

THE EFFECT OF WORK TRAINING, DISCIPLINE AND MOTIVATION ON EMPLOYEE PERFORMANCE AT PT. BRAJA MUKTI CAKRA

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ABSTRACT

This research is a quantitative study using a questionnaire addressed to employees of PT. Braja Mukti Cakra. Sampling in this study was carried out by distributing questionnaires with a total sample of 80 respondents. The design used in this study is hypothesis testing using the SmartPLS 4.0 statistical tool. The results of this study provide an explanation that the variables of job training and work discipline have a positive effect on the performance of employees of PT. Braja Mukti Cakra. However, the variable of work motivation does not affect the performance of PT. Braja Mukti Cakra employees, in this study it shows that work motivation is not the main consideration in employee performance.

INTRODUCTION

Human Resource Management is the design of a formal system within an organization to ensure the effective and effective use of human talent to achieve organizational goals (Malomis et al., 2020).

Employees with minimal knowledge (such as new employees) will experience problems at the start of work so that their work will be stagnant. This can trigger a waste of production factors. With the wastage that occurs, it is certain that the costs of achieving goals will increase (Astuti & Bukhari, 2018).

Training is a process of helping employees to master specific skills or to correct deficiencies in carrying out work (Prayogi & Nursidin, 2018). Training is related to the skills and abilities of employees who are oriented towards carrying out the current work so that they are successful in carrying out their work.

Work discipline is the ability of employees to comply with work rules and procedures set by the company, while job satisfaction is the level of employee satisfaction with the work they do and the work environment in the company. According to Ni Luh Gede Ranti Andari & I Nengah Aristana (2021) that "work discipline" is a tool used by managers to communicate with employees so that they are willing to change an effort to increase one's awareness and willingness to comply with all company regulations (Ni Luh Gede Ranti Andari & I Nengah Aristana, 2021).

Motivation is needed so that employees who work can work even better. Motivation is influenced by two factors, namely external factors and internal factors. External factors, namely: work environment, leaders and leadership, demands for organizational development or tasks, encouragement or guidance from superiors, and compensation. Internal factors, namely: individual characteristics, level of education, past experience, future wishes or hopes (Dewi, 2019).

Employee performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. If the implementation of the training is in accordance with what has been determined by the company, it is hoped that with the competence possessed and the provision of work motivation provided, superiors can maximize employee performance (Adipradana, 2021).

Every company will always try to improve the performance of its employees, with the hope that what the company's goals will be achieved. employee performance is good, the company's performance will also be good, and vice versa, if the employee's performance is not good, the company's performance will not be good either (Mutholib, 2019)

THEORETICAL REVIEW

Employee Performance

The company can be said to be successful if the performance of human resources seeks to improve employee performance to achieve company goals that have been set. According to Sutrisno (2016: 151) in the journal (Dewi, 2019) Saying performance or work performance is a work result that has been achieved by a person based on his work behavior in carrying out activities at work.

Work Training

According to Anriza et al., (2017) said that training is a process of teaching new or existing employees the basic skills they need to carry out their jobs (Julianry et al., 2017). Training is one of the efforts to improve the quality of human resources in the world of work. Employees, both new and already working, need to attend training.

Work Motivation

Harianto & Saputra (2020) Says that work motivation is the provision of driving force that creates enthusiasm for someone's work so that they want to work together, work effectively, and integrate with all their efforts to achieve satisfaction (Harianto & Saputra, 2020). Then according to Mangkunegara (2016: 61) Motivation is a condition or energy that drives employees who are directed or aimed at achieving the company's organizational goals (Harianto & Saputra, 2020)

Work Discipline

According to Dewi (2019) Says that work discipline is an attitude of willingness and willingness of a person to obey and comply with all regulatory norms that apply in the organization (Dewi, 2019). Good employee discipline will accelerate the achievement of organizational goals, while declining discipline will become a barrier and slow down the achievement of organizational goals.

HYPOTHESIS

1.The Effect of Job Training on Employee Performance at PT.Braja Mukti Cakra

To be able to get good performance, it means that the abilities and skills possessed by company employees must be good too, and this will happen if training is held for employees. According to (Hasibuan, 2003) in the journal (Saleh & Utomo, 2018) Says that with the implementation of a training program, it will be able to shape and improve the capabilities and knowledge of employees

H1: Job training has an effect on employee performance

2.Effect of Work Motivation on Employee Performance PT.Braja Mukti Cakra

employees have strong motivation within themselves or from outside themselves (for example from the company), so employees are motivated to do it right. Work motivation

encourages employees to work harder to achieve their goals, and maximize employee performance which influences the achievement of company goals. Every increase in employee work motivation increases employee performance in carrying out their work (Adipradana, 2021).H2: Work motivation has no effect on employee performance

3.Effect of work discipline on employee performance PT.Braja Mukti Cakra

Implementation of work discipline is based on awareness of the creation of conditions in harmony between desires and reality. Employees who have optimal work discipline, reflected in their responsibilities towards the work given by the leadership; The responsibility of the employee will determine the extent to which the employee gives all of his ability to complete his work. This of course will provide better employee work results (Pratama, M. A. P., & Dihan, 2017).The existence of high employee work discipline such as attendance, suitability of entry and return times, compliance with rules, complying with work steps and carrying out duties and obligations can improve employee performance.

H3: Work discipline affects employee performance

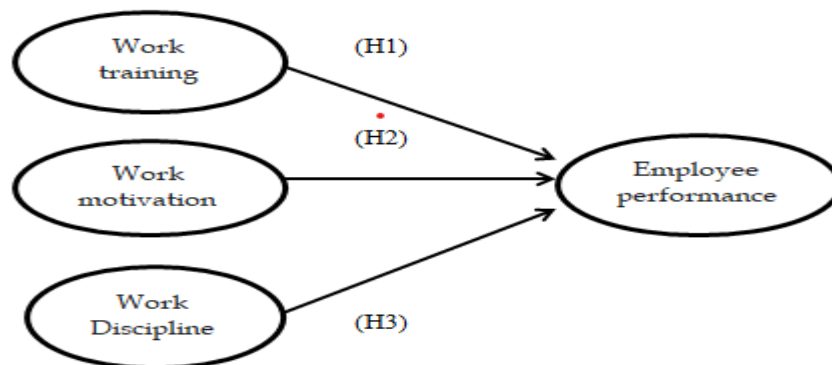


Figure 1. Conceptual Framework

METHODOLOGY

Research Design

Design This study uses a quantitative survey approach. The data used in this research is primary data. According to Sugiyono (2017) the quantitative research method can be interpreted as a research method based on the philosophy of positivism that is used to research certain populations or samples. Research using quantitative is a type of research that produces findings that can be achieved (obtained) using statistical procedures or other means of quantification or measurement.

Population And Sample

The population in this research is PT. Braja Mukti Cakra is equal to 386. A group of individuals that make up the most important part of the population in general, the researcher directly collects data then conducts experiences and then takes measurements. (Dharma Kusuma Kelana, 2019). The sample measurement technique in this study uses the Slovin formula for sampling, Formula:

$$n = \frac{N}{1 + N \cdot e^2}$$

Presentase (10%)

$$n = \frac{386}{1 + 386 \cdot (0,1)^2}$$

$$n = \frac{386}{4,86}$$

$$n = 79,5$$

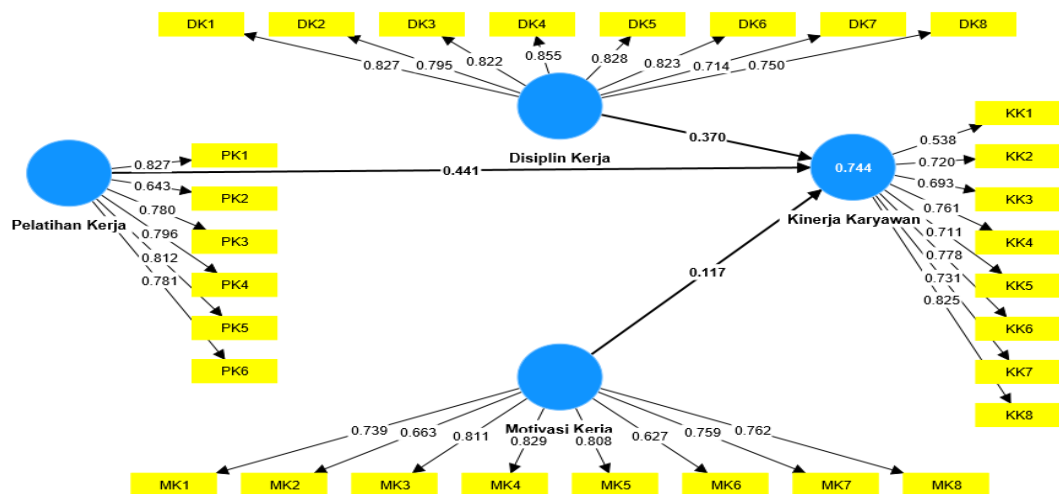
The actual sample obtained is 79.5 based on the calculations given. However, the number of subjects is rounded up to 80 samples.

DATA ANALYSIS TECHNIQUES

This study uses the partial least squares (PLS) data analysis method. PLS is a structural equation model that uses a component-based or variance-based structural equation model as its method. According to (Ghozali & Latan, 2015) Theory development or theory construction is the goal of PLS-SEM (predictive orientation). PLS is used to explain whether predictive and latent variables are related. PLS is a strong checking strategy because it does not expect information flow with a certain estimation size, the number of tests is small (Ghozali, 2011). Due to the small sample and complicated models in this study, SmartPLS software was used to analyze the data. Because SmartPLS does not require a predetermined minimum sample size, it can be used in studies with small sample sizes.

RESULTS

The results of the outer model test in this study were carried out by looking at the results of the values of convergent validity, discriminant validity and internal consistency reliability of the SmartPLS analysis for the outer model test using data of 80 respondents with PLS 4.0



Source: Author Data Processing, 2023

Convergent Validity

On the Indicator's Outer Loading you can see the results of Convergent Validity. In determining its value, it can be seen from the resulting loading factor if > 0.7 . (Saleh & Utomo, 2018) it can be said that it is accepted. The following is the outer loading value of each indicator on the research variable

	Work Discipline	Employee Performance	Work Motivation	Work Training
DK1	0.829	0.734	0.005	0.843
DK2	0.793	0.933	0.554	0.695
DK3	0.823	0.775	0.094	0.678
DK4	0.855	0.704	0.052	0.739
DK5	0.831	0.703	0.054	0.695
DK6	0.823	0.913	0.014	0.651
DK7	0.710	0.481	0.516	0.590
DK8	0.749	0.538	0.504	0.523
KK2	0.515	0.713	0.373	0.617
KK4	0.655	0.733	0.476	0.614
KK5	0.487	0.711	0.398	0.495
KK6	0.740	0.806	0.572	0.671
KK7	0.630	0.777	0.648	0.606
KK8	0.776	0.851	0.708	0.690
MK1	0.667	0.454	0.728	0.516
MK3	0.635	0.576	0.834	0.576
MK4	0.630	0.624	0.849	0.492
MK5	0.624	0.624	0.844	0.507
MK7	0.587	0.546	0.756	0.495
MK8	0.587	0.507	0.770	0.433
PK1	0.614	0.661	0.504	0.635
PK3	0.659	0.661	0.462	0.809
PK4	0.651	0.661	0.510	0.791
PK5	0.775	0.661	0.650	0.823
PK6	0.577	0.581	0.414	0.791

Source: Author Data Processing, 2023

Descriminant Validity

Discriminant Validity is a test that compares the loading value with its latent variable, and the loading value between indicators and other latent variables or it can be said to what extent a different construct or can be said to be unique. Discriminant validity is assessed based on cross loading for each variable > 0.7 . (Adipradana, 2021) The following is a cross loading of research variables

	Work Discipline	Employee Performance	Work Motivation	Work Training
DK1	0.829	0.734	0.668	0.643
DK2	0.793	0.633	0.554	0.665
DK3	0.823	0.775	0.664	0.678
DK4	0.855	0.704	0.652	0.739
DK5	0.831	0.703	0.654	0.695
DK6	0.823	0.613	0.614	0.651
DK7	0.710	0.481	0.516	0.590
DK8	0.749	0.538	0.504	0.523
KK2	0.515	0.713	0.373	0.617
KK4	0.555	0.733	0.476	0.614
KK5	0.487	0.711	0.366	0.485
KK6	0.740	0.606	0.572	0.671
KK7	0.630	0.777	0.648	0.606
KK8	0.776	0.651	0.708	0.660
MK1	0.667	0.454	0.728	0.516
MK3	0.635	0.576	0.634	0.576
MK4	0.630	0.624	0.849	0.492
MK5	0.624	0.624	0.844	0.507
MK7	0.587	0.546	0.756	0.495
MK8	0.587	0.507	0.770	0.433
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PK5	0.775	0.661	0.650	0.823
PK6	0.577	0.581	0.414	0.791

Source: Author Data Processing, 2023

Average Variant Extract (AVE)

The Discriminant Validity test can be determined by using other methods, namely through the AVE value must be > 0.5 so that it can fulfill the Discriminant Validity requirements

Variabel	AVE
Work Training	0,645
Motivation	0,588
Dicipline	0,637
Employee Performance	0,656

Source: Author Data Processing, 2023

R-Square

The coefficient of determination or R-Square (R^2) is carried out to determine the strength of exogenous latent variables on endogenous latent variables by measuring, namely: 0.75 strong, 0.50 moderate, and 0.25 weak. (Yuliawan, 2021).

Variabel	<i>R-Square</i>	<i>Adjusted R-Square</i>
Employee Performance	0,740	0,730

Source: Author Data Processing, 2023

From the table above, it is stated that the R-Square value of the employee performance variable is 0.740, so that this value meets the moderate standard. This value can be interpreted as the ability of R-Square to have a moderate influence. This shows that job training, work discipline and work motivation have a moderate effect on performance.

Q-Square

Predictive Relevance or Predictive Relevance (Q^2) is carried out to measure how positive the observed value is generated by the model and its parameter estimates. If the Q-Square value > 0 it is stated that the model has predictive relevance, but conversely if the Q-Square value ≤ 0 then the model does not have predictive relevance. (Adipradana, 2021) The following is the Q-Square table:

Variabel	<i>Q-Square</i>
Employee Performance	0,701

Source: Author Data Processing, 2023

From the table above, the Q-Square value is 0.701, this shows that the Q-Square value is said to be a model that has predictive relevance because the Q-Square value is > 0

F-Square

The test used to determine a relative impact of an independent variable that affects the dependent variable. The F-Square values are 0.02 (small), 0.15 (medium), 0.35 (large). (Yuliawan, 2021)

Variabel	Nilai <i>F-Square</i>	Kesimpulan
Dicipline	0,123	Small
Motivation	0,050	Small
Training	0,209	Medium

Source: Author Data Processing, 2023

Base on the tabel Dicipline have a small effect, and motivation have a small effect but training have a medium effect

Hypothesis Testing

Variabel	Original Sampel (o)	Sample Mean (M)	Standart Deviation (STDEV)	<i>T-Statistik</i>	<i>P-Value</i>
PK → KK	0,398	0,369	0,117	3,418	0,001
MK → KK	0,174	0,210	0,122	1,435	0,151
DK → KK	0,364	0,370	0,123	2,961	0,003

The results of hypothesis testing are used to determine the influence of job training is significant with p_value is 0,001 and work motivation with p-value 0,151 is not significant. Dicipline have an significant with p-value 0,003 on employee performance.

CONCLUSION

Based on the results of the research and discussion in which the authors analyze Job Training as a variable X1, Work Motivation as a variable X2, Work Discipline as a variable X3 and Employee Performance as a variable Y, the authors draw the following conclusions

1. Job Training has a positive and significant effect on Employee Performance, the higher the value of job training, this can improve employee performance
 2. Work motivation has no positive and significant effect on employee performance, so the low value of work motivation affects employee performance
- Work Discipline has a positive and significant effect on Employee Performance, the higher the value of work discipline, this can improve employee performance

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