

ABSTRAK

Pelatihan yang belum merata serta perbedaan tingkat motivasi kerja dan kesiapan kerja satpam menjadi tantangan yang dihadapi PT Scorpion Indonesia dalam memastikan efektivitas pelaksanaan tugas pengamanan. Penelitian ini bertujuan untuk mengetahui gambaran dan pengaruh pelatihan dan motivasi kerja terhadap kesiapan kerja satuan pengamanan (satpam) pada PT Scorpion Indonesia baik secara parsial maupun simultan. Metode yang digunakan adalah kuantitatif deskriptif dan verifikatif melalui penyebaran kuesioner kepada 90 responden menggunakan teknik sampel jenuh dengan analisis regresi linear berganda berbantuan *Software Statistical Package for the Social Sciences* (SPSS). Hasil penelitian menunjukkan pelatihan berada pada kategori tinggi, motivasi kerja dan kesiapan kerja berada pada kategori sangat tinggi, serta pelatihan dan motivasi kerja berpengaruh positif dan signifikan terhadap kesiapan kerja satpam baik secara parsial maupun simultan di PT Scorpion Indonesia.

Kata Kunci: Pelatihan, Motivasi Kerja, Kesiapan Kerja, Satpam.

ABSTRACT

Uneven training and variations in the levels of work motivation and job readiness among security guards pose challenges for PT Scorpion Indonesia in ensuring the effective performance of security duties. This study aims to examine the profile and influence of training and work motivation on the job readiness of security guards at PT Scorpion Indonesia, both partially and simultaneously. The methods used were descriptive and verifiable quantitative methods through the distribution of questionnaires to 90 respondents using a saturated sampling technique with multiple linear regression analysis assisted by the Statistical Package for the Social Sciences (SPSS) software. The results of the study indicate that training falls into the high category, work motivation and work readiness fall into the very high category, and that training and work motivation have a positive and significant effect on the work readiness of security guards, both partially and simultaneously, at PT Scorpion Indonesia.

Keywords: Training, Work Motivation, Work Readiness, Security