

The Effect of Training and Work Discipline on Employee Performance in The Fire Fighting and Rescue Service

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Abstract

The purpose of this study is to determine the effect of training and work discipline on employee performance in the South Jakarta Administrative City Fire and Rescue Service Tribe both partially and simultaneously. The method used in this study is associative quantitative. This study took a sample of 82 respondents. Partial hypothesis test of the Training variable (X1) obtained a calculated value of $> t_{table}$ or $(15.564 > 1.99006)$ thus H_{01} rejected H_{a1} is accepted it is also reinforced by the value of p value $< Sig.$ 0.05 or $(0.000 < 0.05)$. Partial hypothesis test of labor discipline variables (X2) obtained $t_{hitung} > t_{table}$ or $(21.222 > 1.99006)$ thus H_{02} is rejected and H_{a2} is accepted as well reinforced by the value of p value $< Sig.$ 0.05 or $(0.000 < 0.05)$. This means that there is a significant influence between Work Discipline on Employee Performance. The hypothesis test simultaneously obtained the F_{hitung} value of $> F_{table}$ or $(295.638 > 3.11)$ it was also reinforced by p value $< Sig.$ 0.05 or $(0.000 < 0.05)$. Thus H_{03} is rejected and H_{a3} is accepted. This means that there is a simultaneous significant influence between Training and Work Discipline on Employee Performance. The coefficient of multiple determinations obtained an R-square value of 0.882, so it can be concluded that the training variable (X1) and work discipline (X2) affects the employee performance variable (Y) has a very strong relationship of 88.2 while the remaining 11.8% is influenced by other factors that were not studied.

Keywords: Training, Work Discipline, Employee Performance

INTRODUCTION

In the current era of globalization, management is very important for the smooth process of a company to achieve certain goals. Where companies are required to have good management to increase the success of the company itself. In management, there are important aspects, one of which is human resources. The role of human resources in a company is very important because it is the prime mover of all company activities in achieving its goals. Management comes from the word to manage which means to manage, organize, manage, regulate, or control. Management can also analyze and set goals and determine tasks and obligations properly, effectively and efficiently. Management has several different meanings and definitions, among management experts.

The definition of Management according to Hasibuan (2020: 1) suggests that "Management is the science and art of managing the process of using human resources and other sources effectively and efficiently to achieve a certain goal".

In an organization the most important thing that needs to be considered is human resources which are the main supporters of achieving organizational goals. Human resources occupy a strategic position in an organization, therefore human resources must be mobilized effectively and efficiently so that they have a high level of effectiveness.

The definition of Human Resource Management according to Mangkunegara (2019:2) suggests that human resource management namely. "A planning, organizing, coordinating, implementing and supervising the procurement, development, remuneration, integration, maintenance and segregation of labor in order to achieve organizational goals".

Every new employee usually has the basic skills needed by the company, but it is not uncommon for new employees to be accepted because they do not have the full ability to carry out the job tasks given by the company. Therefore, companies must create a continuous learning process at all levels of employees through the implementation of training. The definition of training according to Kasmir (2018: 126) states that "Training is a process for forming and equipping employees by increasing their skills, abilities, knowledge and behavior."

RESEARCH METHODS

This type of research is quantitative, while according to Sugiyono (2018: 13) it defines that this type of quantitative research is a type of research that is based on actual data and research data in the form of numbers that will be measured using statistics as a calculation test tool, related to problems studied to produce a conclusion. Then this study uses an associative approach.

Sugiyono (2019: 65) explains that, the associative approach method is research that aims to determine the effect or relationship between two or more variables. Thus this associative research can build a theory that functions to explain, predict and control a phenomenon. This research is an empirical study that aims to examine the effect of training and work discipline on employee performance.

This research was conducted at the South Jakarta Administrative City Fire and Rescue Service Office at. Jl. Friday Market Raya, RT.10/RW.7, Pondok Pinang, Kec. Kebayoran Lama, City of South Jakarta. The research time needed to conduct research on the Effect of Training and Work Discipline on Employee Performance at the South Jakarta Administrative City Fire and Rescue Service Sub-agency.

According to Sugiyono (2017: 389) argues "population is a generation consisting of objects or subjects that have certain qualities and characteristics set by researchers to study and then draw conclusions". In this study, the population consisted of 460 employees of the South Jakarta City Fire and Rescue Service Office.

The research sample according to Sugiyono (2019: 127) is part of the number and characteristics possessed by this population. In this study, researchers took a sample of 460 employees of the South Jakarta Administrative City Fire Management and Rescue Service.

The classical assumption test is used to determine the accuracy of a data. According to Singgih Santoso (2019: 342) argues "a regression model will be used to forecast a good model is a model with minimal forecasting errors. Therefore, a model before it is used must meet several assumptions, which are commonly called classical assumptions. In this study the classical assumption tests used included: Normality Test, Multicollinearity Test, and Heteroscedasticity Test.

1. Normality Test

The normality test is used to test whether in a regression model, the dependent variable, independent variable, or both have a normal distribution or not. According to Ghazali (2017: 160) argues "a good regression model is normally distributed or close to normal". So the normality test is not carried out on each variable but on the residual value.

2. Multicollinearity Test

This multicollinearity test aims to test whether the regression model found a correlation between the independent variables. According to Ghazali (2017: 105), argues that "the multicollinearity test aims to test whether the regression model finds a correlation between independent (independent) variables". A good regression model should not have a correlation between the independent variables. If the independent variables are correlated, then these variables are not orthogonal. Orthogonal variables are independent variables whose correlation values among independent variables are equal to zero.

3. Heteroscedasticity Test

According to Ghazali (2017: 139) argues "heteroscedasticity test aims to find out whether in the regression model there is variance inequality from one residual observation to another observation".

RESULT AND DISCUSSION

General Description of the Research Object

The South Jakarta Administrative City Fire Management and Rescue Service is one of the regional implementing elements under the auspices of the DKI Jakarta Fire Management and Rescue Service which is given the responsibility of carrying out tasks for handling fire problems in the South Jakarta area. The formation of this organization is a manifestation of the responsibility of the fire and rescue service and the regional government of DKI in order to provide protection to its citizens from the threat of fire and other disasters. In realizing a sense of security and providing protection to residents, especially for the South Jakarta area. The South Jakarta Administrative City Fire and Rescue Service is located on Jalan Raya Pasar Jum'at Lebak Bulus.

Classic assumption test

The classical assumption test is used to determine the accuracy of the data, or the significance of the relationship between the independent variables and the dependent variable so that the results of the analysis can be interpreted more accurately, efficiently, and avoid weaknesses that occur because there are still symptoms of classic assumptions or feasible or not the data used is continued as research data. Testing was carried out using the SPSS Version 26 program.

1. Normality test

The normality test is carried out to test whether in the regression model, the independent variables are normally distributed or not normally distributed. A good regression model is the data distribution is normal or close to normal. To ensure that the equation has a normal distribution, a measuring tool approach is used to calculate the residual dependent variable.

Tabel 1. Normality Test Results with the Kolmogorov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test			Unstandardized Residual
N			82
Normal Parameters ^{a,b}	Mean		.0000000
	Std. Deviation		1.62985259
Most Extreme Differences	Absolute		.139
	Positive		.139
	Negative		-.111
Test Statistic			.139
Asymp. Sig. (2-tailed)			.000 ^c
One-Sample Kolmogorov-Smirnov Test			Unstandardized Residual
Monte Carlo Sig. (2-tailed)	Sig.		.080 ^d
	99% Confidence Interval	Lower Bound	.073
		Upper Bound	.086

a. Test distribution is Normal.

b. Calculated from data.

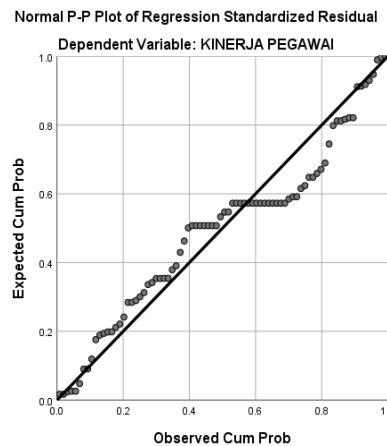
c. Lilliefors Significance Correction.

d. Based on 10000 sampled tables with 2000000 starting seeds.

Source: SPSS data processing 26, 2022

Based on the results of the normality test in the table above, the significance value obtained is $0.080 > 0.05$. So it can be stated that, the assumption of the distribution of equations in the normality test with the one sample Kolmogorov-Smirnov test method with the monte carlo approach is normal.

The normality test is also carried out using a probability plot graph, where residual variables can be detected by looking at the distribution of the residual points following the direction of the diagonal line and this is in accordance with the results of the distribution diagram processed with SPSS Version 26 as shown below:



Source: SPSS data processing 26, 2022

Figure 1. Normality Test Results with P-Plot Graphs

In the picture above, it can be seen that the normal probability plot graph shows a normal graphic pattern. This can be seen from the points that spread around the diagonal line and the spread follows the diagonal line. So it can be concluded that the regression model fulfills the assumption of normality.

1. Multikolinearitas Test

The multicollinearity test is used to ensure that the independent variables do not have multicollinearity or do not have a correlation relationship between the independent variables. A good regression model should not have a correlation between the independent variables. Multicollinearity test can be done by looking at the tolerance value and variance inflation factor (VIF). As for the conditions are as follows:

Table 2. Multicollinearity Test Results with Collinearity Statistics

Model		Coefficients ^a		T	Sig.	Collinearity Statistics	
		Unstandardized Coefficients	Standardized Coefficients			Tolerance	VIF
1	(Constant)	1.058	1.777	.595	.553		
	PELATIHAN	.325	.069	.327	4.701	.000	.309 3.238
	DISIPLIN	.648	.069	.650	9.349	.000	.309 3.238
	KERJA						

a. Dependent Variable: KINERJA PEGAWAI

Source: SPSS data processing 26, 2022

Based on the results of the multicollinearity test in the table above, the training variable tolerance value is 0.309 and work discipline is 0.309, where both values are less than 1 and the Variance Inflation Factor (VIF) value for the training variable is 3.238 and work discipline is 3.238 where the value is less than 10. So it can be stated that this regression model does not occur multicollinearity disorder.

2. Heteroskedastisitas Test

Heteroscedasticity testing is intended to test whether in a regression model there is an inequality of residual variance. One way to detect whether there is heteroscedasticity is with the Glejser test, where the results of this test can be seen whether in the regression model there is an inequality of variance from one residual observation to another. The provisions for whether heteroscedasticity occurs or does not occur are as follows:

Table 3. Heteroscedasticity Test Results With the Glejser Test

Model		Coefficients ^a		t	Sig.
		Unstandardized Coefficients	Standardized Coefficients		
1	(Constant)	3.189	1.246	2.559	.012
	PELATIHAN	-.024	.048	-.097	.626
	DISIPLIN KERJA	-.023	.049	-.094	.637

a. Dependent Variable: ABS_RES

Source: SPSS data processing 26, 2022

Based on the test results in the table above, the glejser test model on the training variable (X1) obtained a significant probability value (Sig.) of 0.626 and the work discipline variable (X2) obtained a significant probability value (Sig.) of 0.637, where both are significant values (Sig.) > 0.05. Thus the regression model on this data has no heteroscedasticity disturbances, so this regression model is suitable for use as research data.

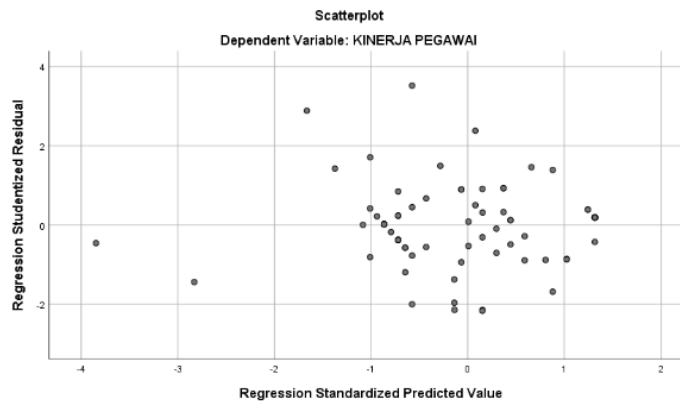


Figure 2. Heteroscedasticity Test Results with Scatter Plot Graphs

Source: SPSS data processing 26, 2022

Based on the results of the image above, it can be seen that the points on the scatter plot graph do not have a clear distribution pattern or do not form certain patterns. Thus it can be concluded that there is no heteroscedasticity disorder in the regression model so that this regression model is suitable for use in testing.

Hypothesis test

1. Partial Hypothesis Testing (t test)

Testing the hypothesis of training and work discipline variables on employee performance is carried out by the t test (partial test). In this study used a significance criterion of 5% (0.05) by comparing tcount with ttable as follows:

Table 4. Hypothesis Test Results (t test)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	5.912	2.450		2.413	.018
PELATIHAN	.862	.055	.867	15.564	.000

a. Dependent Variable: KINERJA PEGAWAI

Source: SPSS data processing 26, 2022

2. Simultaneous Hypothesis Testing (Test F)

Testing the effect of training and work discipline variables simultaneously on employee performance is carried out by statistical test F (simultaneous test) with a significance of 5%. In this study, a significance criterion of 5% (0.05) was used, namely comparing the Fcount and Ftable values with the following conditions:

Table 5. Simultaneous Results of Hypothesis Test (f Test)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1610.440	2	805.220	295.638	.000 ^b
	Residual	215.170	79	2.724		
	Total	1825.610	81			

a. Dependent Variable: KINERJA PEGAWAI

b. Predictors: (Constant), DISIPLIN KERJA, PELATIHAN

Source: SPSS data processing 26, 2022

Based on the test results in the table above, the value of Fcount > Ftable or (295.638 > 3.11) is also strengthened by the p value < Sig. 0.05 or (0.000 < 0.005). Thus, H03 is rejected and Ha3 is accepted, this indicates that there is a simultaneous significant effect of Training and Work Discipline on Employee Performance at the South Jakarta City Fire Management and Rescue Service.

Discussion of Research Results**1. The Effect of Training Variable (X1) on Employee Performance (Y)**

Based on the results of the analysis of hypothesis testing, it was obtained that the t-count > t-table or (15.564 > 1.99006) this was also reinforced by the ρ value < Sig. 0.05 or (0.000 < 0.05). Thus, H01 is rejected and Ha1 is accepted, this shows that there is a significant influence between Training on Employee Performance at the South Jakarta Administrative City Fire Management and Rescue Service Sub-agency.

2. The Effect of Work Discipline Variable (X2) on Employee Performance

Based on the results of the analysis of hypothesis testing, it was obtained that tcount > ttable or (21.222 > 1.99006) this was also reinforced by the ρ value < Sig. 0.05 or (0.000 < 0.05). Thus, H-02 is rejected and Ha2 is accepted, this shows that there is a significant influence between Work Discipline on Employee Performance at the South Jakarta Administration City Fire and Rescue Agency.

3. The Effect of Training (X1) and Work Discipline (X2) Simultaneously on Employee Performance (Y)

Based on the results of the study, it shows that Training and Work Discipline have a positive effect on Employee Performance by obtaining the regression equation $Y = 1.058 + 0.325 X1 + 0.648 X2$. The correlation value or the level of relationship between the independent variable and the dependent variable is 0.939, meaning that it has a very strong relationship. The value of the coefficient of determination or simultaneous influence contribution is 88.2% while the remaining 11.8% is influenced by other factors. The hypothesis test obtained the value of Fcount > Ftable or (295.638 > 3.11) this was also reinforced by the ρ value < Sig. 0.05 or (0.000 < 0.05). Thus, H03 is rejected and Ha3 is accepted, this indicates that there is a simultaneous significant effect of Training and Work Discipline on Employee Performance at the South Jakarta City Fire Management and Rescue Service.

CONCLUSIONS

Based on the results of the hypothesis testing, it is obtained that the tcount > ttable or (15.564 > 1.99006) this is also reinforced by the ρ value < Sig. 0.05 or (0.000 < 0.05). Thus, H01 is rejected and Ha1 is accepted, this shows that there is a significant influence between Training on the Performance of the Fire Handling and Rescue Service for the South Jakarta Administrative City.

Based on the results of the hypothesis testing, it is obtained that tcount > ttable or (21.222 > 1.99006) this is also reinforced by the ρ value < Sig. 0.05 or (0.000 < 0.05). Thus, H02 is rejected and H-a2 is accepted, this shows that there is a significant influence between Work Discipline on the Performance of the Employees of the South Jakarta City Fire Management and Rescue Service Office.

Training and Work Discipline have a positive effect on Employee Performance by obtaining the regression equation $Y = 1.058 + 0.325 X1 + 0.648 X2$. The correlation value or the level of relationship between the independent variable and the dependent variable is 0.939, meaning that it has a very strong relationship. The value of the coefficient of determination or simultaneous influence contribution is 88.2% while the remaining 11.8% is influenced by other factors. The hypothesis test obtained the value of Fcount > Ftable or (295.638 > 3.11) this was also reinforced by the ρ value < Sig. 0.05 or (0.000 < 0.05). Thus, H03 is rejected and Ha3 is accepted, this indicates that there is a simultaneous significant effect of Training and Work Discipline on Employee Performance at the South Jakarta City Fire Management and Rescue Service.

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