

# The Influence of Training and Work Motivation On The Performance of Production Employees at PT. Massindo Karya Prima Bekasi

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**Background:** In the era of globalization, competition among companies is becoming increasingly intense, requiring firms to have qualified and competent human resources. PT Massindo Karya Prima Bekasi, as a manufacturing company, faces issues related to suboptimal performance among its production employees, which is suspected to be influenced by insufficient training programs and low work motivation.

**Purpose:** This study aims to identify and analyze the influence of training and work motivation on the performance of production employees at PT Massindo Karya Prima Bekasi, both partially and simultaneously.

**Methodology:** This research employs a quantitative method with a descriptive and verificative approach. The population consists of all production employees at PT Massindo Karya Prima Bekasi, using a saturated sampling technique. Data will be collected through questionnaires, interviews, and documentation studies, then analyzed using multiple linear regression analysis with the assistance of statistical software.

**Finding:** The next stage of this research will involve distributing questionnaires to all production employees, followed by statistical testing to determine the extent to which training and work motivation influence employee performance. The research results are expected to provide recommendations for the company to improve the effectiveness of training and work motivation in order to enhance employee performance optimally.

**Limitation:** The research object is limited to production employees at PT Massindo Karya Prima Bekasi; therefore, the findings cannot be generalized to all employees within the company.

**Originality:** The originality of this research lies in its object and context — the mattress manufacturing industry at PT Massindo Karya Prima Bekasi — which has distinct operational characteristics compared to previous studies that mainly focused on service or banking sectors. Additionally, this study integrates preliminary field survey data with the company's internal training and production data from 2023–2024, which have not been used in prior research.

**Keywords:** Training, Work Motivation, Employee Performance, Human Resource Management