

## **ABSTRACT**

The purpose of this research is to analyze the effects of training and development on employee performance, using the National Daily Newspaper Publishing Company Surabaya Sector located in the Eastern Java of Indonesia which is the Jawa Pos as case study. A quantitative research approach of the data collection was adopted. The data used in this research is primary data using interviews and questionnaires comprising of 33 questions distributed to 71 respondents. Analysis tools to test the hypothesis is descriptive statistical analysis, classical assumption test (normality test, autocorrelation test, multicollinearity test, and heterocedasticity test), multiple linear regression analysis, and hypothesis testing (t test and coefficient of determination) using SPSS version 23 with 0.05 significance. The results of the data analysis shows that: HR training have a low effect on employee performance, HR development have a positive and significant effect on employee performance, HR training and development have a joint positive and significant effect on employee performance indicates that the intensity or direct effect of HR training and development on employee performance is 54% so the remaining 46% is explained outside of this study.

*Keywords: Training, Development, Employee Performance, Jawa Pos Daily Newspaper Publishing Company Surabaya Sector*