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THE INFLUENCE OF TRAINING AND DISCIPLINE ON EMPLOYEE PERFORMANCE IN PT Y-TECH AUTOPARTS INDONESIA

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Keywords : Training, Discipline, Performance.

Abstract : The development of the automotive industry is increasingly rapid and makes competition in the industry more stringent between one industry with another industry. This research aims to examine the effect of Training and Discipline on Company Performance. This study uses simple random sampling, because because all members are given the same opportunity to become a sample, the sample of this study amounted to 58 respondents of PT Y-Tech Autoparts Indonesia employees. The testing method uses the processing of IBM SPSS Version 22 Analysis to test the effect of Training and Discipline on Company Performance. The results of the study indicate that Training and Discipline have a positive effect on employee performance and the Discipline variable has a large influence on performance.

1 INTRODUCTION

The development of the Indonesian nation in the future is very dependent on the quality of Indonesian human resources who are physically and mentally healthy and have work skills and expertise, so as to be able to build the family concerned to have a stable and decent job and income, so as to meet the needs of life, health and education of members his family. Increasing resources is one of the main focuses. To realize a great nation, the Indonesian people need to have quality resources and competitive competitiveness.

In an organization, good management is when the entire organizational system runs according to their respective roles and functions, both in terms of planning and actualization of what has been planned so as to achieve the objectives of the company or organization. Seeing this human resources that are considered as important in an organization or company must have the capacity and ability to be able to apply everything that has been set by the organization or company in order to achieve the desired goals to the maximum, effective and efficient. The results of a performance is very important because it determines the extent to which the success of a work plan can run. The rules compiled in the company's organizational structure are also part of the way an agency to maximize employee performance and form work commitments to achieve company goals. The ability possessed by human resources is very important to be noticed by corporate organizations in the midst of technological competition that has increasingly advanced from time to time. If the company does not anticipate this, it will hamper a management plan. For that organization or company is required to have competent and capable human resources to be able to develop their capabilities so that they can survive in the midst of the times and intense competition. To get qualified human resources and professional organizations, companies must also have a good system, especially the recruitment system that starts from the selection process, acceptance, various tests, placement, until the development stage. Then another effort made to improve the performance and ability of these employees is to conduct training.

Employees according to Mandolang et al. (2017) are the main wealth for the company, where they will become planners, implementers and controllers who always give an active role in realizing the company's goals. Employees have thoughts, feelings, and desires that can influence their attitudes towards the work they do. This attitude will determine how much his love for the work assigned to him, his loyalty to the company and of course his job satisfaction. Training has meaning as an activity to transfer knowledge and skills to someone in an effort to increase their capacity at work. Lilis Suryani, S.E., M.M. (2018). The ability possessed by human resources

(HR) is very important to be noticed by corporate organizations in the midst of technological competition that is increasingly advancing from time to time. If the company does not anticipate this, it will hamper a management plan. For that organization or company is demanded to have competent and capable human resources to be able to develop with the planned efforts that are held to achieve mastery of skills, knowledge and attitudes. the attitude of employees or members of the organization. In addition to the ability of employees to be improved, the pattern of attitude or discipline is also important that is owned by all employees, because the attitude of the discipline can also support the performance improvement that will be generated by an employee.

Discipline is the most important operative function of Human Resource Management because the better employee discipline, the higher the achievement. Without good employee discipline, it is difficult for companies to achieve optimal results (Usroh Ameliyah, Marzolina, Iwan Nauli Daulay (2014). Meanwhile, research conducted by Astadi Pangarso, Putri Intan Susanti (2016) shows that work discipline (X) has a significant positive effect on the performance of employees of the Basic Social Service Bureau of the Regional Secretariat of West Java Province. High discipline of work must always be maintained, in fact it must be improved in order to be better. People who have good work discipline are expected to be able to try as much as possible to complete their work, so can produce optimal performance for the company. Disciplined employees tend to be punctual in carrying out established procedures and have responsibilities.

PT. Y-TEC Autoparts Indonesia is a company engaged in the field of four or more wheel vehicle parts, especially manufacturing rubber products for automotive parts that have high and unique technology such as Engine Mounting, Suspension, Damperdynamic, and Hose / Tube. This company is a subsidiary of Yamashita Rubber. co.ltd Japan, which was established in Indonesia in February 2013, as one of the newest and most modern companies of the Yamashita group spread across several countries such as in the USA, Thailand, China, Japan, Vietnam. PT Y-TEC AUTOPARTS Indonesia also received ISO 9001 and ISO 14001 certification in October 2016, as a form of our commitment to always provide high quality products and care for the environment, in order to meet customer satisfaction.

Reliable and competent human resources are the lever factor for PT. Y-tech Autoparts Indonesia so that the development of Human Resources Competence is one of the key success factors for achieving the company's vision and mission. In line with the company's vision and mission and strategy to become a world-class company in the field of spare parts, especially rubber. It is necessary to apply efforts that are more focused in developing HR consistently and continuously, one of which is training. In this company has conducted stock taking training conducted before the end of the month. The goal is that at the end of the month stock taking is done without errors or at least can minimize errors that often occur, but researchers see that there are still many errors that occur in the time of stock taking calculation. This problem is supported by recapitulation of stock taking problem monthly data.

Table 1. Stock Taking Problem Monthly April 2017 - March 2018

ITEM PROBLEM	TOTAL
Wrong input	185 Case
Miscalculated	356 Case
Not counting yet	120 Case
Double count	34 Case
Incorrect ID Code	297 Case
Incorrect Unit	0
Incorrect Location	231

Source: PC 2018 Secondary Data.

The conclusion that can be seen is that there are still many mistakes in stock taking and the low awareness of employees on the importance of job training that can affect employee performance. Besides job training, work discipline is also very important that must be applied to all employees. Employee work discipline is very important for a company in order to realize company goals. The attitude of work discipline owned by employees is very important for a company. Researchers see problems faced by the company in employee discipline is that there are still employees who do not attend at the time of departure. These problems are supported by absences of employee recapitulation data.

Table 2. Recapitulation of absent employees, May 5, 2019

Forget	2
Leave	11
Shift 2	14
Sick	1

Source: 2019 HRD Secondary Data.

The conclusion from the table above there are still employees who do not attend due to forget employee. This shows that the employees' awareness of the importance of work discipline is still low.

2 LITERATURE REVIEW

Employee Performance

Performance is an individual thing, this is due to the different abilities of employees in completing their work. Good performance can be seen from the results obtained, in accordance with organizational standards (Tampi, 2014) in I Dewa Gede Eka Candra Wiguna (2015). Performance is the result of work achieved in carrying out the tasks given to them based on skills, experience, and sincerity. Hasrul Azwar Hasibuan 1, Rahima Br. Purba 2, Andysah Putera Utama Siahaan (2016). Performance according to Dr.Sudaryono (2017) is quoted from a book entitled Introduction to Management. Performance is an achievement achieved by someone in carrying out their duties or work in accordance with the standards and criteria set for the job. Performance according to A.A.Anwar Prabu Mangkunegara (2017) Performance is work performance or work output (output) both quality and quantity achieved by HR unity of time period in carrying out his work duties in accordance with the responsibilities given to him.

Training

Training a vehicle conducted by the company to build reliable human resources towards an era of globalization filled with challenges and competition, the company realizes that training is fundamental for employees. (Yudi siswandi 2016). Training according to Donni Juni Priansa (2014) is a systematic and planned effort to change or develop new knowledge, skills, attitudes that are appropriate to the needs of the organization. This training allows employees to gain additional capabilities so that they can carry out actual tasks or work that are faced better, faster, more easily with higher quality work and produce good performance.

Work Discipline

Work discipline according to Rizki Indah Kartikasari, Indi Djastuti 1 (2017) is a tool used by managers to communicate with employees so that they are willing to change a behavior and as an effort to increase awareness and willingness to meet all company regulations. Discipline according to Usroh Ameliyah, Marzolina, Iwan Nauli Daulay (2014) is the most important operative function of Human Resource Management because the better employee discipline, the higher work performance can be achieved. Without good employee discipline, it is difficult for company organizations to achieve optimal results.

Framework

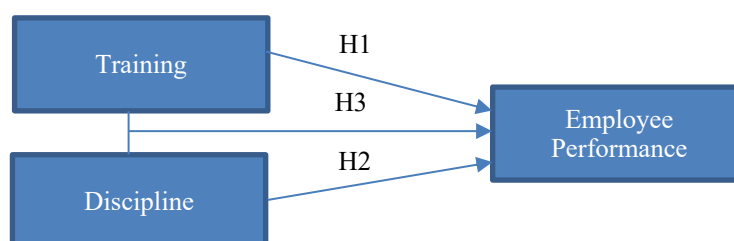


Figure 1. Research Framework

Source: Researcher data, 2018.

Hypothesis:

H1: Training has a significant effect on employee performance

H2: Discipline has a significant effect on employee performance

H3: Training and discipline simultaneously have a significant effect on employee performance.

3 METHODOLOGY

This type of research in this thesis is a type of quantitative research. Quantitative research is a systematic scientific study of parts and phenomena and their relationship. The technique used in data collection is a questionnaire distributed to employees of PT Y-Tech Autoparts Indonesia. This study uses multiple linear regression analysis which is used to predict the effect of Training and Discipline on Employee Performance. Total population of 138 people, and researchers took samples using the Slovin formula with a total sample of 58 people.

4 FINDINGS AND DISCUSSION

Validity and Reliability Test

Based on the results of the calculation of the validity test of training variables, disciplinary variables, and employee performance variables show $r_{count} > r_{table}$ with a significant level of 10% is 0.2568. Thus it is said that all three variables used in the study are all valid. The reliability test results show that the results of Cronbach alpha > 0.60 then the training variables, discipline variables and performance variables are declared reliable.

Table 3. Variable Reliability Tests

No	Variables	Cronbach alpha	Limit Cronbach alpha	Information
1	Training (X1)	0,755	0,60	Reliabel
2	Discipline (X2)	0,748	0,60	Reliabel
3	Performance (Y)	0,750	0,60	Reliabel

Source: Output SPSS, 2018.

Classic assumption test.

Normality test

Based on the results of the normality test, the distribution of data is done by looking at the shape of the graph histogram chart forming a bell or mountain then the normal distribution, or if the points spread around a line and follow the diagonal line on a normal P-P plot plot, then it is normally distributed.

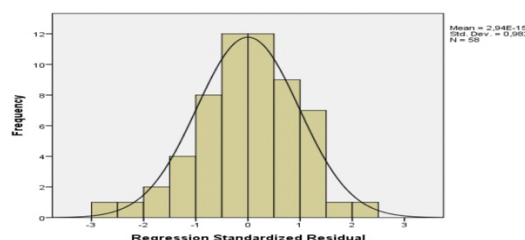


Figure 2. Histogram Normality Test

Source: Output SPSS, 2018.

Multicollinearity Test

Based on the multicollinearity test results that have been carried out it can be concluded that each variable has a tolerance value > 0.1 and a VIF value < 10 , so that no multicollinearity occurs.

Table 4. Multicollinity Test

Dimension	Tolerance	VIF	Conclusion
Training	0,782	1,279	There is no multicollinearity
Discipline	0,782	1,279	There is no multicollinearity

Source: Output SPSS, 2018.

Heteroscedasticity Test

Based on scatterplot charts it can be seen that the points spread with unclear patterns above and below the number 0 on the Y axis. It can be concluded that there is no heteroscedasticity problem in the regression model.

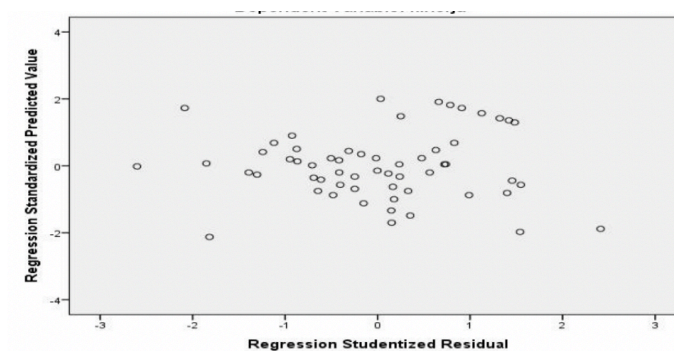


Figure 3. Scatterplot

Source: Output SPSS, 2018.

Multiple Linear Regression Analysis

Table 5. Analysis of Multiple Linear Regression

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	,664	,370		1,792	,079		
Training	,253	,079	,291	3,214	,002	,782	1,279
Work Discipline	,593	,086	,626	6,915	,000	,782	1,279

Source: Output SPSS, 2018.

From the results of the calculation of multiple regression analysis using IBM SPSS Statistics 22 the regression coefficient results of Training and Discipline on Employee Performance are:

$$Y = a + B1X1 + B2X2$$

$$Y = 0.664 + 0.253 X_1 + 0.593 X_2$$

Information:

Y = Dependent Variable X_1 , X_2 = Independent variable (Independent)

From the equation above can be explained as follows:

1. Constant value = 0.664

Positive constants indicate the positive influence of the independent variables (training and discipline). If the independent variable rises or influences, the employee performance variable will rise by 0.664 or be fulfilled.

2. Coefficient of the Training variable. (X_1) = 0.253.

Represents the value of the regression coefficient of the training variable (X_1) against the employee performance variable (Y) meaning that if the training (X_1) of the employee's performance will increase by 0.253 or 0.253%.

3. The coefficient value of the work discipline variable is 0.593

Is a regression coefficient value of the work discipline variable (X_2) to the employee performance variable (Y) meaning that the discipline variable has increased the employee's performance will increase by 0.593 or 59.3% coefficient positive value means between work discipline (X_2) and employee performance (Y) positively related. An increase in work discipline (X_2) will result in an increase in employee performance (Y).

Hypothesis Test

T Test (Partial Significance Test)

This test is to determine the effect of training (X_1) and discipline (X_2) partially on employee performance variables (Y) with an error rate of 10% or 0.1 and degrees of freedom (df) = $n-k-1$

Information:

a. number of respondents (n) = 58 people

b. number of independent variables (k) = 2

c. significant level α = 10%

d. Degree of freedom (df) = $n-k-1$ = $58-2-1$ = 55. known ttable value of 1.673

From the results of obtaining the t-count value as shown in the following table:

Table 6. Hypothesis test results with test

Variables	T Value	Sig	T table
Training	3,214	0,002	1,673
Discipline	6,915	0,000	1,673

Source: Output SPSS, 2018.

Effect of Training on Employee Performance

Based on the results obtained from the t test the Training Variable has a significant level of 0.002. From the results of the t test on the training variable states that the significance of the t test is smaller than 0.10. While the calculated t value obtained is 3,214 greater than the t table value of 1,673. Thus the hypothesis states that H_0 is rejected and H_1 is accepted, which means "there is a partial effect of Training on Employee Performance at PT. Y-Tech Autopart Indonesia was asked to be accepted. The results of this study support the results of previous studies conducted by Ilham Thaief, Aris Baharudin, Priyono and Muhamad Syafii Idrus (2015). The results of this study concluded that the training has an effect on employee performance.

Effect of Work Discipline on Employee Performance

The Disciplinary Variable has a significant level of 0,000. From the results of the t test on the variable Work Discipline states that the significance of the t test is smaller than 0.10 while the calculated t value obtained is 6.915 greater than the ttable value of 1.673. Based on these results, the hypothesis states that H_0 is rejected and H_1 is accepted, which means there is a partially positive effect between the Discipline independent variable

on the Employee Performance variable at PT. Y-tech Autopart Indonesia is declared accepted. The results of this study support the results of previous studies conducted by Astadi Pangarso, Putri Intan Susanti (2016). The results of this study concluded that Discipline influences Employee Performance.

F Test

The F statistical test basically shows whether all the independent or independent variables included in the model have an influence together on the dependent or dependent variable (Ghozali, 2011). all independent or independent variables that are included have a joint effect on the dependent variable (Ghozali, 2011).

Table 6. Results of hypothesis testing with Simultaneous Test (F Test)

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	4,361	2	2,181	50,437	,000 ^b
Residual	2,378	55	,043		
Total	6,739	57			

Source: Output SPSS, 2018.

Decision making is based on a comparison of the value of Fcount by looking at the level of significance, then comparing with the level of significance that has been set (0.10). If the significance of the calculated F is smaller than 0.10, then (Ho) is rejected, which means that the independent variable simultaneously influences the dependent variable (Ghozali, 2011). From the F test results, the calculated F value is 50.437 and the F table value is 2.40. While the significance is 0,000. Because the significance value is below 0.10 and the F value is greater in the F table ($50.437 > 2.40$), the hypothesis which states "there is a simultaneous influence between the independent variable Training (X1) and the Discipline independent variable (X2) influences the dependent variable Employee Performance (Y) "is accepted. The results of this study support the results of previous studies conducted by Usroh Ameliyah, Marzolia, Iwan Nauli Daulay (2014). The results of this study concluded that Training and Discipline influence Employee Performance.

The Effect of Training and Work Discipline on Employee Performance

Training and Discipline variables simultaneously have a positive effect on Employee Performance variables, shown by the test results F count 50.437 and F table value of 2.40 which means that F count is greater than F tables with a significance value of 0.000, then the hypothesis states that training and discipline simultaneously affect the performance of employees at PT. Y-Tech Autoparts Indonesia can be accepted with an error rate of 10%. At PT Y-Tech Autoparts Indonesia the role of training and work discipline greatly influences the performance of each employee, so it can be concluded that independent variables are jointly able to improve employee performance

5 CONCLUSION

From the results of research that have been interpreted and based on literature review, it can be concluded that there is a partial effect between the free variables of training on employee performance variables. Besides that, partially, the influence of work discipline independent variable on employee performance. At PT Y-Tech Autoparts Indonesia the role of training and work discipline greatly influences the performance of each employee, so it can be concluded that independent variables can jointly improve employee performance. There is no significant change in the stock trading volume variable. There is also the possibility that investors will pay less attention to trading volume, because they consider that companies incorporated in the LQ45 index are actively traded stocks.

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