ABSTRACT

(ADIL SEPTIYAN / 2000861201160 / 2024 / *THE INFLUENCE OF TRAINING AND SUPERVISION ON EMPLOYEE PERFORMANCE AT BAYUNG LENCIR HEALTH CENTER*, MUSI BANYUASIN *DISTRICT*/ *LECTURER* I SAKINAH AS, SE, MM. / *LECTURER* II KHULUQON AZIMA, SE, MM.)

Training and supervision play a very important role in employee performance. Therefore, the aim of this research is to describe the training, supervision and performance of employees at the Bayung Lencir Health Center, Musi Banyuasin Regency, as well as to analyze the influence of training and supervision on employee performance at the Bayung Lencir Health Center, Musi Banyuasin Regency, simultaneously and partially.

The research method in this research is descriptive and quantitative. Distribution of questionnaires with the number of samples in this research being all employees at the Bayung Lencir Community Health Center, Musi Banyuasin Regency in 2023, namely 35 people, so the formula used to find samples is according to Sarwono (2012:24) so that the sample involved in this research is all employees at the Bayung Lencir Community Health Center, Musi Banyuasin Regency. The research consisted of 35 respondents. Data analysis uses SPSS Ver 23 and uses a multiple linear regression model with the calculation results Y = a+b1.X1+b2X2+e.

Multiple linear regression model with results Y = 0.689 + 0.309X1 +0.412X2 + e. The Training regression coefficient (X1) is 0.309 and the Supervision regression coefficient (X2) is 0.412.

Coefficient of determination = R square (R2) of 0.521. This figure states that the Training (X1) and Supervision (X2) variables are able to explain the Employee Performance (Y) variable by 52.1% and the remaining 47.9% is explained by other factors.

Training (X1) and supervision (X2) simultaneously have a significant effect on the Employee Performance variable (Y). Training (X1) and Supervision (X2) partially have a positive and significant effect on Employee Performance (Y).

Keywords: Training, Supervision, Performance