

ABSTRACT

This study investigates the influence of training on employee performance with continuous improvement as an intervening variable, focusing on educators in the Educational Institutions of the Muhammadiyah Branch in Sumberrejo Village. The primary issue addressed is how training can enhance employee performance, either directly or through the mediating role of continuous improvement. The research aims to analyze the impact between training, continuous improvement, and employee performance, as well as to examine the mediating effect of continuous improvement in the context of educational institutions under the Muhammadiyah Branch.

The study population consists of 92 educators from the educational institutions managed by the Muhammadiyah Branch in Sumberrejo Village. A census technique was utilized, with questionnaires distributed to all population members, yielding 85 valid responses. Data were collected through direct questionnaire distribution and analyzed using Partial Least Squares Structural Equation Modeling (PLS-SEM) with SmartPLS 3.

The findings reveal that training has a positive but statistically insignificant direct effect on employee performance ($\beta = 0.228$, $p = 0.070$). However, training significantly and positively influences continuous improvement ($\beta = 0.567$, $p = 0.000$), which in turn has a significant positive effect on employee performance ($\beta = 0.370$, $p = 0.003$). Furthermore, continuous improvement fully mediates the relationship between training and employee performance ($\beta = 0.210$, $p = 0.011$), indicating that the effectiveness of training in enhancing performance is significantly strengthened when implemented alongside a culture of continuous improvement.

Keywords: *Training, Continuous Improvement, Employee Performance, Educators, Muhammadiyah*