**ABSTRACT**

Nadya Susanto / 29140340/2019 / Effect of training, and motivation on employee performance at PT. Philia Citra Sejahtera, North Jakarta / Ponco Priyantono, S.E, M.M

 Human Resources (HR) are important factors in organizations because human resources are the key to success in organizational progress. Optimal management of HR can be done by providing training and motivation to improve employee performance

 Training is a process to teach new employees or employees now the basic skills they need to do their jobs. Motivation is a set of attitudes and values ​​that influence individuals to achieve specific things in accordance with individual goals. The term performance comes from the word Job Performance or Actual Performance which means work performance or actual achievement achieved by someone.

 The object of this research is the training, motivation, and performance of employees at PT. Philia Citra Sejahtera. data collection techniques by distributing questionnaires, while sampling using nonprobility sampling technique with 44 respondents. Calculation of statistics using multiple regression with SPSS 20 software tools.

 The results showed that (1) training had sig 0,000 / 2 <α 0,05 identifying that training had a positive effect on the performance of employees of PT. Citra Sejahtera Philia, (2) motivation has sig 0.962 / 2 <α 0.05 identifying that motivation has a positive effect on the performance of employees of PT. Philia Citra Sejahtera

Keywords: Training, Motivation, Employee Performance.