



**FACTORS INFLUENCING EMPLOYEE PERFORMANCE AT
PT THIESS CONTRACTORS INDONESIA MELAK MINE
PROJECT**

UNDERGRAUATE THESIS

Submitted as one of the requirements to obtain
Sarjana Manajemen

By:

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Faculty of Business
Management Study Program

Cikarang

May, 2023

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FACTORS INFLUENCE EMPLOYEE PERFORMANCE AT PT THIESS CONTRACTORS INDONESIA MELAK MINE PROJECT

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ABSTRACT

There are numerous variables that influence employee performance, the existence and influence level of variables that influence employee performance is diverse depending on the company. The purpose of this study is to determine the influence of training, career development, and job satisfaction on employee performance at PT Thiess Contractors Indonesia, Melak Mine Project. The data processed within this study used quantitative methodology and surveyed 321 respondents with a likert scale questionnaire. Questionnaires that have been tested for validity and reliability were used to collect data. The data analysis technique used was multiple linear regression. The results found that; training (H1) has positive and significant influence on employee performance, career development (H2) has insignificantly influence on employee performance, job satisfaction (H3) significantly has positive influence on employee performance, and training, career development, job satisfaction (H4) simultaneously in 20.4% influencing employee performance. It means that the ability of the independent variables in this study to influence the dependent variable is 20.4% which is low, while the remaining 79.6% ($1 - 0.204$) is explained by other variables than the independent variables in the study.

Keywords: *Training, career development, job satisfaction, employee performance.*

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Cikarang, May 31, 2023

A handwritten signature in black ink, consisting of several fluid, overlapping strokes that form a stylized representation of the name.

Andi Nur Indah Mentari

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