

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui (1) pengaruh pelatihan terhadap motivasi kerja (2) pengaruh komunikasi organisasi terhadap motivasi kerja (3) pengaruh pelatihan terhadap kinerja (4) pengaruh komunikasi organisasi terhadap kinerja (5) pengaruh motivasi kerja terhadap kinerja (6) pelatihan terhadap kinerja melalui motivasi kerja (7) komunikasi organisasi terhadap kinerja melalui motivasi kerja. Penelitian ini dilakukan dengan memilih responden pegawai Dira Kencong *Shopping Centre And Waterpark* Jember yang dipilih secara *random*. Pendidikan pegawai Dira Kencong *Shopping Centre And Waterpark* Jember terdiri dari lulusan SMA/ sederajat, S1. Data yang digunakan dalam penelitian ini adalah data primer. Data primer diperoleh dari hasil wawancara menggunakan kuisioner pada 150 responden yang telah ditentukan dengan menggunakan teknik *random sampling*. Data yang telah terkumpul selanjutnya dianalisis menggunakan program SPSSv16. Pengambilan sampel penelitian. Metode yang digunakan adalah *path analysis* untuk mengetahui pengaruh pelatihan kerja dan komunikasi organisasi melalui motivasi terhadap kinerja karyawan yang bekerja disana. Berdasarkan analisis penelitian, maka dapat disimpulkan (1) Pelatihan tidak berpengaruh secara signifikan terhadap motivasi kerja karyawan (2) Komunikasi organisasi berpengaruh secara signifikan terhadap motivasi kerja karyawan (3) Pelatihan kerja tidak berpengaruh secara signifikan terhadap kinerja karyawan (4) Komunikasi organisasi berpengaruh secara signifikan terhadap kinerja karyawan (5) Motivasi kerja berpengaruh secara signifikan terhadap kinerja karyawan (6) Pelatihan kerja tidak berpengaruh secara signifikan terhadap kinerja karyawan melalui motivasi kerja (7) Komunikasi organisasi berpengaruh secara signifikan terhadap kinerja karyawan melalui motivasi kerja.

**Kata kunci : Pelatihan, Komunikasi Organisasi, Motivasi Kerja, Kinerja**

## **ABSTRACT**

*This study aims to determine (1) the effect of training on work motivation (2) the effect of organizational communication on work motivation (3) the effect of training on performance (4) the effect of organizational communication on performance (5) the effect of work motivation on performance (6) training on performance. performance through work motivation (7) organizational communication on performance through work motivation. This research was conducted by selecting respondents of employees of Dira Kencong Shopping Center and Waterpark Jember who were selected randomly. Employee education of Dira Kencong Shopping Center And Waterpark Jember consists of high school graduates / equivalent, S1. The data used in this study are primary data. Primary data obtained from interviews using a questionnaire to 150 respondents who have been determined using random sampling techniques. The data that has been collected is then analyzed using the SPSSv16 program. Taking research samples. The method used is path analysis to determine the effect of job training and organizational communication through motivation on the performance of employees who work there. Based on research analysis, it can be concluded (1) Training does not have a significant effect on employee work motivation (2) Organizational communication has a significant effect on employee motivation (3) Job training does not have a significant effect on employee performance (4) Organizational communication has a significant effect on employee performance. (5) Work motivation has a significant effect on employee performance (6) Job training has no significant effect on employee performance through work motivation (7) Organizational communication has a significant effect on employee performance through work motivation.*

**Keywords: Training, Organizational Communication, Work Motivation, Performance.**