

ABSTRACT

This study aims to analyze the influence of training on employee performance through innovative work behaviour as a mediator in one of the public companies in Semarang, namely PT PLN UP3 Semarang. This study uses data sources from primary data through the distribution of research questionnaires, and secondary data through journals, books, and relevant data obtained from the company.

The samples of this reasearch is employees of PT PLN UP3 Semarang. The method used in this research is census. The data analysis technique used in this study is Partial Least Square with Smart PLS 3.2.9 application to find out the path coefficient, and direct or indirect effects of exogenous variables on endogenous variables.

This results of this study show how training has a positive effect on employee performance, innovative work behaviour has a positive effect on employee performance. This study also shows that the influence of innovative work behaviour variables as a mediation between training on employee performance.

Keywords: Training, Innovative Work Behaviour, Employee Performance.