

## ABSTRACT

BOSNER SIMANUNGKALIT. The influence of Education and Training Program and Employees' Behavior towards Employees' Work Achievement in the Headquarter of Directorate General of Finance Department Budget. The research in composing this thesis is done in the Headquarter of Budget Directorate General with address in Jalan Lapangan Banteng Timur Number 2 Central Jakarta.

The goal of writing this thesis is to find out about the relation between Education and Training Program towards Employees' Work Achievement, the relation between Employees' Behavior towards Employees' Work Achievement, and the relation between Education and Training Program towards Employees' Behavior simultaneously towards Employees' Work Achievement.

Besides that, the main goal in this research is to find out and know the influence of Education and Training Program and employees' behavior towards employees' achievement by using double regressive equation formula with two predictors that is  $Y=a+b_1X_1+b_2X_2$ .

The research method used is causal research method. In this writing the thing being evaluated is the work achievement of echelon III structural official and for the evaluators (respondents) are echelon IV structural official (the subordinates of the evaluated officials) and the echelon III structural official themselves (self-evaluation).

The result of data based on the results done by echelon IV structural official (subordinates of the evaluated officials) shows:

- The existence of significant relation between Education and Training Program towards Work Achievement.
- The existence of significant relation between Employees' Behavior towards Work Achievement.
- The existence of positive and significant relation between Education and Training Program and Employees' Behavior simultaneously towards Work Achievement.
- The existence of influence of Education and Training Program and Employees' Behavior simultaneously towards employees' achievement is 83.1%.

Further the result of data analysis based on the results of evaluation done by echelon III structural official (self-evaluation) shows:

- The existence of significant relation between Education and Training Program towards Work Achievement.
- The existence of significant relation between Employees' Behavior towards Work Achievement.
- The existence of positive and significant relation between Education and Training Program and Employees' Behavior simultaneously towards Work Achievement.
- The existence of Education and Training Program and Employees' Behavior simultaneously towards Work Achievement is 79.5%.

In comparison, the evaluation done by echelon IV structural official (subordinate of the evaluated officials) to the results of evaluation done by echelon III structural officials (self-evaluation), it is found out that the percentage on the results of echelon IV structural official evaluation (83.1%) is larger than the results from the evaluation done by echelon III structural official (79.5%).