The Effect of Work Training and Work Motivation on Employee Performance in PT. Pln Area Lenteng Agung Jakarta Selatan

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Abstract

This study aims to test empirically whether the effect of training and motivation is applied to realize employee performance at PT PLN Lenteng Agung Area. Located on Jalan Raya Duren Tiga No.100, South Jakarta, which consists of 50 respondents (37 male and 13 female) using the Slovin sample method. This research uses quantitative descriptive method with data collection techniques, namely by observation and distributing questionnaires / questionnaires. The data analysis techniques used were validity and reliability tests, classic assumption tests (normality, heteroscedasticity, and multicollinearity tests) along with multiple linear regression analysis and simple linear regression analysis which were processed using SPSS 22. The results of this study can be seen from the multiple linear regression equation $Y = 9.891 + 0.658X1 + 0.786X2$ This can be interpreted that employee performance without the support of training and work motivation (constant) is 9.891 and any changes in the joint increase between the training and work motivation variables will determine the level of employee performance, every one point increase in the training variable due to an increase in the employee performance score of 0.658 and every time there is an increase in job training variables due to an increase in the employee performance score of 0.786. Thus the better the training and work motivation, the higher the level of employee performance. Based on the results of the F test, it can be seen that f is with a significance level of 0.000 <0.05 then the degree of freedom (df) is (k-1) or the degree of the numerator and (n- k) for the degree of denominator where n = number of observations and k = the number of variables, then the F table is obtained of 3.08. So that the value of f is greater than f (33,426> 3.08). Thus the test results show that H0 is rejected and Ha is accepted. This indicates that together (simultaneously) the independent variables (training and motivation) have a significant effect on the dependent variable (performance).

Keywords: Work Training, Work Motivation, Employee Performance.

1. Introduction

In the current era of globalization, the need for knowledge is very important to have, especially in the world of business and business. Where globalization encourages a company to become more effective and efficient to keep up with the changes that have emerged so rapidly. Knowledge is an important factor in performance performance. In an effort to improve the quality of Human Resources within the company, HR development programs are one of the ways companies take to develop and improve human resources.

The definition of management according to Malayu S.P Hasibuan (2016: 9) states that "Management is the science and art of regulating the process of utilizing resources and other resources effectively and efficiently to achieve certain goals". One way to improve the performance of employees in the company is to hold a training program in which the applied program is made according to the needs of the company. According to Widodo (2015: 82) Training is a learning process that allows employees to carry out work that is currently in accordance with standards. A country must have and need human resources to fulfill the goals the country wants to achieve, for example in the economic, social, educational, and Human Resources must be managed properly so that their talents and abilities can be fully, maximally, and right on target through effective and efficient methods and systems. Meanwhile, according to Hasibuan (2016: 10) Human Resource Management is the science and art of managing the relationships and roles of the workforce to be effective and efficient in helping the realization of company, employee and community goals.

Employee motivation is one of the important factors that can determine the success of a company in achieving its goals. Lack of attention to this will cause losses for the company. This is reinforced by the statement according to Hasibuan (in Sutrisno, 2016) Work motivation is an incentive to desire and a driving force for a person's willingness to work because each motivation has a specific goal to be achieved. The role of employee motivation at work is very important because motivation is closely related to performance. If motivation is high, employee performance is also high. Conversely, if motivation is low, employee performance is also low. Employee performance is not derived from high intensive social status, but performance for them is an attempt to achieve quality and quantity itself. Meanwhile, according to Rivai (in Muhammad Sandy, 2015: 12) Performance or work performance is the result or overall success rate of a person during a certain period. in carrying out tasks compared to various possibilities, such as work standards, targets or targets or criteria that have been determined in advance and are mutually agreed upon. Apart from that, performance is a process by which the company evaluates one's work. With this, if done correctly, the employees, human resources department, and also the company will be able to benefit with the assurance that individual employees are able to contribute to the strategic focus of the company.

2. Literature Review

Work Training

According to Chan in Priansa (2014: 175). "Training is learning provided in order to improve performance related to current jobs". In this sense, two implications are contained. The first implication is that current performance needs to be improved because of the gap between the knowledge and abilities of current employees. The second implication is that learning is not to meet future needs, but to be used immediately. According to Sikula in Mangkunegara (2013: 44) Training is a short-term educational process that uses a systematic and organized procedure in which non-managerial employees learn technical knowledge and skills for limited purposes.

Work Motivation

According to Melayu S. P Hasibuan (2014: 141) motivation comes from the Latin word "movere" which means encouragement or directing. Motivation is shown in other human resources and in particular subordinates. Motivation questions how to direct the potential power of subordinates so that they are willing to work together productively, succeed in achieving and realizing predetermined goals.

Employee Performance

Performance has a broader meaning, not only as a result of work, but also how the work process takes place. In this case, a person should have a certain degree of willingness and level of ability. A person's willingness and skills are not effective enough in doing a task without a clear understanding of what to do and how to do it.

Performance is a tangible behavior that is shown by everyone as work performance produced by employees in accordance with their fields within a company. Employee performance is very important in the company's efforts to achieve its goals. So here is the definition of performance according to some experts:

Performance according to Hasibuan in Yani (2012: 117) Performance is a result of work achieved by a person in carrying out the tasks assigned to him based on skills, experience and seriousness and time.
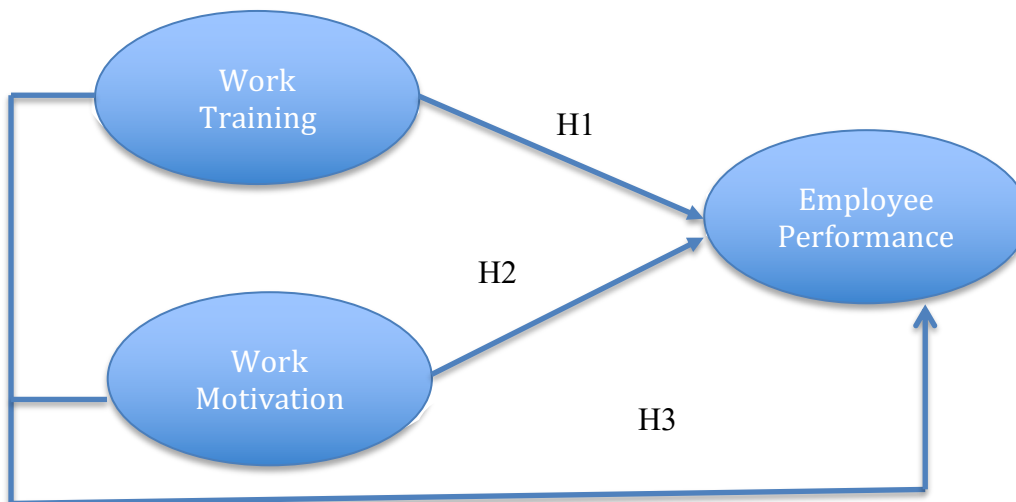
Framework

Figure 1. Research Framework

Hypothesis:
H1: Work Training has a significant effect on employee performance
H2: Work Motivation has a significant effect on employee performance.
H2: Work Training and Work Motivation have a significant effect on employee performance.

3. **Methods**

The scope of research was conducted at PT. PLN (Persero) Lenteng Agung Area Jalan Raya Duren Tiga No.100, South Jakarta. Is a company engaged in the electricity and gas sector. The research was conducted in October - December 2019.Nature of Research The research used in this research is descriptive research. According to Sugiyono (2015: 29) defines that: "Descriptive research methods are methods used to describe or analyze a research result but are not used to make broader conclusions." This means that the research results cannot be generalized.

Population is a generalization area in the form of the subject or object under study to be studied and conclusions drawn, while the sample is part of the population under study. The sample is part of or acts as a representative of the population so that the results of the research that are successfully obtained from the sample can be generalized to the population. Sampling is needed if the population taken is very large and the researcher has limitations to reach the entire population, the researcher needs to define the target population and the reachable population and then determine the number of samples and the sampling technique used.

Population according to Sugiyono (2015: 80) is a generalization area consisting of objects or subjects that have certain qualities and characteristics that are determined by researchers to study and draw conclusions. To find out respondents' responses about the effect of job training and work motivation on employee performance, the employee population of PT. PLN (Persero) Lenteng Agung Area, South Jakarta, totaling 100 people.

The sample is part of the number and characteristics of the population (Sugiono, 2016: 81). That sample, the conclusions made for the population. Therefore, the sample taken from the population must truly be representative. Sampling in this study using probability sampling technique, namely proportionate stratified random sampling using the slovin formula. According to Sugiyono (2017: 82) "probability sampling is a sampling technique that provides equal opportunities for each element (member) of the population to be selected as a sample member".

4. Results and Discussion

Validity Test

According to Sugiyono (2016: 52) argues that "A questionnaire is said to be valid if the questions on the questionnaire are able to reveal something that will be measured by the questionnaire". To test the validity seen from the table of total statistical items. The validity test is done by correlating each question with the total score for each variable. Statistically, the correlation number obtained must be compared with the critical value of the correlation value table r. The correlation technique used is the Pearson product moment with data processed using SPSS 22. Based on the results of data processing , here are the results of the validity test in this study.

Table 1. Validity Test

Variables	Item	Validity
Work Training	10	Valid
WorkMotivation	10	Valid
EmployeePerformance	10	Valid

Based on the test results from table 1, that the Work Training variable is 10 statements, Work Motivation is 10 statements, and Employee Performance is 10 statements. From the results of the validity test, it can be explained that the overall value of r count is greater than the value of r table (0.279), thus it can be concluded that all items in the employee performance variable indicator are valid.

Reliability Test

Reliability Test Question items in variables are said to be reliable or reliable if the respondent's answer is consistent or stable over time. A construct or variable is said to be reliable if it gives a Cronbach Alpha value ≥ 0.60.

Table 2. Reliability Test

Variables	Alpha Cronbach	Validity
Work Training	0,772	Reliable
Work Motivation	0,715	Reliable
EmployeePerformance	0,693	Reliable

Based on table 2, Reliability test results show that all work discipline variables have the alpha coefficient above, namely 0.772> 0.60 so that it can be said that all measurement concepts for each variable from the questionnaire used are reliable. Reliability test results show that all work discipline variables have the alpha coefficient above, namely 0.715> 0.60 so that it can be said that all measurement concepts for each variable from the questionnaire used are reliable. Reliability test results show that all performance variables have the alpha coefficient above, namely 0.693> 0.60 so it can be said that all measurement concepts for each variable from the questionnaire used are reliable.

Multiple Linier Regression

According to Sugiyono (2015: 195), multiple regressions are carried out by researchers, if the researcher intends to predict how the state (fluctuation) of the dependent variable is, if two or more independent variables are predictors of manipulation. The dependent variable is the dependent variable which is a variable that is influenced by the independent / independent variable. In other words, multiple linear regression is a regression in which there are more than two variables, both dependent and independent. This study used multiple linear regression analysis, because this study was conducted to determine the effect of Job Training (X_1) and Work Motivation (X_2) on Employee Performance (Y). The multiple linear regression equation in this study uses the SPSS formula.

Table 3. Coefficients

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9,891	3,871		2,555	,004
	Work Training	,658	,568	,707	5,964	,000
	Work Motivation	,786	,726	,792	2,775	,000

a. Dependent Variable: employee performance

Source: Data processed by SPSS22

Based on the results of these calculations, the multiple linear regression equation is obtained as follows:

$$Y = 9.891 + 0.658X1 + 0.786X2$$

X1 = Job Training
X2 = Work Motivation
Y   = Performance

a) b = 9.891 states that job training (X1) and work motivation (X2) are constant (do not change), the value of employee performance consistency (Y) is 9.891

b) b_1 = 0.658 states that if job training (X1) and work motivation (X2) remain (do not change) then the employee performance consistency value (Y) will increase by 0.658, assuming there is no (constant) increase in the value of job training (X1).

c) b_2 = 0.786 states that if work motivation (X2) is increased, then employee performance (Y) will increase by 0.786 assuming there is no added value of job training (X1)

Partial Test

The t test aims to show the effect of one independent variable in explaining the dependent variable which is tested for the significance level of 0.05.

Table 4. Hypothesis Test

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9,891	3,871		2,555	,004
	Work Training	,658	,568	,707	5,964	,000
	Work Motivation	,786	,726	,792	2,775	,000

a. Dependent Variable: Employee Performance
Source: Data processed by SPSS22

From the table above, it can be seen that each independent variable has a different effect on the dependent variable. From this test, it can be seen that the data significance value of variable X under study is proven to have a significant effect on variable Y.This is because 2 variables X have a significance value of <0.05. In addition to seeing the significance value, the partial test can be seen from the t value which is greater than the r table value of 0.279 obtained by looking at the 2.011 t table list. The t table value is obtained by looking at the t table list with df = n-3 = 50-3 = 47 with an alpha of 0.05. The first hypothesis states that training partially affects the performance of the employees of PT. PLN Persero Area Lenteng Agung, South Jakarta. From table 4.25 it can be seen that the job training variable (X1) has a t value of 5.964, greater than t table 2.011 and has a significance value of 0.004 <0.05. Thus the hypothesis Ha "Job training partially affects the performance of employees at PT. PLN Persero Area Lenteng Agung, South Jakarta. " be accepted. The second hypothesis states that training partially affects the performance of the employees of PT. PLN Persero Area Lenteng Agung, South Jakarta. From table 4.25, it can be seen that the work

motivation variable (X2) has a t value of 5.964, greater than t table 2.011 and has a significance value of 0.000 <0.05. Thus the hypothesis Ha "Job training partially affects the performance of employees at PT. PLN Persero Area Lenteng Agung, South Jakarta. " be accepted.

Goodness of Fit

The F test aims to show whether all independent variables have a joint influence on the dependent variable tested at a significant level of 0.05.

Table 5. ANOVA

ANOVAa

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	432,510	2	216,255	33,426	,000b
Residual	304,070	47	6,470		
Total	736,580	49			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Working Training, Working Motivation

Source: Data processed by SPSS22

There is an influence between job training (X1) and motivation (X2) on employee performance (Y) (p-value 0.000 <0.05) → Reject Ho. From the table 4.26 above shows the significance value is 0.000 which is worth less than $\alpha = 0.05$ or 0.000 <0.05 and the value of F count> F table which is 33.426> 3.08 is obtained by looking at the F table with df = n - k - 1 (50 - 2-1 = 47) at a significance level of 0.05. Therefore the decision is Ho_3 rejected and Ha_3 accepted. So it can be concluded that there is an influence between training (X1) and motivation (X2) together with employee performance (Y).

Coefficient of Determination (R2)

According to Ghozali (2016), the coefficient of determination test aims to measure how far the model's ability to explain variations in the dependent variable. The coefficient of determination is between zero and one. The small value of R Square indicates that the ability of the independent variables to explain the dependent variable is very limited.

Table 6. Model Summary

Model Summaryb

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,766a	,587	,570	2,544

a. Predictors: (Constant), Work Training, Work Motivation

b. Dependent Variable: Employee Performance

Source: Data processed by SPSS22

The results from the table above can be seen that the coefficient of determination (adjusted R2) obtained is 0.570. This shows that the influence of the independent variable is 57%, while the rest, namely 43%, the employee's performance is influenced by other variables not examined in this study.

Discussion

Based on the results of statistical testing, The explanation of each variable effect is explained as follows:

The Effect of Work Training on Employee Performance

Based on the results of the regression calculation, the t_ (count) value of the Work training variable was obtained, where t_ (count) was 5.964 with a significant α = 0.05 while t_ (table) was 2.011, then the t_ (count)> from t_ (table) and t_ sig) <0.05 or 5.964> 2.011 and 0.004 <0.05, this means that job training partially affects employee performance because the significant value is below 0.05, thus it can be concluded that job training has a significant effect on employee performance.

The Effect of Work Motivation on Employee Performance

Based on the results of regression calculations, the t_ (count) value of work motivation variable is obtained, where t_ (count) is 5.964 with a significant α = 0.05 while t_ (table) is 2.011, then it is obtained t_ (count)> from t_ (table) and t_ (sig) <0.05 or 5.964> 2.011 and 0.000 <0.05, this means that work motivation partially affects employee performance because a significant value is below 0.05, thus it can be concluded that work motivation has a significant effect on employee performance.

The Effect of Work Training and Work Motivation on Employee Performance

The results of testing the effect of training and work motivation together have a significant effect on employee performance. Based on the results of the SPSS calculation, the value of F_ (count) = 33.426 with a significance of F of 0.00 using a significance level of 0.05 means that the table value with dk = nk-1 = (50-2-1 = 47) is obtained F_ (table) 3.20 at the significance value is still below the significance value set at 0.05, so it can be concluded that training and work motivation have a significant effect on employee performance.

5. **Conclusion**

Based on the results of research that researchers have done at PT. PLN Lenteng Agung Area about the Effect of Training and Work Motivation on Employee Performance, the authors can draw conclusions. Training has a significant effect on employee performance at PT PLN Area Lenteng Agung with a significance level of 0.004 <0.05 and tcount 5.964> 2.011 ttable. Motivation has a significant effect on employee performance at PT PLN Area Lenteng Agung with a significance value of 0.004 <0.05 and tcount 5.964> 2.011 ttable. The effect of Job Training (X1) and Work Motivation (X2) on Employee Performance (Y) at PT PLN Lenteng Agung Area has a significant effect simultaneously which can be seen from the results of the F test. the significance of 0.000 <0.05 then the degree of freedom (df) is (k-1) or the degree of the numerator and (nk) for the degree of the denominator where n = the number of observations and k = the number of variables, then the F table is obtained at 3.08. So that the value of fcount is greater than the table (33.426> 3.08). Thus the test results show that H0 is rejected and Ha is accepted. This indicates that together (simultaneously) the

independent variables (training and motivation) have a significant effect on the dependent variable (performance).

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