

ABSTRACT

Employee performance is one of the important keys to the organization or company because each company can not increase just from the effort of one or two people, but the overall effort of member companies. Organizations that can produce good performance can not be separated from the performance achieved by its members. The organization must be able to coordinate each of its members in achieving optimal performance.

The purpose of this study was to analyze the influence of coaching, training and development, empowerment and participation on employee performance in Njonja Meneer Company. The sample used in the study were sixty people. Data analysis method used is multiple linear regression analysis using SPSS.

Results showed that the coaching, training and development, empowerment and participation affect the performance of employees is 78.7%. While 21.3% are explained by factors other than the variables used in this study. From the results of the regression analysis coaching positive effect of 0.185. Variable training and development of a positive effect of 0.298 and is the biggest variable affecting the performance of the employees, the positive effect of empowerment variables 0.235, and the latter variable participation has a positive effect of 0.287.

Keywords: Coaching, Training and Development, Empowerment, Participation, Employee performance