

## **ABSTRACT**

*The purpose of the study is to test the influence of training, motivation, discipline and incentives on employees' performance of CV. Sinar Gemilang. This type of research was quantitative research. The data of the study were collected through a (30) questionnaire distributed for all employees of CV. Sinar Gemilang. This study used census method. SPSS version 17.00 was used to test the study hypothesis.*

*The results of the study stated that the most influence employees' performance was discipline with  $t_{value}$  2,586, then training influenced employees' performance with  $t_{value}$  2,571, incentives influenced employees' performance with  $t_{value}$  2,194, on the other hand the most less influenced employees' performance was motivation with  $t_{value}$  2,064. This study showed the result of the multiple linear regression. The most influential was discipline where  $\beta$  (0,280) with (0,000) significance, then incentives where  $\beta$  (0,258) with (0,045) significance, training where  $\beta$  (0,113) with (0,030) significance, the lowest influential was motivation where  $\beta$  (0,009) with (0,047) significance. The result also showed that the training, motivation, discipline and incentives influenced the employees' performance where  $f_{value}$  (3,356) which was less than  $f_{table}$  (2,760) with (0,000) significance. Discipline was the most influential variable on employees' performance of CV. Sinar Gemilang.*

*In the light of the study result and the researcher observation, he suggested the following recommendation (1) create an appropriate regulatory climate for the process of training (2) create an annual training plan according to the workers need (3) convince the management with the importance of giving an appropriate incentives for the workers (4) may this study can help other researchers.*

*Keywords : Training, Motivation, Discipline, Incentives, Employees' performance.*