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Tembusan:  
- Arsip.

## The Effect of Training and Work Environment on Employee Performance in the Fire Department

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### ABSTRACT

This study aims to determine whether there is an influence of Training and Work Environment on Employee Performance in the Fire Department. The sampling technique was carried out using a saturated sample technique obtained by 88 samples. The method used is quantitative method. This study used multiple linear regression analysis, and hypothesis test using t test and F test. The results of the study conducted in the t test (partial) training variable had an effect on performance with a sig value of  $0.004 < 0.05$  and a calculated t value of  $6.173 > t_{table} 1.988$ . The work environment variable did not have a significant effect on performance by obtaining a t count of  $1.689 < t_{table} 1.988$  with a sig of  $0.095 > 0.05$ . The results obtained from the F test (simultaneous) variables of training, work environment and performance affect simultaneously with the calculation results F calculated at  $42.885 > 3.10$  with a sig value of  $0.000 < 0.05$ .

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### INTRODUCTION

Human Resources is an important factor in an organization that cannot be separated, because the progress and success of the organization holds on to the human resources owned by the organization. Human Resources support the running of an organization in order to achieve its goals. Human Resources (HR) is an important thing and must be owned by an organization to achieve organizational or company goals, because Human Resources are the main part of the organization compared to other parts of resources such as capital and technology, humans participate and play an active role in carrying out