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The Influence of Training on Employee Performance in PT. Pelni (Persero) Jakarta

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Abstract

This study aims to determine whether there is an influence between employee training on employee performance at PT. Pelni (Persero) Jakarta. The research method in this study uses descriptive quantitative research methods using primary data. Sampling technique is a saturated sample of 50 people through a questionnaire. Processing data using SPSS 26 statistical applications. In the study obtained a large correlation coefficient of 0.838 shows a very strong relationship between training with employee performance at PT. Pelni (Persero) Jakarta. Based on the determination coefficient ($R2$) of 0.702, it shows that the training variable (X) affect the performance of employees (Y) by 70.2% and the remaining 29.8% is influenced by other variables. While the regression equation is obtained Y = 7.265 + 0.816X.

Keywords: Training, Employee Performance

1. Introduction

Among the programs to improve human resources that are weighted are training programs. The program is very effective because it is able to increase the ability of employees in a company, so that with the capabilities gained during the training program the employees are able to support the company to achieve its goals. To carry out this training program requires a good, planned, and controlled design. So that the fruits of this program can be conveyed properly and optimally for the company.

The training program is intended to increase the competency and experience of employees to be able to create company goals and to create human resources who have good capacity and ability. Employee training is an extremely important part of the overall process of the company's progress. It is said so because both old and new employees have very few who have the initiative and creative to improve their performance in order to advance the company. Employees are usually satisfied with what they produce or do without taking the initiative to improve it.

Besides that, there is another important thing that must be considered in a company in order to achieve or improve employee performance. Performance is the result of quality and quantity of work

achieved by an employee in carrying out their duties in accordance with the responsibilities given to him and performance is also the result of the thought and energy of an employee of the work he does.

2. Literature Review

Training

Training is an activity aimed at being able to add and train employee competencies in order to achieve a company's goals. To get a clearer picture of the following training the understanding of the training was presented by several experts: According to (Rivai, 2018) defines "Training as part of education that involves the learning process to acquire and improve skills outside the education system that applies in a short time with methods that prioritize methods of practice rather than theory." (Rivai, 2018) argues "Training is the process by which people achieve certain abilities to help achieve organizational goals. Training is more likely to be short-term oriented, training has an effect on performance, and if the training conducted by the company is successful then employee performance will improve by itself." According to (Handoko, 2012), "Training is the process of increasing employee knowledge and skills. Training may also include changing attitudes so employees can do their jobs more effectively. Training can be done at all levels in the organization. At the lower / lower level the training consists of teaching how to do a task such as operating a machine. "

(Gomes, 2013), said "Training is any attempt to improve job performance on a particular job that is being responsible for, or one job that has to do with work." According to (Kasmir, 2016), said that "Training is the process to form and equip employees by adding expertise, abilities, knowledge and behavior." According to (Nawawi 2011,), argues that "Training is a process of providing assistance for workers to master specific skills or help to correct their shortcomings in carrying out work." According to (Sedarmayanti, 2017), there are 2 training objectives, namely general goals and special objectives. The general objective of training is to increase productivity in accordance with organizational goals. While the specific objectives are:
1. The quality of employee work.
2. Work productivity.
3. Quality of workforce planning.
4. Increase morale and work morale.
5. Occupational health and safety of employees and organizations.
6. Prevents expiration of employees' knowledge and skills.
7. Employee self-development

There are seven main objectives of the training program proposed by (Simamora, 2014), including:
1. Improve Employee performance Employees who work unsatisfactorily because of a lack of skills are the main candidates for training.
2. Updating the expertise of employees in line with technological progress. Through training of trainers (trainers) ensure that employees can apply new technology effectively.
3. Reducing learning time for new employees to be competent at work. New employees often do not master the skills and abilities needed to become "job competent" that is able to achieve the expected outputs and quality standards.
4. Help solve operational problems. Managers must achieve their goals with scarcity and abundance of resources
5. Prepare employees for promotions. One way to attract, retain, and motivate employees through systematic career development programs. Orient employees towards the organization. During the first few days at work new employees form their first impression of the organization and management team.

6. Meet the needs of personal growth. Training and development can play a dual role by providing activities that result in greater organizational effectiveness and increasing personal growth for all employees.

According to (Simamora, 2014), the benefits of training include:

1. Increase the quantity and quality of productivity.
2. Creating a more profitable attitude, loyalty and cooperation.
3. Reducing the learning time needed by employees to reach acceptable performance standards.
4. Meet the needs of human resource planning.
5. Reducing the amount of costs and accidents.
6. Helping employees in their personal improvement and development.

Before conducting the training, the company should design a training program that will be provided to employees who will attend the training. The design of the training program uses training methods to achieve the desired goals. According to (Simamora, 2014), the training method is divided into 2, namely:

1. On the Job (training at work)
    a. Rotation of assignment / job rotation / planned progression / job exchange.
    b. Coaching and counseling / guidance and counseling.
    c. Apprenticeship / understudy / internship.
    d. Demonstration and example / demonstration and giving examples / performance.
    e. Evaluation system / evaluation system.
    f. Temporary assignment.
    g. Job instruction / job instructions.
    h. Special task force / project
    i. On the job experience / experience at work.
2. Off the job (training outside the actual workplace), consisting of:
    a. Simulation
        1) Case study / case study / case study.
        2) Role playing / role playing.
        3) Business games in business.
        4) Sensitivity training.
        5) Behavior modeling / imitation of behavior.
        6) Outbound training / outdoor training.
        7) Correspondence courses.
        8) Inspection.
        9) Programmed instruction / programmed instruction.
        10) Selective reading.
    b. Informational presentation
        1) Lecture / lecture.
        2) Conference / conference / seminar.
        3) Transaction analysis / transaction analysis.
        4) Video presentation.
        5) Programmed instruction / programmed instruction.
        6) Self-study / independent study.
        7) Compensation / compensation.
        8) Supervised reading and research / supervised reading and research assignments.
        9). Training materials

According to (Rozalena, 2016), training materials are the means that can be used to deliver the contents or materials of the training program. The following are the principles for providing training materials or materials:

1. Suitability of the material with the curriculum.
2. The accuracy of the contents of information and knowledge.
3. Clarity in the delivery of information and knowledge contents.
4. The ability to motivate and foster participant learning interest.
5. Guarantee on the technical quality of training material.
6. Free from commercial influence from certain parties outside the sponsor
7. or partners who are officially cooperating.
8. Availability of a book or module guide on how to use the material.

Work performance

According to (Rivai, 2018) Performance is "the results or overall level of success of a person during a certain period in carrying out the task compared with various possibilities, Performance is a condition that must be known and informed to certain parties to find out the level of achievement of an agency's results associated with the vision carried an organization and know the positive and negative impacts of an operational policy taken ". According to (Siswanto, 2012) "performance is the ability of a person to produce a product or service to encourage the achievement of desired goals. Performance is the result of quality and quantity of work achieved by an employee in carrying out their duties in accordance with the responsibilities given to him ". According to Gibson in (Rajagukguk, 2016) stated that the Performance (performance) is an organizational behavior that is directly related to the production of goods or the delivery of services. According to (Mangkunegara, 2015) where stated that Performance (work performance) is the work of quality and quantity achieved by an employee in carrying out their duties in accordance with the responsibilities given to him.

According to Timple in (Mangkunegara, 2015) performance consists of two factors, namely:

1. Internal factors related to one's traits such as good performance due to having high ability and hard work type
2. External factors related to the environment such as the behavior, attitudes and actions of co-workers, subordinates or leaders, work facilities and organizational climate.

Meanwhile, according to Sutermeister in (Priansa, 2017) states that the factors that affect employees consist of motivation, ability, knowledge, expertise, education, experience, training, interests, personality attitudes, physical conditions and physiological needs, social needs, and needs selfish.

According to Noe, Premeaux in (Priansa, 2017) states that performance measurements can be carried out using the following dimensions:

1. Quantity of work (quantity of work); relating to the volume of work and work productivity produced by employees within a certain period.
2. Quality of work (quality of work); relating to the consideration of accuracy, precision, neatness, and completeness in handling tasks in the company.
3. Independence (dependability); with regard to considering the degree of ability of employees to work and carry out tasks independently by minimizing the help of others. Independence also illustrates the depth of commitment that employees have.
4. Initiative (initiative); with respect to considerations of independence, flexibility of thought, and willingness to accept responsibility.
5. Adaptability; with regard to the ability to adapt, consider the ability to react to changing needs and conditions.
6. Cooperation (cooperation); relating to consideration of the ability to work together, and with others. Are assignements, include overtime with all my heart.

According to Schuler and Jackson in (Priansa, 2017) mentions three criteria related to performance, namely:

1. Nature

Criteria based on the nature of focusing on the personal characteristics of an employee. Loyalty, reliability, communication skills, and leadership skills are qualities that are often assessed during the assessment process.

2. Behavior

Behavioral criteria are focused on the way work is done. This criterion is very important for jobs that require personal relationships between employees.

3. Results

The criteria regarding results are increasingly popular as international productivity and competitiveness are increasingly emphasized. This criterion focuses on what has been achieved or produced rather than how something was achieved or produced.

3. Methods

Variable Operational Grid

Determine Research Instruments

The starting point for the preparation of research instruments is the research variable itself. Returning to our understanding, a concept or construct is an element of theory. Constructions or concepts are abstractions of phenomena that are still abstract (blurred) so they cannot be measured. In order to be measured, constructs must be operationalized into variables by assigning values to concepts or constructs. From the variable look for dimensions, then determine the indicators so that questions that function as tools or data collection instruments can be arranged.
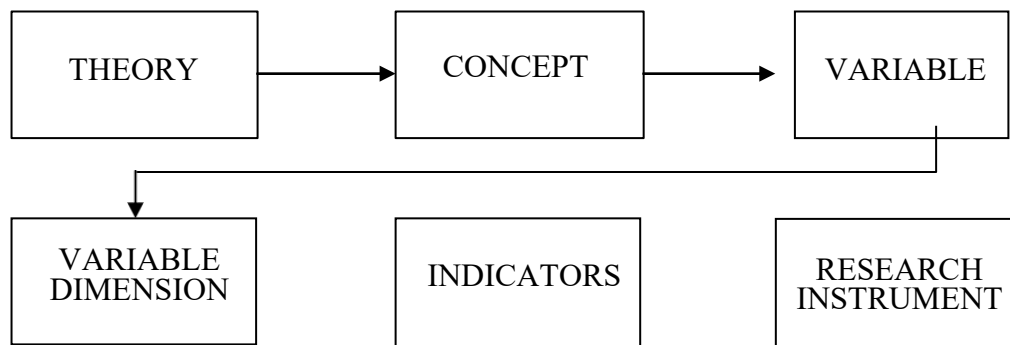

Figure 1. Schematic Point of Arranging Instruments
Source: Sanusi (2011).

The activity of elaborating theories, constructs, or variables to find their dimensions is called the conceptual definition of variables. Meanwhile, the activity elaborates construct theory or variables to the indicators of operational variable definitions. Definition of conceptual variables generally refer to existing theories. Meanwhile, besides referring to the theory of operational definition of variables also consider the empirical reality at the location where the research was conducted. So it was concluded that the key words to make the instrument were research variables that were stated explicitly in the research problem statement.

Research Variables

Research variables are anything in the form of what is determined by researchers to be studied in order to obtain information about it, then conclusions are drawn according to Sugiono (2015). In this study, there are two types of variables, namely the independent variable and the dependent variable, as follows:

a. Independent variable (independent variable)

The independent variable or independent variable is a variable that influences or is the cause of the change or the appearance of the dependent variable.

b. Bound variable (dependent variable)

Dependent variable or dependent variable is a variable that is influenced or caused by an independent variable (Indipendent).

According to Sugiono (2015) a good instrument (in the form of tests and non-tests) must be valid and reliable. Instruments that are not tested for validity and reliability when used for research will not produce reliable data.

1. Test Validity

According to Sanusi (2011) validity is a measure of the instrument which has revealed that the research instrument is a tool for collecting data. In order for the data obtained to have a high degree of accuracy and consistency, the research instrument used must be valid and realiable. An instrument is valid if the instrument measures what should be measured. The level of validity of measuring instruments in natural science is generally guaranteed because they are observed, and results are quickly obtained.

The validity of the instrument is determined by collating between the scores obtained by each question or statement and the total score. Total score is the sum of all question or statement scores with a total score.

2. Reliability Test

According to Sanusi (2011) the realibitation of a gauge shows the consistency of the measurement results if the measurement tool is used by the same person at the same time or used by different people at the same time. Instrument reliability testing is done by testing the scores between items using Cronbach's alpha technique calculations through the SPSS 16 for Windows program. An instrument can be said to be reliable if it has a constraint coefficient value greater than or equal to 0.6. same data.

Meanwhile, according to Sujianto (2009) reliability is needed to obtain data in accordance with measurement objectives. The instrument is reliable. It means that if the instrument is used several times to measure the same object, it will produce the same data. To achieve this, a reliability test was carried out using the Crpmbach's Alpha method based on the Cronbach's Alpha Scale 0 to 1. The following is a Cronbach's Alpha Scale table:

Table 1. Alpha Cronbach's Scale

Alpha Cronbach's Value	Information
0,00-0,20	Not reliable
0,21-0,40	Somewhat reliable
0,41-0,60	Reliable enough
0,61-0,80	Reliable
0,81-1,00	Very reliable

Source: Triton dalam Sujianto (2009)

The basic concepts of calculation used in this study are:

1. Population and Samples

According to Sugiyono (2012) "Population is a generalization area consisting of objects / subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions".

According to Sugiyono (2012) "Samples are part of the number and characteristics possessed by the population. If the population is large, and researchers may not study everything in the population, for example due to limited funds, manpower and time, then researchers can use samples taken from that population ".

Sampling technique saturated sampling in Sugiyono (2012) is a technique for determining the sample if all members of the sample are used as samples. This is often done when the population is relatively small, less than 30 people, or research that wants to make generalizations with very small errors.

2. Determine Sample Size

According to Sugiyono (2012) the number of sample members is often expressed by the sample size. The greater the number of samples approaching the population, the smaller the chance of generalization errors and vice versa the smaller the number of samples away from the population, the greater the generalization error (generally accepted).

3. Likert Scale

According to Sugiyono (2012) Linkert Scale is used to measure the attitudes, opinions, and perceptions of a person or group of people about social phenomena. In research, this social phenomenon has been specifically determined by the researcher, hereinafter referred to as the research variable.

With the Linkert Scale, the variables to be measured are translated into indicator variables. Then the indicator is used as a starting point for compiling instrument items which can be statements or questions.

4. correlation coefficient test

According to Sugiono (2015) Product moment correlation is a correlation technique used when the data is in the form of intervals and from the same source Person product moment Correlation Formula consists of:

a. Correlation Coefficient

This correlation technique is used to determine the relationship between motivation and productivity.

b. Determination coefficient

According to Sugiyono (2005) The coefficient of determination whose magnitude is the square of the correlation coefficient (r^2). This coefficient is called the determinant coefficient, because the variance that occurs in the dependent variable can be explained through the variance that occurs in the independent variable.

c. Regression Equation

According to Noor (2014) simple linear regression analysis is used to determine the effect of the independent variable on the dependent variable or in other words to find out how far the change in the dependent variable is, or to find out how far the change in the independent variable is in influencing the dependent variable.

This research uses the correlational method, with the help of SPSS software version 26. The sampling technique is done by random method, data collection using certain research instruments, quantitative or statistical data analysis aimed at testing the hypothesis that has been set. In this study, samples were taken as many as 50 employees of PT. Pelni (Pesero) Jakarta Office.

In this study also tested related to validity test, reliability test, correlation coefficient test, coefficient of determination test, t test, and simple linear regression analysis.

4. Results and Discussion

Test Research Instrument

Research instrument tests are used to ensure that the data used can be trusted. The instrument test consists of validity and reliability tests.

1. Test Validity

Validity test is used to test whether each item or instrument is really capable of expressing the factor to be measured. Testing is done by comparing the r count with r table. The r value is the result of the respondent's answer to each statement in each variable analyzed using SPSS version 26, and the output is called Corrected Item - Total Correlation. The amount of r tables with a significant level of 5% is 0.2732. From the results of calculations using SPSS version 26, the results of Corrected Item - Total Correlation on r table, the results of r count ≥ 0.2732, the conclusion is that 10 question items for both X and Y variables are valid, and research can be continued.

2. Reliability Test

Table 2. Reliability Table

Variable	Cronbach's Alpha	Information
Training	0,878	Very reliable
Employee performance	0,900	Very reliable

From the table above shows the Cronbach's Alpha value of all variables included in the category of very reliable, so it can be concluded that the indicators or questionnaires used in the study are reliable or can be trusted as a variable measurement tool.

3. Correlation Coefficient Test

To find out some major calculations and interpretations between the motivational variables on productivity with the points of the instrument is valid and can be trusted.

Ho: There is no effect of the Training on the Performance of PT. Pelni(Persero) Jakara's Employees
Ha: There is an influence of Training on the Performance of PT. Pelni (Persero) Jakara

Through the assistance of SPSS Program version 26, the results of the relationship between the Training and Performance variables can be seen in the following table:

Tabel 3. Correlations Table

		Y
Pearson Correlation	1	,838**
Sig. (2-tailed)		,000
N	50	50
Pearson Correlation	,838**	1
Sig. (2-tailed)	,000	
N	50	50

Based on the Correlations Table above it can be seen that the value of sig. (2-tailed) worth 0,000 <0.05 then Ha's decision is accepted, it can be concluded that there is a significant effect between the Training of Employee Performance on Employees at PT. Pelni (Persero) Jakarta. From the above table it can be concluded that the correlation value (relationship) between Training on Employee Performance is 0.838. Based on the table of interpretations correlation coefficient guidelines, between Training and Employee Performance has a very strong and unidirectional relationship because it is positive and close to number 1 from the results of the calculation of the correlation coefficient test above about the effect of Training on Employee Performance at PT. Pelni (Persero) Jakarta has a strong relationship between Training on Performance.

4. Determination Coefficient Test

The coefficient of determination test is used to find out how much influence the training has on employee performance. Based on the calculation of the coefficient of determination using SPSS version 26 as follows:

Table 4. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,838a	,702	,696	2,295

a. Predictors: (Constant), Training

Based on the Model Summary table above, it can be seen the R Square value of 0.702 or 70.2%, meaning that the Training affects the Performance of 70.2% while the remaining 29.8% is explained by variables such as leadership style, discipline, compensation, organizational culture and others - other

Regression Equation Test

Simple regression is used to see how much influence the Training has on Performance by predicting how high the value of the dependent variable when the value of the independent variable is manipulated (changed).

Based on the calculation of the regression equation using SPSS version 26, as follows:

Table 5. Results of Training Regression Analysis of Performance

Model	Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1 (Constant)	7,265	3,363		2,161	,036
Training	,816	,077	,838	10,641	,000

a. Dependent Variable: Employee Performance

Based on the SPSS calculation table above, an equation can be obtained, namely:
$$Y = 7.265 + 0.816X$$
Where:
Y = Employee Performance
X = Training

From the regression equation it can be concluded that a constant of 7.265 states that if there is no training conducted by the company, then the Employee's Performance is only 7.265. Regression coefficient X of 0.816 states that every time an employee training unit is conducted will increase Employee Performance by 0.816 So the direction of the Training relationship with Employee Performance is positive or in the same direction. From the results of the calculation of the regression equation above about the effect of Training on Employee Performance of PT. Pelni (Persero) Jakarta, has a positive or direct effect between Training on Employee Performance. On the results of the t test (partial) resulted in sig 0,000 and smaller than alpha 5%, which means that Ho was rejected, and Ha was accepted, which means that there was an effect of training on the performance of the workers partially at the 5% level.

5. Conclusion

There is an influence of Training on Employee Performance at PT. Pelni (Persero) Jakarta. Based on the calculation of a correlation of 0.838 shows that there is a very strong relationship between training and employee performance at PT. Pelni (Persero) Jakarta. Based on the coefficient of determination (R^2) of 0.702, it indicates that the training variable (X) influences employee performance (Y) by 70.2% and the remaining 29.8% is influenced by other variables. Based on the linear regression equation, it is known that 0.816 states that training has a positive effect on employee performance.

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