profitabilitas perusahaan.*

*Dalam penelitian ini penulis menggunakan desain penelitian kuantitatif. Penulis menggunakan pendekatan deskriptif dan kausal. Teknik sampling yang digunakan adalah census sampling. Total karyawan Platinum Hotel, Rantau Prapat terdiri dari 132 karyawan dan ukuran sampel pada penelitian ini adalah 102 karyawan Platinum Hotel, Rantau Prapat.*

*Penelitian ini juga lolos uji validitas, uji reliabilitas, uji normalitas, uji multikolinieritas, uji heteroskedastisitas, uji regresi linier berganda dan persamaan  $Y = 16,302 + 0,236 x_1 + 0,408 x_2 + e$ . Hasil uji hipotesis, pelatihan karyawan dan Reward berpengaruh terhadap kinerja karyawan secara parsial maupun simultan. Selain itu, pelatihan dan penghargaan karyawan memiliki pengaruh 47,4% terhadap kinerja karyawan.*

*Rekomendasi untuk Platinum Hotel, Rantau Prapat termasuk memberikan pelatihan profesional seperti beberapa pekerjaan yang dibutuhkan seperti bagaimana menangani orang yang sulit, membangun tim dan keunggulan layanan dan penghargaan.*

**Kata Kunci: Pelatihan Karyawan, Penghargaan, Kinerja Karyawan**  
*Referensi: 31 (2018-2023)*

## **ABSTRACT**

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### **THE EFFECT OF EMPLOYEE TRAINING AND REWARD ON EMPLOYEE PERFORMANCE AT PLATINUM HOTEL, RANTAU PRAPAT**

(xvi+85 pages; 8 figures; 44 tables; 7 appendixes)

Employee performance at Platinum Hotel, Rantau Prapat declined seen from the work carried out less quickly thus creating consumer complaints due to Employee Training and Reward. The objectives of this research are to investigate whether Employee Training and Reward Influence Employee Performance at Platinum Hotel, Rantau Prapat

Employee Training and Rewards have an important role in shaping employee performance. Employee Training and Reward are highly connected with employee performance and company profitability.

In this research, the writer used a quantitative research design. The writer used a descriptive and causal approach. The sampling technique used is census sampling. The total employees of Platinum Hotel, Rantau Prapat consist of 132 employees, and the sample size of this research is 102 employees Platinum Hotel, Rantau Prapat.

This research also passed the validity test, reliability test, normality test, multicollinearity test, heteroscedasticity test, and multiple linear regression test and the equation is  $Y = 16.302 + 0.236 X_1 + 0.408 X_2 + e$ . The result of a hypothesis test is, that Employee Training and Reward influence Employee Performance, either partially or simultaneously. Furthermore, Employee Training and Rewards have a 47.4% influence on employee performance.

Recommendations for Platinum Hotel, Rantau Prapat include provides professional training such as several jobs that are needed such as how to handle difficult people, team building and service excellence and reward.

**Keywords: Employee Training, Reward, Employee Performance**

References: 31 (2019-2023)