

ABSTRACT

Employees are a very valuable asset for the company. This is because the success of the company will be largely determined by how the employees perform. One method to improve employee performance is through the training programs provided and the appropriate work climate.

This study aims to analyze the effect of training programs and work climate on employee performance with readiness to change as an intervening variable at one of the state-owned companies in Semarang City, namely PT PLN (Persero) Central Java and DIY Distribution. This study uses primary data through the distribution of research questionnaires to permanent employees of PT. PLN (Persero) Central Java and DIY Distribution as research samples, and secondary data through journals, books, and relevant data obtained from the company concerned. The data analysis technique used Partial Least Square (PLS) with the help of the SmartPLS 3.0 application to test the hypothesis and the effect of the relationship between variables. This study involved 85 respondents who were taken with a purposive sampling technique.

The results of this study indicate that training programs and work climate have a positive effect on employee performance, training programs and work climate have a positive effect on readiness to change, and readiness to change also has a positive influence on employee performance. This study also shows the effect of readiness to change as an intervening variable between training programs on employee performance and work climate on employee performance.

Keywords: Training Program, Work Climate, Readiness for Change, Employee Performance.