

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *training* dan *work facilities* terhadap *employee performance* melalui *work discipline* sebagai variabel intervening pada PT Semen Padang. Metode pengumpulan data melalui survei dan menyebarkan kuesioner kepada karyawan sebagai responden dengan menggunakan pendekatan kuantitatif. Teknik analisa data yang digunakan adalah Analisis structural Equation Modeling (SEM) Dengan Partial Least Square (PLS) 3.0.

Hasil penelitian menunjukan bahwa terdapat pengaruh positif dan tidak signifikan antara *work facilities* terhadap *employee performance* melalui *work discipline* pada PT Semen Padang. Terdapat pengaruh positif dan signifikan antara *training* terhadap *work discipline*. Terdapat pengaruh positif dan signifikan antara *work facilities* terhadap *work discipline* pada PT Semen Padang. Terdapat pengaruh positif dan signifikan antara *training* terhadap *employee performance* pada PT Semen Padang. Terdapat pengaruh positif dan signifikan antara *work facilities* terhadap pada PT Semen Padang. Terdapat pengaruh positif dan signifikan antara *work discipline* terhadap *employee performance* pada PT Semen Padang. *Training* berpengaruh positif dan memediasi *work discipline* terhadap *employee performance*.

Kata Kunci: *Training, Work Facilities, Employee Performance, Work Discipline*

ABSTRACT

This study aims to determine the influence of training and work facilities on employee performance through work discipline as an intervening variable in PT Semen Padang. The method of collecting data is through surveys and distributing questionnaires to employees as respondents using a quantitative approach. The data analysis technique used is structural Equation Modeling (SEM) analysis with Partial Least Square (PLS) 3.0.

The results of the study show that there is a positive and insignificant influence between work facilities on employee performance through work discipline at PT Semen Padang. There is a positive and significant influence between training and work discipline. There is a positive and significant influence between work facilities on work discipline at PT Semen Padang. There is a positive and significant influence between training on employee performance at PT Semen Padang. There is a positive and significant influence between work facilities on PT Semen Padang. There is a positive and significant influence between work discipline on employee performance at PT Semen Padang. Training has a positive effect and mediates work discipline on employee performance.

Keywords: *Training, Work Facilities, Employee Performance, Work Discipline*