

ABSTRACT

The Effect of Job Training and Work Stress on Employee Productivity at PT. Sumber Alfaria Trijaya Tbk Balaraja Branch

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This study aims to analyze the effect of job training and work stress on employee productivity at PT. Sumber Alfaria Trijaya Tbk Balaraja Branch. Employee productivity is a crucial factor that can determine a company's success in achieving its goals. Job training is expected to improve employees' skills and knowledge, thereby increasing their productivity. Conversely, work stress is predicted to reduce employee productivity. In the research process, the research method used is a quantitative method with a descriptive approach. Data were collected through questionnaires distributed to 120 employees of PT. Sumber Alfaria Trijaya Tbk Balaraja Branch. Data analysis was conducted using multiple linear regression techniques to determine the effect of job training and work stress on employee productivity. The results showed that job training has a positive and significant effect on employee productivity. This indicates that the better the training provided, the higher the employee productivity. Conversely, work stress has a negative and significant effect on employee productivity. The higher the level of work stress experienced by employees, the lower their productivity. This study concludes that the company needs to pay attention to effective job training programs and manage employee work stress well to increase productivity. The recommendations given are to regularly improve job training programs and create a work environment that can minimize employee work stress.

Keywords: *job training, work stress, employee productivity.*