The Effect of Training and Work Motivation on Employee Performance (Case study at PT Sumber Masanda Jaya Brebes)

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ARTICLE INFO	ABSTRACT
Article History: Received: May , 2021 Revised: June , 2021 Accepted: July 2021 **Keywords:** training, work motivation Employee Performance	*This study aims to find out and analyze the effect of training and work motivation on employee performance. This research was conducted at PT Sumber Masanda Jaya Brebes with a sample of 98 respondents. Determination of the sample using the slovin formula. The data collection method in this study used a questionnaire instrument with the dissemination of questions to employee respondents in the company using the Likert scale technique. The data analysis used is an instrument test that includes validity tests and reliability tests, classical assumption tests that include normality tests, multicollinearity tests, and heteroscedasticity tests, hypothesis tests that include t tests and F tests and determination correlation tests using the SPSS program. From the results of the tests conducted, it was concluded that there was a significant influence of training and work motivation variables on employee performance variables with a significant value of 0.000 <0.05. Based on the results of the determination correlation, R was obtained by 0.780 or 78.0% of the employee performance variable, while the remaining 22.0% was influenced by other variables that were not contained in this study.* *This is an open access article under the CC BY-SA license.*
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Abstract

    This study aims to determine and analyze the effect of training and work motivation on employee performance. This research was conducted at PT Sumber Masanda Jaya Brebes with a sample of 98 respondents . Determination of the sample using the slovin formula. The data collection method in this study used a questionnaire instrument by distributing questions to employee respondents at the company using the Likert scale technique . Data analysis used was instrument test which included validity and reliability tests, classic assumption test which included normality test, multicollinearity test, and heteroscedasticity test, hypothesis test which included t test and F test and correlation test of determination using the SPSS program . From the results of the tests conducted, it was concluded that there was a significant influence of training and work motivation variables on employee performance variables with a significant value of 0.000 <0.05. Based on the results of the correlation of determination, an R of 0.780 or 78.0% is obtained for the employee performance variable, while the remaining 22.0% is influenced by other variables not included in this study.
Keywords: training, work motivation, employee performance

1. INTRODUCTION

    a particular organization, including the most significant is Human Resources (HR) [1] . Every organization is required to continuously improve the nature of its HR for the sustainability of an organization and others. The quality of human resources can be seen from the ability of information and a good mentality at work. Employees are one of the elements that must be considered in organizational groups [2] . It has a significant impact on current and future achievements and is a

resource to help achieve organizational growth. The potential of human assets is basically one of the mainstay capitals in improving the nature of an organization [3] . Large human resources are essentially very important . The road to achieving a business is not only mechanical prowess and asset accessibility, but the human factor is also a major factor [4] .

Human resources greatly determine the process of running the performance of an organization in completing the tasks and functions of the organization itself [5] . The success of an organization is very dependent on the quality of its resources, especially human resources. Success in this case can be interpreted as an achievement achieved by the organization in the form of increasing the performance of each employee [6] . Performance improvement that occurs within the organization is a form of existing human resource development. With the development of human resources, the goals of the organization will be easier to realize [7] . Because the quality of human resources is considered capable of carrying out their duties and functions as employees in an organization. Therefore, to realize the desired goals of an organization, there needs to be a leader's commitment to make it happen in the organization. The existence of quality human resources (HR) in an organization can become an important asset in the company which in the future can support the progress of the organization [8] . So that the existence of quality human resources (HR) can determine the quality of humans as important role holders in advancing the organization concerned. The competition that occurs will have an impact on the way an organization works [9] . This is caused by the desire of each organization to become a superior organization in terms of performance.

Performance is an achievement achieved by someone in carrying out their duties or work in accordance with the standards and criteria set for workers [10] . In essence, performance is an achievement achieved by someone in carrying out their duties or work in accordance with the standards and criteria set for that job [11] . Another opinion states that performance is the result of work that can be achieved by someone based on job requirements [12] . Based on this description, what is meant by performance in this study is the achievement or work results of employees in carrying out tasks in accordance with work standards in a company based on their respective authorities and responsibilities. Some of the benefits of implementing performance appraisals for employees by companies include: increasing work performance, providing fair employment opportunities, training and development needs, compensation adjustments, promotion and demotion decisions, diagnosing job design errors, and assessing the recruitment and selection process. [13] .

One of the functions of human resource management is training and development, meaning that in order to get health workers with good and appropriate human resources, training and development is needed [14] . This is an effort to prepare health workers to face job duties that are considered not to have mastered them. In agencies or companies, usually workers who will occupy new positions are not supported by their education or have not been able to carry out their duties, usually the efforts taken are by conducting training and career development [15] . Through training and development, the workforce will be able to work on, improve and develop their work

With large and ideal human assets planned by organizational executives, employees are required to have the choice to work optimally in carrying out their obligations and commitments [16] . Achieving the goals of the association is very dependent on the presentation of good workers for that the organization must have the choice to focus on workers with rules to coordinate and encourage in improving the implementation of employee performance [5] . Representatives who have good and proper performance will be able to complete work tasks that are charged with their degraded obligations by understanding the relationship between their work [17] . Obligations of others understand their duties understand the organizational targets that have been previously set and have options to overcome the challenges faced. Their obligations are one of the components that affect the performance of workers, including training and work motivation [17] .

PT Sumber Masanda Jaya is one of the large clothing organizations with the creation of the Nike shoe brand in Indonesia, especially in the Bulakamba District area , Brebes Regency. Employee performance is known as yield, proficiency, and survival, often associated with profitability, variables that affect employee performance include training and work motivation [18] . Employee performance is a depiction of the degree of achievement in the implementation of an action program for management in understanding the goals, objectives, vision and mission of the association as reflected in daily management. Based on the background in above, the formulation of the problems

to be discussed are as follows: 1) does training affect employee performance at PT Sumber Masanda Jaya ; 2) does work motivation affect the performance of employees at PT Sumber Masanda Jaya ; (3) Does training and work motivation affect the performance of employees at PT Sumber Masanda Jaya. The purpose of this paper is to find out and measure how much influence training and work motivation have on employee performance.

2. RESEARCH METHOD

The type used in this research is quantitative research. This research is a method used for research based on a positivist philosophy in examining a population and including a sample, the technique of taking samples is randomly with the help of the SPSS program. The population in this study were employees of the company PT Sumber Masanda Jaya, which is located in Bulakamba District, Brebes Regency, with a population of 5,000 employees. The major determination technique uses the Slovin formula (98 respondents participate) [19] . Data analysis techniques in this study used instrument tests which included validity and reliability tests, classic assumption tests which included normality tests, multicollinearity tests, and heteroscedasticity tests, hypothesis tests which included t tests and F tests and tests of the coefficient of determination. There are 3 variables in this study, namely the independent variable with Training as (X1) and Work Motivation (X2), and the dependent variable is Employee Performance (Y). The following is a picture of the conceptual framework model of this research.
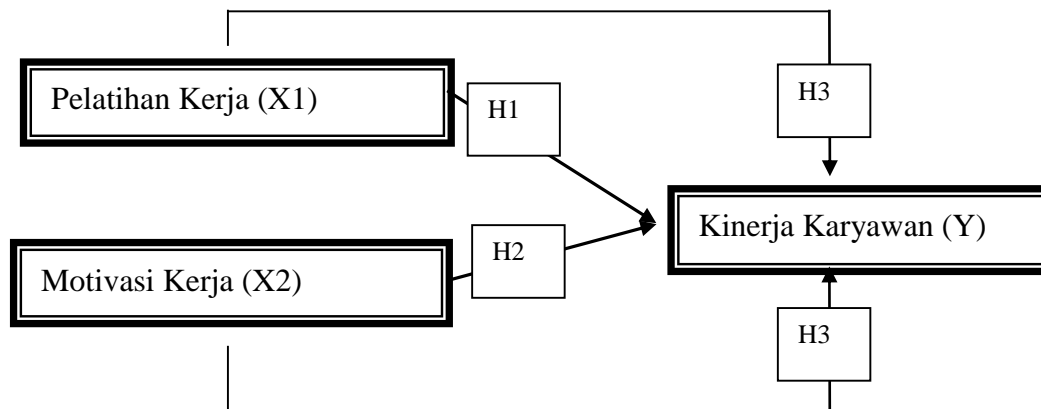

Figure 2. Thinking Framework

Indicators are defined as research variables that can share or indicate to users about certain conditions, so that they can be used to measure changes that occur [20] . The indicators of this research are as follows:

Table 1. Research Variable Indicators

No	Variable	Indicator
1	Training	1. Required material
		2. Method used
		3. Training instructor capabilities
		4. Facilities and training facilities
		5. Training participants
2	Work motivation	1. Employee behavior
		2. Employee business
		3. Employee persistence
3	Employee performance	1. Work quality
		2. Working quantity
		3. Long working hours

| | | 4. cooperation _ |
| | | 5. Supervision |

Source: From various references

3. RESULTS AND DISCUSSION

a. Validity and Reliability Test

The following are the results of testing the validity and reliability for each indicator for each research variable.

Table 2 . Validity and Reliability Test Results

Variable	Indicator	Validity Results	Information	Reliability Results	Information
Training	P1	.640 _	Valid	0.76 6	Reliable
	P2	0.678 _			
	P3	0.685 _			
	P4	0.6 33			
	P5	0.7 49			
	P6	0.7 21			
	Q7	0.651			
	Q8	0.70 6			
	Q9	0.69 2			
	P10	0.6 86			
Work motivation	MK1	0.79 1	Valid	0.789	Reliable
	MK2	0.681			
	MK3	0.76 8			
	MK4	0.75 4			
	MK5	0.77 9			
	MK6	0.75 4			
Employee performance	KK1	0.7 80	Valid	0.778	Reliable
	KK2	0.73 9			
	KK3	0.78 8			
	KK4	0.7 40			
	KK5	0.77 3			
	KK6	0.78 9			
	KK7	0.798			
	KK8	0.75 1			
	KK9	0.76 3			
	KK10	0.72 5			

Source: From processed data

b. Classical Assumption Test

Normality test _

The following are the results of the normality test in this study, which can be seen in the graphic plot image below:
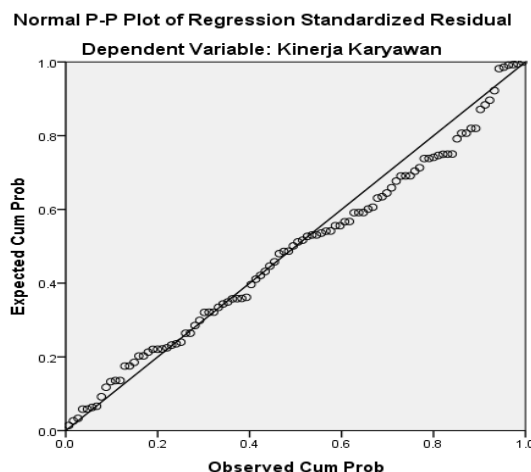
Figure 2. PP Plot Diagram for Normality Test Results

Based on the picture above it can be seen that the data spreads around the diagonal line and follows the direction of the diagonal line, this indicates that the data is normally distributed.

Multicollinearity Test
The following are the results of the multicollinearity test in this study, which can be seen in the table below :

Table 3. Multicollinearity Test Results

Coefficients a							
		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
Model		B	std. Error	Betas	t	Sig.	tolerance	VIF
1	(Constant)	.398	2015		.198	.844		
	Training	.381	095	.331	4011	.000	.340	2,942
	Work motivation	1,001	.139	.593	7.196	.000	.340	2,942
a. Dependent Variable: Employee Performance								

Source: From processed data

From the calculation results in the table of multicollinearity test results, the independent variable shows that the VIF value = 2.942 where the value is smaller than 10, so it can be concluded that there is no multicollinearity problem.

Heteroscedasticity Test
Following are the results of the heteroscedasticity test in this study which can be seen in the graphic plot image below :
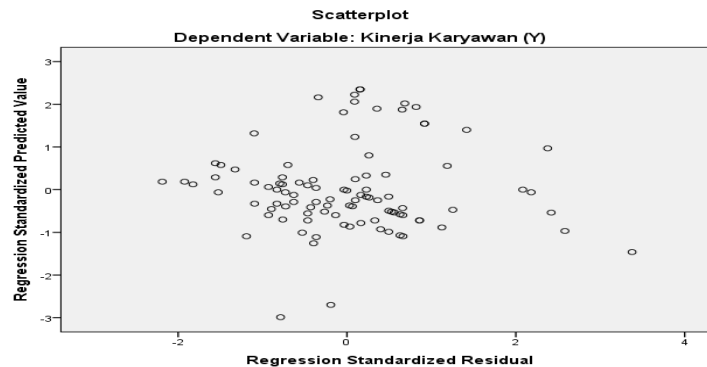
Figure 3. Diagram of the results of the bag heteroscedasticity test

From the results of this test the data points do not gather only above or below and do not form wavy patterns that widen, then narrow and widen again, so that heteroscedasticity does not occur .

c. Hypothesis Test

Hypothesis testing is done by t test and f test to predict the magnitude of the relationship between independent variables (independent) namely training (X1), work motivation (X2), with the dependent variable (dependent) namely employee performance (Y) which is described in the following table:

t test
Following are the results of the t test in the study which can be seen in the table below:

Table 4 . Multiple Regression Analysis Test Results (t test)

Coefficients [a]						
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model		B	std. Error	Betas		
1	(Constant)	.398	2015		.198	.844
	Training	.381	095	.331	4011	.000
	Work motivation	1,001	.139	.593	7.196	.000
a. Dependent Variable: Employee Performance						

Source: From processed data

Based on the results of the analysis above, the regression model for the relationship between Training (X1), Work Motivation (X2), and Employee Performance (Y) is obtained as follows:
Y = a + b1x1 + b2x2
Y = 0.398 + 0.381X$_1$ + 1.001X$_2$
Based on the t test results table above, it can be seen that:
a. First Hypothesis Testing (H1)
   Based on the t-test results table above, it can be seen that the significant value of the training variable on employee performance is 0.000 <0.05, so it can be concluded that H1 is accepted, which means that there is an effect of X1 on Y.
b. Second Hypothesis Testing (H2)
   Based on the t-test results table above, it can be seen that the significant value of the motivational variable on employee performance is 0.000 <0.05, so it can be concluded that H2 is accepted, which means that there is an effect of X2 on Y.
Following are the results of the f test in the study which can be seen below:

Table 5 . Multiple Regression Analysis Test Results (F test)

ANOVA [a]					
Model		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	4769,489	2	2384744	168,870	.000 [b]
	residual	1341573	95	14.122		
	Total	6111061	97			
a. Dependent Variable: Employee Performance						
b. Predictors: (Constant), Work Motivation, Training						

Source: From processed data

c. Testing the third hypothesis (H3)
Based on the F test results table above, it can be seen that the significant value is 0.000 <0.05, so it can be concluded that H3 is accepted, which means that there is a significant effect of the independent variable on the dependent variable on employee performance.

Determination Correlation Test

Table 6 . Determination Correlation Test

Summary models				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.883 [a]	.780	.776	3.75790
a. Predictors: (Constant), Work Motivation, Training				

Source: From processed data

Based on the determination correlation test table above, it can be seen that the R square value is 78%, so it can be concluded that the independent variables of training and work motivation affect the dependent variable of employee performance, the remaining 22% is influenced by other variables not examined in this study.

4. CONCLUSION

From the results of the research and discussion, it can be concluded that based on responses from respondents, training and motivation on employee performance fall into a fairly good category. These results indicate that the employees of PT Sumber Masanda Jaya Brebes produce good jobs and are able to achieve and meet the targets of the work set by the company. So it can be concluded that the variables of training and work motivation affect employee performance positively and significantly. Based on the results of the discussion, it can be concluded that: there is a significant effect of the training variable on employee performance with a significance value in the t test of 0.000 which means <0.05; there is a significant effect of work motivation on employee performance with a significance value in the t test of 0.000 which means <0.05; and there is a significant influence on the dependent variable on employee performance with a significance value in the f test of 0.000 which means <0.05. And it can also be formulated that some of the suggestions given to PT Sumber Masanda Jaya are that the level of employee performance will increase. If the company can develop training properly and increase work motivation higher, then employee performance will progress in terms of the ethos of work procedures.

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