ABSTRACT

**THE EFFECT OF WORK EXPERIENCE AND TRAINING THROUGH ABILITY
ON EMPLOYEE PERFORMANCE**
**(A study of the workforce of the production department of PT. Rahadhyan Integrasi
Nusantara)**

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*The purpose of this study was to determine and analyze the effect of work experience
and training through ability on employee performance in the production workforce
of PT Rahadhyan Integration Nusantara. The research method used is a survey
method, the data obtained directly through a questionnaire to 35 respondents taken
from the production workforce of PT Rahadhyan Integration Nusantara. Sample
withdrawal using using Census (Saturated Sampling) and the analysis method used
in this study is path analysis. Based on the results of the study it is known that Work
Experience in the production workforce is included in the very high classification,
Training in the production workforce is included in the high classification, Ability
in the production workforce is included in the high classification, and Employee
Performance in the production workforce is included in the high classification.
Simultaneously work experience and training through ability affect employee
performance in the production workforce of PT Rahadhyan Integration Nusantara.
Partially, work experience affects employee performance, training affects employee
performance, and ability affects employee performance. From the results of this
study, researchers suggest that companies should be able to improve and maintain
the workforce to keep working in the company longer, on training it is advisable
for companies to maintain and improve the system than existing training, on ability
it is advisable for companies to be able to improve and develop the ability of their
workforce to do work by encouraging enthusiasm at work and continuing to provide
training so that they are trained and accustomed to doing work quickly.*

Keywords: Work Experience, Training, Ability, Employee Performance