ABSTRACK

Aditya Ramdhani, "implementation of training program and competency affect of performance employee at PT Otto Phrmaceutical Industries", under the guidance of Isniar Budiarti, SE., M.Si

Implementation of the training program is one of the activities that are performed within the organization or company, it is intended to get the power that has the knowledge, skills, attitudes and competencies that good. Exercising training program was instrumental in increasing competence. Competence is the ability of every individual in carrying out its activities. Competence is an important role in employee performance. The higher level of competency the better the performance of employees in a given work task.

The purpose of this study was to determine the implementation of training programs, competence and performance of employees, as well as to determine the magnitude of the effect the implementation of training programs and competency on the performance of employees in PT Otto Pharmaceutical Industries.

The method used in this research is descriptive analysis method and verifikatif. Population consists of 242 research and sampling techniques using stratified random sampling technique to obtain 71 respondents. Methods of data analysis using path analysis (path analysis) with the help of spss 18.0 for windows.

The results of path analysis concludes that the implementation of training programs have a significant effect on competence, and implementation of training programs and competency significant effect on the performance of employees by 67.9%, whereas that indirectly affect the performance or from other factors of 32.1%.

Key word :Ttraining Program, Competency, and Employee Performance