The Effect of Training and Work Discipline on Employee Productivity at PT Anugerah Agung in Jakarta

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ABSTRACT

Employee work productivity is a very important factor in supporting a company's business success. This study aims to determine the effect of training and Work discipline on employee productivity at PT. Anugerah Agung in Jakarta. The method used was explanatory research with a sample of 82 respondents. The analysis technique uses statistical analysis with regression testing, correlation, determination and hypothesis testing. The results of this study training significantly influence employee productivity by 34.0%, hypothesis testing obtained significance 0,000 <0.05. Work Discipline has a significant effect on employee productivity of 42.6%, hypothesis testing obtained significance of 0,000 <0.05. Work training and discipline simultaneously have a significant effect on employee productivity by 50.5%, hypothesis testing obtained significance 0,000 <0.05.

Keywords: Training; Work Discipline; Employee Productivity

INTRODUCTION

The development of the business world today is happening so fast (Setiawati & Na'im, 2000; Sutisna, 2003; Zulian, 2001). Increasingly fierce business competition and economic resources have forced organizations and business enterprises to be able to survive in difficult situations. Changes in the structure of the Indonesian market in free trade against a background of global issues also have a profound impact on Indonesia's business climate. One solution that can be done to face this competition is by increasing competitiveness, both in terms of product and production quality of a company (Lupiyoadi, 2013; Sunyoto, 2014; Swastha, Basu, 2014).

Companies are not enough just to have large capital to achieve their goals, but must be assisted by their employees. Therefore, between companies and employees must have cooperation to achieve the desired goals that are realized in work productivity. Employee work productivity is a very important factor in supporting business success. High productivity will be very beneficial both for employers and for their employees, especially for their welfare. Productivity also reflects the work ethic of employees which is also reflected in a good mental attitude. Employers and employees involved in a company must strive to increase productivity (Hasibuan, 2011; Niswaty, Juniati, Dervish, Salam, & Arhas, 2019; Siagian, 2015)

Productivity as a comparison between the totality of expenditures at a particular time divided by the totality of inputs during the period (Aprilyanti, 2017; Busyairi, Ode, & Safar, 2014; Sedarmayanti, 2011). Productivity is a concept of measuring the ratio of total output to the weighted average input (Busro, 2019; Siswadi, 2016). So based on the opinions of the experts it can be concluded that productivity is a comparison between the amount of output produced with the amount of resources used. The decrease in effectiveness and efficiency of production above shows a decrease in employee productivity which can be caused by several

factors. Training and work discipline can be two factors that can affect employee productivity (Siswadi, 2016). Training will also provide opportunities for employees to develop skills and abilities in working so that what is known and mastered can help employees to understand what should be done and why it must be done, providing opportunities to add knowledge and expertise. Everyone has their abilities, but their abilities may not be in accordance with the specifications sought and needed by the company, so it is important for the company to carry out training so that employees know what they should do and how to do it. Training means the process of helping employees to master special skills or to correct deficiencies in carrying out work (Aruan, 2013; Darmastuti, 2013).

The main problem in the implementation of training programs is usually the problem of spending costs that are not small. The company must be able to choose the types of training in accordance with the conditions of the company and weigh the benefits obtained after the implementation of the training program. The second factor that affects employee productivity is work discipline. Work discipline is really needed by a company in order to carry out its work programs to achieve the targets set (Jeli Nata Liyas & Primadi, 2017; Tri Widodo, Alamsyah, & Utomo, 2018). The work discipline of the employees of PT. Anugerah Agung is measured by the punctuality of coming and going home, not often permission, and the willingness of employees to return equipment. Thus in an effort to increase employee productivity one way that can be done is to pay attention to employee work discipline. Someone will carry out their duties well and full of responsibility if the employee has high work discipline. Work discipline is one of the requirements to be able to help employees work productively which will help increase work productivity (Kawet, 2016; Umama, 2016; Wairooy, 2017).

METHOD

The type of research used is associative, where the aim is to find out the connection between. The population in this study amounted to 82 respondents PT. Anugerah Agung in Jakarta. The sampling technique in this study is saturated sampling, where all members of the population are sampled. Thus the sample in this study amounted to 82 respondents. In analyzing the data used the instrument test, classical assumption test, regression, coefficient of determination and hypothesis testing.

RESULT AND DISCUSSION

Purchasing decisions are a series of processes that consumers go through in deciding the purchase action. The purchasing decision indicators are: the purpose of buying the product, the information process, product maturity, recommending and repurchasing.

Descriptive Analysis

In this test used to determine the highest minimum and maximum scores, rating scores and standard deviations of each variable. The results are as follows:

Table 1
Results of Statistical Analysis Desk Analysis

Descriptive Statistics					
	N	Minimum	Maximum	The mean	Std. Deviation
Training (X1)	82	30	48	38.17	4,192
Work Discipline (X2)	82	30	45	38.05	3,708
Employee Productivity (Y)	82	31	46	38.83	3,610
Valid N (listwise)	82				

Training obtained a minimum variance of 30 and a maximum variance of 48 with a rating score of 38.17 with a standard deviation of 4.192. Work Discipline obtained a minimum variance of 30 and a maximum variance of 45 with a rating score of 38.05 with a standard deviation of 3,708. Employee productivity obtained a minimum variance of 31 and a maximum variance of 46 with a rating score of 38.83 with a standard deviation of 3,610.

Multiple Regression Analysis

This regression test is intended to determine changes in the dependent variable if the independent variable changes. The test results are as follows:

Table 2
Multiple Regression Testing Results

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	10,208	3,198		.002
	Training (X1)	.285	.080	.331	.001
	Work Discipline (X2)	.466	.91	.479	.000

a. Dependent Variable: Employee Productivity (Y)

Based on the test results in the above table, the regression equation $Y = 10.208 + 0.285X_1 + 0.466X_2$ is obtained. A constant of 10.208 means that if there is no training and Work discipline, then there is an employee productivity value of 10.208 points. The regression coefficient of training is 0.285, this number is positive, meaning that every time there is an increase in training of 0.285, employee productivity will also increase by 0.285 points. Work discipline regression coefficient of 0.466, this number is positive meaning that every time there is an increase in Work discipline by 0.466, employee productivity will also increase by 0.466 points.

Correlation Coefficient Analysis

Correlation coefficient analysis is intended to determine the degree of relationship strength of the independent variables on the dependent variable either partially or simultaneously. The test results are as follows:

Table 3
Test Results Coefficient Correlation of Training on Employee Productivity.
Correlations^b

		Training (X1)	Employee Productivity (Y)
Training (X1)	Pearson Correlation	1	.583 **
	Sig. (2-tailed)		.000
Employee Productivity (Y)	Pearson Correlation	.583 **	1
	Sig. (2-tailed)	.000	

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

b. Listwise N = 82

Based on the test results obtained a correlation value of 0.583 means that training has a moderate relationship to employee productivity.

Table 4
Test Results Work Coefficient Correlation Coefficient on Employee Productivity.
Correlations^b

		Disiplin Kerja (X2)	Produktivitas Karyawan (Y)
Work Discipline (X2)	Pearson Correlation	1	.653 **
	Sig. (2-tailed)		.000
Employee Productivity (Y)	Pearson Correlation	.653 **	1
	Sig. (2-tailed)	.000	

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

b. Listwise N=82

Based on the test results obtained a correlation value of 0.652 means that Work discipline has a strong relationship to employee productivity.

Table 5
The Results of Correlation Coefficient Testing Training and Work Discipline Simultaneously to Employee Productivity.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.711 ^a	.505	.493	2.571

a. Predictors: (Constant), Work Discipline (X2), Training (X1)

Based on the test results obtained a correlation value of 0.711 means that training and work discipline simultaneously have a strong relationship to employee productivity.

Analysis of the Coefficient of Determination

Analysis of the coefficient of determination is intended to determine the percentage of influence of the independent variable on the dependent variable either partially or simultaneously. The test results are as follows:

Table 6 .

Test Results The coefficient of determination of training on employee productivity.

Summary Model				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.583 ^a	.340	.331	2,952

a. Predictors: (Constant), Training (X1)

Based on the test results obtained a determination value of 0.340 means that training has an influence contribution of 34.0% on employee productivity.

Table 7 .

Coefficient Test Results Determination of Work Discipline on Employee Productivity

Summary Model				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.653 ^a	.426	.419	2,752

a. Predictors: (Constant), Work Discipline (X2)

Based on the test results obtained a determination value of 0.426 means that Work discipline has an influence contribution of 42.6% on employee productivity.

Table 8 .

Test Results for Coaching Determination Coefficient and Work Discipline on Employee Productivity .

Summary Model				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.711 ^a	.505	.493	2,571

a. Predictors: (Constant), Work Discipline (X2), Training (X1)

Based on the test results obtained a determination value of 0.505 means that simultaneous training and Work discipline has an influence contribution of 50.5% on employee productivity, while the remaining 49.5% is influenced by other factors.

Hypothesis testing

Hypothesis testing with t test is used to find out which partial hypotheses are accepted.

Table 9
Training Hypothesis Test Results on Employee Productivity.
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	19,675	3,004		6,549	.000
Training (X1)	.502	.078	.583	6.414	.000

a. Dependent Variable: Employee Productivity (Y)

Based on the test results on the table above, the value of $t_{\text{count}} > t_{\text{table}}$ or $(6.414 > 1.990)$ is obtained, thus the first hypothesis proposed that there is a significant influence between training on employee productivity is received.

Table 10.
Work Discipline Hypothesis Test Results on Employee Productivity.
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	14.654	3.152		4.649	.000
Work Discipline (X2)	.635	.082	.653	7.705	.000

a. Dependent Variable: Employee Productivity (Y)

Based on the test results in the above table, we get the value of $t_{\text{count}} > t_{\text{table}}$ or $(7.705 > 1.990)$, thus the second hypothesis proposed that there is a significant influence between Work discipline on employee productivity is accepted.

Table 11 .
Training Hypothesis and Work Discipline Test Results on Employee Productivity .
ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	533,602	2	266,801	40,377	.000 ^b
	Residual	522,008	79	6,608		
	Total	1055,610	81			

a. Dependent Variable: Employee Productivity (Y)

b. Predictors: (Constant), Work Discipline (X2), Training (X1)

Based on the test results on the table above, the $F_{\text{calculated}} > F_{\text{table}}$ or $(40.377 > 2.720)$, thus the third hypothesis proposed that there is a significant influence between training and Work discipline on employee productivity is received.

CONCLUSION

Based on the results of the study, training has a significant effect on employee productivity with a contribution of 34.0%. Hypothesis testing obtained $t_{\text{count}} > t_{\text{table}}$ or $(6.414 > 1.990)$. Work Discipline has a significant effect on employee productivity with an influence contribution of 42.6%. Hypothesis test obtained by value $t_{\text{count}} > t_{\text{table}}$ or $(7.705 > 1.990)$. Work training and discipline have a significant effect on employee productivity with an influence contribution of 50.5% while the remaining 49.5% is influenced by other factors. Hypothesis testing obtained the value of $F_{\text{count}} > F_{\text{table}}$ or $(40,377 > 2,720)$.

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