

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh Pelatihan dan *Perceived Organizational Support* (POS) secara bersama-sama (simultan) dan parsial terhadap Prestasi Kerja Karyawan dengan Disiplin Kerja Sebagai Variabel Intervening. Metode pengumpulan data melalui survei dan kuesioner. Metode analisis yang digunakan adalah uji Hipotesis dan Path Analysis. Sampel perusahaan ini berjumlah 74 responden.. Berdasarkan penelitian yang didapatkan berdasarkan uji parsial (uji t) diperoleh (a) Pelatihan berpengaruh positif dan signifikan terhadap Disiplin Kerja. (b) *Perceived Organizational Support (POS)* berpengaruh positif dan signifikan terhadap Disiplin Kerja. (c) Pelatihan berpengaruh positif dan signifikan terhadap Prestasi Kerja. (d) *Perceived Organizational Support (POS)* berpengaruh positif dan signifikan terhadap Prestasi Kerja. (e) Disiplin Kerja berpengaruh positif dan signifikan terhadap Prestasi Kerja

**Kata kunci : Pelatihan, *Perceived Organizational Support (POS)*, Prestasi Kerja, Dan Disiplin Kerja.**

## ***ABSTRACT***

*This study aims to determine how much influence Training and Perceived Organizational Support (POS) jointly (simultaneously) and partially on Employee Performance with Work Discipline as an Intervening Variable. Methods of data collection through surveys and questionnaires. The analysis method used is the Hypothesis test and Path Analysis. The sample of this company is 74 respondents. Based on the research obtained based on the partial test (t test), it is found that (a) Training has a positive and significant effect on work discipline. (b) Perceived Organizational Support (POS) has a positive and significant effect on work discipline. (c) Training has a positive and significant effect on Job Performance. (d) Perceived Organizational Support (POS) has a positive and significant effect on work performance. (e) Work Discipline has a positive and significant effect on Job Performance*

***Keywords: : Training, Perceived Organizational Support (POS), Work Performance, and Work Discipline.***