The Effect of Training and Motivation on Employee Performance

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ABSTRACT

The biggest real threat to economic stability is a workforce that is not ready to face the challenges or changes around it. The purpose of this study was to determine the effect of training and motivation on the performance of employees of PT. Sentra Jaya Distribution Tangerang. The research method uses quantitative with a population of 120, determining the sample using the Slovin formula with an error rate of 10% obtained 54 respondents. Data collection methods using primary data and secondary data. Test the instrument using the validity and reliability test, the prerequisite data test uses the normality test, the autocorrelation test, the multi-collinearity test, and the heteroscedasticity test, while the statistical tests use the multiple regression equation, the correlation coefficient test, the coefficient of determination test and the significance test. The Effect of Training and Motivation on Employee Performance at PT. Distribution of Sentra Jaya Tangerang, the analysis of the data that the researchers concluded that the regression equation $Y = a + b_1X_1 + b_2X_2$ which was found was $Y = 15.454 + 0.387 X_1 + 0.265 X_2$, with the multiple correlation coefficient R was 0.563, this showed a positive effect. Then get the equation $T_{count} > T_{table}$ ($2.478 > 2.008$) in the hypothesis test at $\alpha = 0.05$ or 5% (significance $0.003 < 0.05$) then, thereby indicating the hypothesis proposed is accepted, or in other words, H_0 is rejected and H_a is accepted. Thus there is a positive and significant effect between the provision of training and motivation on the performance of employees of PT. Sentra Jaya Distribution Tangerang.

Keywords: Training; motivation; performance

INTRODUCTION

One aspect that can support the success of employees in achieving success is the workability (Badriyah, 2015; Mangkunegara, 2003; Rivai, 2005; Sedarmayanti, 2017). With adequate work skills, employees are expected to get the job done well. To achieve satisfactory performance competencies are needed and to achieve them can be done through several stages or ways such as formal, informal education or training (Ad, 2013; Busro, 2019; E. Sari, 2008; Supomo & Nurhayati, 2018). Formal education alone is still inadequate to achieve professional abilities, so to improve the ability of human resources, employees must attend training,

education, and development (Pakpahan, 2014; Priansa, 2017; Sonny, 2012). With adequate work skills, it is expected to have implications for improving employee performance so as to support the implementation of tasks effectively, efficiently and professionally.

Training is one of the important factors needed by every employee, both new employees and old employees. With training in a company or organization, it can be possible to increase employee motivation, which is also because employees already have sufficient capital and ability to achieve company or organizational goals (Nasrullah, Salam, Pratiwi, & Niswaty, 2017; Niswaty & Darwis, 2015; Sunarsi, 2014, 2018b, 2018a). Efforts to develop human resources in the company through training held by the company, so that the human resources that have been trained have optimal performance (Abdullah, 2014; Achmad Ruki, 2011; Hery, 2015). With training activities, employees have the opportunity to absorb new knowledge or values, so that with this new knowledge employees can improve their performance in carrying out the tasks assigned to them (Aruan, 2013; Munparidi, 2012; Primajaya, 2012).

The role of work motivation in moving the function of human resource management is to make people act or behave in a way to move a certain direction to the workforce to the destination specified (Lusri & Siagian, 2017; Rohendi, 2011; Rumpak, 2014; R. Sari, Muis, & Hamid, 2012). The strength of motivation that exists in humans can be generated by the impulse that exists in humans themselves and the surrounding environment.

One effort that can be taken to be able to survive in the competition is to improve employee performance through training because with training employees can improve, develop their skills and abilities that will affect performance (Nurhajati & Bachri, 2018; Priansa, 2017; Riani, Maarif, & Affandi, 2017). In addition to training factors, there are other important factors that affect employee performance, namely motivation. Motivation is an encouragement that moves employees so they can improve their performance so that they can realize and achieve the goals set by the company. Motivation is very important for employees because with this motivation employees can complete the tasks assigned and can carry out their responsibilities. Lack of training provided by the company has made some workers unable to complete their work in accordance with predetermined targets so that the output obtained is also not optimal.

METHOD

The nature of this research is quantitative descriptive. The population in this study were employees of PT. Distribution of Sentra Jaya as many as 120 people. The number of samples taken in this study was determined by the Slovin formula according to (Hidayat, 2017) with an error rate of 10% in 54 respondents. Data collection methods using primary data and secondary data. Test the instrument using the validity and reliability test, the prerequisite data test uses the normality test, autocorrelation test, multicollinearity test, and heteroscedasticity test, while the statistical tests use multiple regression equations, correlation coefficient test, coefficient of determination test and significance test.

RESULT AND DISCUSSION

PT. Distribution Sentra Jaya which is located at Jalan Pahlawan Seribu Lot.12A CBD BSD South Tangerang is a manufacturing company that runs a production process to the distribution of goods according to needs based on market or consumer demand. Like companies in general, PT. Distribution Sentra Jaya applies a 6-day work system specifically for Production employees. Where every employee is required to have the skills, accuracy, and speed in producing outputs that have been targeted in each of its parts.

Correlation Analysis

Correlation analysis aims to determine the level of closeness of the relationship between variables expressed by the correlation coefficient (r).

Table 1
Correlation Correlation Analysis Results

Correlations

		Pelatihan	motivasi	kinerja
Pelatihan	Pearson Correlation	1	,048	,395 ^{**}
	Sig. (2-tailed)		,728	,003
	N	54	54	54
motivasi	Pearson Correlation	,048	1	,355 ^{**}
	Sig. (2-tailed)	,728		,008
	N	54	54	54
kinerja	Pearson Correlation	,395 ^{**}	,355 ^{**}	1
	Sig. (2-tailed)	,003	,008	
	N	54	54	54

^{**}. Correlation is significant at the 0.01 level (2-tailed).

Based on the results of calculations that have been made, the results obtained correlation coefficient (r_{xy}) or r_{count} with a significance level (α) = 0.05 and the number of respondents (n) = 54 respondents so r_{table} is obtained. From these calculations indicate that $r_{count} > r_{table}$. Then it can be concluded that the alternative hypothesis (H_a) is accepted, that there is a significant positive relationship between training (X_1) and motivation (X_2) and performance (Y). Thus, the results of this study indicate that training and motivation contribute to employee performance results.

Multiple Linear Regression Analysis

Multiple linear analysis is used to determine the significant influence of motivation and work discipline variables on employee performance using SPSS version 21.0. The multiple linear regression formula is as follows: $Y = a + b_1X_1 + b_2X_2$

Table 2
Multiple Regression Analysis Test Results

Model	Coefficients ^a			
	Unstandardized Coefficients		Standardized Coefficients	t
	B	Std. Error	Beta	
1 (Constant)	15,454	6,238		2,478 ,017
Training	,387	,122	,372	3,168 ,003
Work Motivation	,265	,081	,383	3,258 ,002

a. Dependent Variable: Kinerja

Thus we get the multiple linear regression equation, namely:

$$Y = 15,454 + 0,387X_1 + 0,265X_2$$

A value = 15.454 indicates that if the value of the job training score (X1) and work motivation (X2) equal to zero (0), then the employee's performance is 15.454 or in other words, 15.454 is the value of employee performance achieved when there is no change from training (X1) and motivation (X2). It can also be interpreted that the performance of employees is still not good so it encourages training and motivation must be increased again. The value of $b_1 = 0.387$ indicates that every change in the training variable (X1) of 1 time (unit) will cause an increase in the motivation variable (Y) of 0.387. Value $b_2 = 0.265$ shows that every change in the motivation variable (X2) of 1 time (unit) will cause an increase in employee performance variable (Y) of 0.3

The coefficient of determination is a number that states how much influence between the training variables (X1) and motivation (X2) on employee performance (Y)

Table 3.

Determination Coefficient Test Results

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,546 ^a	,298	,271	2,51346

a. Predictors: (Constant), Motivation, Training

b. Dependent Variable: Kinerja

Based on the output of the summary model table in SPSS 21.0, it can be seen that the relationship of training and motivation together (simultaneous) to employee performance calculated by the multiple correlation coefficient R is 0.563, this shows a positive effect. Based on the output model summary above in SPSS 21.0, the coefficient of determination (R^2) obtained is R^2 0.271.

Thus that training and motivation contribute to employee performance of R^2 0,298 or 29.8% while the remaining 0.702 or 70.2% is caused by other factors not examined in this study.

Hypotesis Test

To find out the integration between the two variables namely the training variable (X1) and Employee performance (Y), a t test with a significance level of 5% or 0.05 was performed

Table 4.
T-Test Results (Partial)

Coefficients ^a					
		Unstandardized Coefficients		Standardized Coefficients	
Model		B	Std. Error	Beta	t
1	(Constant)	15,454	6,238		2,478
	Training	,387	,122	,372	3,168
	Work Motivation	,265	,081	,383	3,258

a. Dependent Variable: Performance

Based on the above output obtained for a Tcount value of 3,168. Then the equation is $T_{\text{Count}} > T_{\text{table}}$ ($2.478 > 2.008$) in the hypothesis test at $\alpha = 0.05$ or 5% (significance $0.003 < 0.05$) then, thereby showing the hypothesis expressed accepted, or in other words H_0 was refused and H_a was accepted. This means the training variable (X1) influences employee performance.

To find out the integration between two variables namely motivation variable (X2) and Employee performance (Y), a T-test with a significance level of 5% or 0.05 was performed

Table 5.
T-Test Results (Partial)

Coefficients ^a					
		Unstandardized Coefficients		Standardized Coefficients	
Model		B	Std. Error	Beta	t
1	(Constant)	15,454	6,238		2,478
	Training	,387	,122	,372	3,168
	Work Motivation	,265	,081	,383	3,258

a. Dependent Variable: Performance

Based on the above output obtained for the Tcount value of 3.258. Then the equation obtained $T_{\text{count}} > T_{\text{table}}$ ($3.258 > 2.008$) in the hypothesis test at $\alpha = 0.05$ or 5% (significance $0.02 < 0.05$) then, thereby showing the hypothesis proposed accepted, or in other words H_0 is rejected and H_a is accepted. This means the motivation variable (X2) influences employee performance.

The F test is used to test whether the training variable (X1) and motivation variable (X2) simultaneously influence the employee's performance (Y) is done with a significance level of 5% or 0.05%

Table 6.
F-Test Results (Simultaneous)

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	197,949	2	98,974	8,587	,001 ^b
Residual	426,451	37	11,526		
Total	624,400	39			

a. Dependent Variable: Performance

b. Predictors: (Constant), Motivation, Training

Based on the above output obtained for the F_{count} value of 8,587. So for the value of the equation $F_{\text{count}} > F_{\text{table}}$ ($8,587 > 3,24$) in the hypothesis test at the significance level $\alpha=0.05$ or 5% (Significance of $0.001 < 0.05$), thus indicating the hypothesis put forward is accepted, or in other words, H_0 is rejected and H_a is accepted. This means the training variable (X_1) and motivation variable (X_2) influence together (simultaneous) on employee performance (Y).

CONCLUSION

The Effect of Training on Employee Performance at PT. The distribution of Sentra Jaya Tangerang has a very good influence. Effect of Motivation on Employee Performance has a very good influence. The Effect of Training and Motivation on Employee Performance at PT. Distribution of Sentra Jaya Tangerang, data analysis conducted by researchers concluded that the regression equation $Y = a + b_1X_1 + b_2X_2$ which was found was $Y = 15.454 + 0.387 X_1 + 0.265 X_2$ which can be interpreted that the relationship of training and motivation together (simultaneously) against Employee performance which is calculated by the multiple correlation coefficient R is 0.563, this shows a positive effect. Then get the equation $T_{\text{count}} > T_{\text{table}}$ ($2.478 > 2.008$) in the hypothesis test at $\alpha = 0.05$ or 5% (significance $0.003 < 0.05$) then, thereby indicating the hypothesis proposed is accepted, or in other words, H_0 is rejected and H_a is accepted. Thus there is a positive and significant effect between the provision of training and motivation on the performance of employees of PT. Sentra Jaya Distribution Tangerang.

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