

ABSTRACT

B.J ALDO, No.BP 16101155310300, Management of the Faculty of Economics and Business (2020), The Effect of Company Size, Ownership Structure, Profitability, Bonus Compensation on Earnings Management in mining companies for the period 2014 - 2018, under the guidance of Dr. Ir. Zefri yenni, MM and Mr. Sigit Sanjaya, SE., MM.

This study aims to test how much influence of work discipline and job training on employee performance improvement with interpersonal trust as a control variable in the study of PT. Bali Grub Simpang Ampek, West Pasaman. The data collection method was taken with a non probability silling sample design. The sampling technique was 80 people from a population of 400 employees of PT. Bali Grub .. The analytical method used is multiple linear regression using Spss21.

The results obtained were that Work Discipline and Training had a significant effect on interpersonal trust, Work Discipline, Training, Interpersonal Trust had a significant effect on employee performance, and the direct effect of Work Discipline and Training was smaller than the indirect effect of Work Discipline through Interpersonal Trust on Employee Performance. The contribution of the independent variable of Work Discipline and Training to the dependent variable of Interpersonal Trust is 46.1%. While the remaining 53.9% is influenced by other variables outside of this study. The contribution of the independent variable contribution of Work Discipline, Training and Interpersonal Trust to the dependent variable of Employee Performance was 61.7%. While the rest is 38.3% influenced by other variables outside this study.

These results are in line with the research of Deborah Regina Tabita Kasenda (2016), Rona Tanjung and Muhamd Zulhardi, (2019), Evert Fandi Mandang, et al (2017), Imam Mukri and Mei Indrawati Hidayat, (2019) and contrary to the research of Raka Kumawarati, ddk (2017), Udin wahrudin, (2020), Panambunan, (2017), Hongke, et al (2015)

Keywords: Work Discipline, Job Training, Interpersonal Trust, Employee Performance

ABSTRAK

B.J ALDO, No.BP 16101155310300, Manajemen Fakultas ekonomi dan Bisnis (2020), Pengaruh Ukuran Perusahaan, Struktur Kepemilikan, Profitabilitas, Kompensasi Bonus terhadap Manajemen Laba pada perusahaan pertambangan periode 2014 - 2018, dibawah bimbingan Ibu Dr. Ir. Zefri yenni, MM dan Bapak Sigit Sanjaya, SE., MM.

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh Disiplin Kerja dan Pelatihan Kerja Terhadap Peningkatan Kinerja Karyawan dengan Interpersonal Trust Sebagai Variabel Kontrol Pada Studi PT. Bali Grub Simpang Ampek Pasaman Barat. Metode pengumpulan data diambil dengan rancangan sampel *non probability silling*. Teknik pengambilan sampel yaitu sebanyak 80 Orang dari populasi 400 Orang karyawan PT. Bali Grub.. Metode analisis yang digunakan adalah regresi linear berganda menggunakan *Spss21*.

Hasil penelitian yang didapatkan diperoleh Disiplin Kerja dan Pelatihan berpengaruh signifikan terhadap interpersonal trust, Disiplin Kerja, Pelatihan, Interpersonal Trust berpengaruh Signifikan terhadap kinerja karyawan, dan Pengaruh langsung Disiplin Kerja dan Pelatihan lebih kecil dibandingkan pengaruh tidak langsung Disiplin Kerja melalui Interpersonal Trust terhadap Kinerja Karyawan. Kontibusi sumbangan variabel independen Disiplin Kerja dan Pelatihan terhadap variabel dependen Interpersonal Trust adalah sebesar 46,1%. Sedangkan sisanya adalah sebesar 53,9% dipengaruhi oleh variabel lain di luar penelitian ini. Kontibusi sumbangan variabel independen Disiplin Kerja, Pelatihan dan Interpersonal Trust terhadap variabel dependen Kinerja Karyawan adalah sebesar 61,7%. Sedangkan sisanya adalah sebesar 38,3% dipengaruhi oleh variabel lain di luar penelitian ini.

Hasil ini sejalan dengan penelitian **Deborah Regina tabita kasenda (2016)**, **Rona Tanjung dan Muhamd Zulhardi, (2019)**, **Evert fandi mandang, dkk (2017)**, **Imam mukri dan mei indrawati hidayat, (2019)** dan bertolak belakang dengan penelitian **Raka kumawarati, ddk (2017)**, **Udin wahrudin, (2020)**, **Panambunan, (2017)**, **Hongke, dkk (2015)**

Kata kunci : Disiplin Kerja, Pelatihan Kerja, Interpersonal Trust, Kinerja Karyawan