

ABSTRAC

This study aims to determine how the effect of training on employee performance is mediated by employee self-efficacy at PT Manggala Alam Lestari. The analysis method used here is quantitative analysis method. The population and sample in this study were all employees at PT Manggala Alam Lestari, totaling 66 respondents. The statistical analysis used was Structural Equation Modeling (SEM), with Partial Least Square (PLS) as the processing tool using the SmartPLS 4 program. The results of this study prove that training has a positive and significant effect on employee performance, training has a positive and significant effect on self-efficacy, self-efficacy has a positive and significant effect on employee performance, and self-efficacy acts as a significant mediator in the relationship between training and employee performance at PT Manggala Alam Lestari. This research suggests that companies continue to improve and develop the quality of training regularly by evaluating and updating training materials and methods to be relevant to the challenges faced to achieve maximum results.

Keywords: Training, Self-Efficacy, Employee Performance

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