

The Influence of Training Participation and Work Discipline on Employee Performance

Yhonanda Harsono

Universitas Pamulang, Tangerang Selatan, Indonesia

yhonanda2906@gmail.com

Abstract

This study aims to analyze the effect of training participation and work discipline on employee performance simultaneously. The sample population in this study were employees of PT. Ciomas Adisatwa in the marketing department, totaling 52 people. This type of research is associative quantitative because it asks the relationship between two or more variables. The analytical method used is Multiple Linear Regression. The instrument used was a questionnaire to collect data from job training, work discipline, and employee performance variables. Data analysis techniques used are Validity Test, Reliability Test, Normality Test, Multicollinearity Test, Heteroscedasticity Test, Multiple Linear Regression Analysis Test, Multiple Correlation Coefficient Test, Coefficient of Determination Test, t test, and F test. Based on the results of the t test, it can be obtained that the value of $t_{\text{count}} < t_{\text{table}}$ or $(1.390 < 1.675)$, this is also reinforced by a significance value of $0.000 < 0.05$. Thus, H_{o1} is accepted and H_{a1} is rejected. This shows that there is no positive and significant effect between Training Participation (X_1) on employee performance (Y) at PT Ciomas Adisatwa Bogor. Thus, H_{o2} is rejected and H_{a2} is accepted, this shows that there is a positive and significant influence between work discipline (X_2) on employee performance (Y) PT. Ciomas Adisatwa Bogor. The value of the correlation coefficient or the level of relationship between the independent variable and the related variable is 0.994 where the value is in the interval 0.800-1.000, which means that the variables of training participation (X_1) and work discipline (X_2) have a very strong relationship to employee performance (Y).

Keywords : Training Participation, Work Discipline, Employee Performance

INTRODUCTION

Facing tight industrial competition, companies need various resources which basically consist of production equipment, technology, market potential, raw materials and quality people in order to continue building the company and achieve the company's vision and mission. This training is also needed so that employees are increasingly motivated to continuously strive to increase their work productivity, at least according to what is determined by the company. This is necessary to increase the company's competitiveness with other similar companies. Discipline must be enforced in a company organization, without the support of good employee discipline, it is difficult for a company to realize its goals. So, discipline is the key to a company's success in achieving its goals.

Employee performance problems at PT. Ciomas Adisatwa Bogor, especially in absenteeism, there are still employees who are not punctual when entering work hours, this occurs due to a lack of guidance and work supervision of employees as well as a lack of firmness in reprimanding or administering sanctions so that employees no longer pay attention to the punishments given.

Therefore, in carrying out its operational activities, PT. Ciomas Adisatwa Bogor is not free from various problems, this can be seen from the lack of employee participation in participating in training, work discipline is considered to be still low and not optimal, including because there are still many employees who are absent without explanation every month, employees who come in late and work less. of 8 hours every day.

RESEARCH METHODS

The type of research used by the author is quantitative research. According to Sugiyono (2017:8) quantitative research is a research method based on the philosophy of positivism, used to research certain populations or samples, collecting data using research instruments, quantitative or statistical data analysis, with the aim of testing predetermined hypotheses.

According to Sugiyono (2013:57), associative quantitative is research that asks about the relationship between two or more variables. This research is an activity carried out in a planned and systematic manner to obtain problem solving answers to the phenomena that occur in this research.

Research Place

This research was carried out at PT. Ciomas Adisatwa Bogor Jalan Raya Parung Bogor KM. 24 Gg. Sawo No. 25, Jampang, Kec. Kemang, Bogor, West Java 16310, Indonesia.

Research time

When this research was carried out at PT. Ciomas Adisatwa Bogor which will be held from October 2022 – April 2023

Population

According to Sugiyono (2015:81) population is a generalized area consisting of objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn. In this research, the population is employees of PT. Ciomas Adisatwa Bogor in the Marketing Department, totaling 52 people in October 2022.

Sample

The sample is part of the population studied. According to Sugiyono (2012:81) a sample is part of the number and characteristics of a population. The sample in this research was taken using the census sampling technique (Sempeling Satuh). Based on the research location, the sample used as the object of this research was employees who worked at PT. Ciomas Adisatwa Bogor in the Marketing Department, totaling 52 employees.

Data Collection Procedures

Data collection is an effort to obtain information that will be used in measuring variables. According to Sugiyono (2016:308) "Data collection methods are a scientific way to obtain valid

data with the aim of being able to prove it, developing knowledge so that it can be used to solve and anticipate problems."

Literature Study

According to Sugiyono (2016:140) "Library study is related to theoretical studies and other references related to the values, culture and norms being studied and is important in conducting research.

In this research the author obtains data by using and studying literature or reading materials such as books, magazines, journals and others related to the problem that the author will research.

Field Study

Research was carried out to collect data and information on research objects using the following techniques:

Observation

Observation is the systematic observation or recording of the events or phenomena being investigated. The author carried out a direct observation process at the research location.

This observation is one way to obtain data that is relevant to the problem to be researched, in this case carried out at PT. Ciomas Adisatwa Bogor.

Questionnaire

These are a number of questions asked to respondents in writing. The list of questions is aimed primarily at those related to the problem being researched and answered with the answers provided.

RESULT AND DISCUSSION

Effect of Training Participation (X1) on Employee Performance (Y)

Based on the research results, it shows that, Training Participation (X1) from the results of the t test, it can be obtained that the value $t_{count} < t_{table}$ or $(1.390 < 1.675)$, this is also strengthened by the significance value of $0.000 < 0.05$. Thus, H_0 is accepted and H_a is rejected. This shows that there is no positive and significant influence between Training Participation (X1) on the performance of PT Ciomas Adisatwa Bogor employees in the Marketing Department.

The results of the analysis of the influence of training on performance are not in line with theory (Sefriady, Dea Fanny., 2018: 63). And according to (Astuti & Sari, 2018: 461) training is an increase in technical expertise and skills, an effort to advance perception abilities and competency assessment.

In accordance with the theory by Marwansyah (2016: 156) which states that training is influenced by several factors, namely: Support from top management, commitment of specialists and generalists in HR management, technological developments, organizational complexity, learning styles, and performance of management functions. other HR. However, the results of my research show that for marketing department employees, training participation has no effect on employee performance because they do not receive support from top management, do not have commitment to specialists and generalists in HR management, do not follow technological developments, do not have organizational complexity, do not follow learning styles. , and not optimal in the performance of other HR management functions.

According to Anwar Prabu Mangkunegara (2012:116) the indicator for job training is meeting the participant's qualifications. In research, employees who took part in training were rated as less effective because at PT. Ciomas Adisatwa Bogor, marketing department employees do not meet the participant qualification indicators, where employees have various levels of education, where differences in education levels can also affect the absorption of training material.

In the early stages of the non-selective employee recruitment process, it was also a factor that caused training participation to not have a significant influence on performance, where in implementing the training the head of the marketing department required all employees to attend and participate in the training without selecting them. However, this has not been supported by company regulations and has not been supported by firmness from department heads in the form of sanctions.

Influence of Discipline (X_2) on Employee Performance (Y)

Based on the research results, it shows that, the results of the t test, a value of $t_{count} > t_{table}$ or ($63.199 > 1.674$) can be obtained. This is also confirmed by a significance value of $0.000 < 0.05$. Thus, H_{o2} is rejected and H_{a2} is accepted, this shows that there is a positive and significant influence between work discipline on the performance of PT Ciomas Adisatwa Bogor employees.

The results of the analysis above are supported by research conducted by Shella¹, Ferri², Fitri Yani Saeky³, Hidayanti⁴, Yovie Ernanda Putri⁵ explaining research with the title The Effect of Training and Work Discipline on Employee Performance at PT Growth Asia. The research results explain that work discipline has a positive and significant effect on employee performance at PT. Growth Asia Medal Provided that t_{count} is greater than t_{table} .

Several causes of work discipline influence employee performance because according to Veithzal Rivai (2013:444) several indicators of employee discipline will have a significant impact on the output of each company such as attendance, compliance with work rules, compliance with work standards, high level of alertness and work. ethical. In accordance with the opinion of Sinar & Selatan (2018:41) Discipline is a function of a person's activities which is no less important. If employee discipline is good, the higher the performance obtained.

The Effect of Training Participation (X_1) and Discipline (X_2) on Employee Performance (Y)

Based on the research results, it shows that Training Participation (X_1) and Work Discipline (X_2) affect employee performance (Y) with the multiple regression equation $Y = 0.021X_1 + 0.869X_2 + -0.436$. The correlation coefficient value or the level of relationship between the independent variable and the related variables was obtained at 0.994, where this value is in the interval 0.800-1.000, which means that the variables of training participation (X_1) and work discipline (X_2) have a very strong relationship with employee performance (Y). The coefficient of determination value is 0.989, which means that the variables of training participation (X_1) and work discipline (X_2) influence employee performance by 98.9%, while the other 1.1% is influenced by other variables outside the independent variables studied. Hypothesis testing obtained a value of $F_{count} > F_{table}$ or ($2138.650 > 3.19$, this is also reinforced by the significance value ($0.000 < 0.05$) which means that H_{o3} is rejected and H_{a3} is accepted. So it can be concluded that there is no positive and significant influence between training participation and work discipline simultaneously on the performance of PT Ciomas Adisatwa Bogor employees.

The results of the analysis above are supported by research conducted by 1 N. Lilis Suryani, Kiki Zakiah explained with the title The Effect of Training and Work Discipline on Employee Performance at PT. Bank Negara Indonesia in BSD Tangerang. hypothesis testing obtained a value of $F_{count} > F_{table}$. This means that there is a simultaneous positive and significant influence between training and work discipline on employee performance at PT. Bank Negara Indonesia. So the greater the training participation, the work discipline of PT. Ciomas Adisatwa Bogor to employees, the greater the performance that employees will produce. In this case PT. Ciomas Adisatwa Bogor as a company needs to pay attention to the needs of employees and make employees better at work, therefore there needs to be a system or policy implemented that can pay attention to appropriate training, good work discipline so that it can simultaneously improve employee performance.

CONCLUSIONS

Based on the results of the t test, a value of $t_{count} < t_{table}$ or $(1.390 < 1.675)$ can be obtained. This is also confirmed by a significance value of $0.000 < 0.05$. Thus, H_{o1} is accepted and H_{a1} is rejected. This shows that there is no positive and significant influence between Training Participation (X1) on the performance of PT Ciomas Adisatwa Bogor employees in the Marketing Department.

Based on the results of the t test, a value of $t_{count} > t_{table}$ or $(63.199 > 1.674)$ can be obtained. This is also confirmed by a significance value of $0.000 < 0.05$. Thus, H_{o2} is rejected and H_{a2} is accepted, this shows that there is a positive and significant influence between work discipline on the performance of PT Ciomas Adisatwa Bogor employees in the Marketing Department.

Based on the research results, it shows that Training Participation (X1) and Work Discipline (X2) on Employee Performance (Y) with the multiple regression equation $Y = 0.021X_1 + 0.869X_2 + -0.436$. The correlation coefficient value or the level of relationship between the independent variable and the related variables was obtained at 0.994, where this value is in the interval 0.800-1.000, which means that the variables of training participation (X1) and work discipline (X2) have a very strong relationship with employee performance (Y). The coefficient of determination value is 0.989, which means that the variables of training participation (X1) and work discipline (X2) influence employee performance by 98.9%, while the other 1.1% is influenced by other variables outside the independent variables studied. Hypothesis testing obtained a value of $F_{count} > F_{table}$ or $(2138.650 > 3.19)$, this is also reinforced by the significance value ($0.000 < 0.05$) which means that H_{o3} is rejected and H_{a3} is accepted. So it can be concluded that there is no positive and significant influence between training participation and work discipline simultaneously on the performance of PT Ciomas Adisatwa Bogor employees in the Marketing.

REFERENCES**Book:**

- Andi, S. (2015). Statistics in Descriptive, Inference and Non-Parametric Studies. First Edition. Kencana. Jakarta: Prenada Media Group.
- Arikunto, Suharsimi. 2015. Basics of Educational Evaluation. Jakarta: Bumi Literacy.
- Edy, Sutrisno, 2014. Human Resources Management. Jakarta: Kencana
- Edy, Sutrisno, 2016, Human Resources Management, Kencana Prenada Media Group, Jakarta.
- Eko, Widodo, Suparno. 2015. Human Resource Development Management. Yogyakarta: Student Library.
- Ghozali. 2016. Application of Multivariate Analysis with the IBM SPSS Program. Semarang: Diponegoro University Publishing Agency.
- Ghozali, I. 2017. Structural Equation Model Concepts and Applications of the AMOS 24 Program. Semarang: Diponegoro University Publishing Agency
- Handoko, T Hani. 2014. Personnel & Human Resources Management. Yogyakarta: BPFE-Yogyakarta
- Hasibuan, Malay. 2013. Human Resources Management. Jakarta: Bumi Literacy.
- Hasibuan, Malay. 2016. Human Resources Management. Jakarta: Bumi Literacy.
- Istijanto (2014) Human Resources Research. Jakarta: PT. Gramedia Library
- Cashmere. 2016. Human Resource Management (Theory and Practice). Depok: PT Rajagrafindo Persada
- Mangkunegara, AA Anwar Prabu (2012). Human Resource Management. Bandung: PT. Rosdakarya Teenager.
- Mangkunegara, AA Anwar Prabu. (2014). Company Human Resources Management. PT. Rosdakarya Youth, Bandung.

- Mangkunegara, AA Anwar Prabu.. 2015. Company Human Resources. Twelfth printing. Rosdakarya Youth: Bandung
- Mangkunegara, AA Anwar Prabu 2016. Corporate Human Resources Management. Bandung: PT. Rosdakarya Teenager
- Marwansyah. 2016. Human Resources Management. Edition Two. Fourth printing. Bandung: Alfabeta, CV
- Priansa, DJ (2014). HR Planning and Development. First Edition. Bandung: Alfabeta.
- Rivai, Veithzal. 2014. Human Resource Management for Companies. 6th Edition, PT. Raja Grafindo Persada : Depok, 16956.
- Rivai, Veithzal. 2018. Human Resource Management for Companies, from Theory to Practice. Eidi; Revision. Jakarta: Raja Grafindo Persada
- Santos, S. (2015). SPSS20 Statistical Data Processing in the Information Age, Jakarta, PT. Alex Media Komputindo, Gramedia Group
- Siswanto. 2016. "Introduction to Management". Jakarta: Bumi Literacy.
- Sondang P. Siagian, 2013, Human Resources Management. Publisher: Bumi Aksara, Jakarta
- Sudjana (2014) Statistical Methods, Bandung: Tarsido.
- Sugiyono. 2012. Understanding Qualitative Research. Bandung: Alfabeta.
- Sugiyono. 2013. Business Research Methods. Bandung: Alfabeta.
- Sugiyono 2015. Combination Research Methods (Mix Methods). Bandung: Alfabeta.
- Sugiyono. (2016). Quantitative, Qualitative and R&D Research Methods. Bandung: PT Alfabet.
- Sugiyono. 2017. Educational Research Methods Quantitative, Qualitative and R&D Approaches. Bandung: Alfabeta.
- Sugiyono. 2018. Management Research Methods Quantitative, Qualitative, Combination Approaches (Mixed Methods), Action Research, Evaluation Research. 6th Printing. Bandung: Alfabeta.
- Terry, GR 2014. "Management Principles". Jakarta: Bumi Literacy.

Journal:

- Andrew. (2018). The Influence of Work Discipline and Communication on Employee Performance at PT. Riau Valley Sari. Journal of Human Resource Management.
- Arifiyah, L., & Sunaryo, H. The Influence of Job Training, Work Discipline and Work Supervision on Employee Performance. Unisma Faculty of Economics.
- Astadi Pangarso, Princess Intan Susanti. 2016. The Influence of Work Discipline on Employee Performance in the Basic Social Services Bureau of the Regional Secretariat of West Java Province. Journal of Theoretical and Applied Management Year 9. No. 2
- Astuti, R., & Sari, I. (2018). The Effect of Training and Compensation on Employee Performance at PT. Kemasindo Fast Nusantara Medan. Royal National Seminar (SENAR), 1(1), 461–464.
- Dahmiri, & Sakta, K. (2014). The influence of training on the performance of Sarolangun district education service employees. Jambi University Economic Journal.
- Herawati, NLM, Suputra, IDGD, Budiasih, IGAN (2016). The influence of leadership supervision, employee discipline and competence on the performance of Tabanan district inspectorate employees. Journal of Economics and Business, Udayana University.
- I Wayan Satya Edy Kumara & I Wayan Mudiarta Utama. 2016. The Effect of Training on Employee Performance with Leadership Mediation at the Satriya Cottages Hotel Kuta-Bali, Unud Management E-Journal, Vol. 5 No. 3.
- Kusnita, Harini, S., Sudarijati. (2015). The influence of supervision and work discipline on employee performance at PT. Dual business creation. Visionida Journal, Djuanda University, Bogor.

- Marsaoly, KMS, & Nurlaila. (2016). The Influence of Supervision and Work Discipline on Employee Performance at Representatives of the National Population and Family Planning Agency for North Maluku Province. *Khairun University Economic Journal*.
- Marsoit, P., Sendow, G., Rumokoy, F., Management, J., Sam, U., & Manado, R. (2017). The Influence of Training, Work Discipline and Organizational Commitment on Employee Performance at Pt. Asuransi Jasa Indonesia the Effect of Training, Work Discipline and Organizational Commitment To Employee Performance At Pt. Indonesian Services Insurance. *Emba*, 5(3), 4285–4294..
- Rudhaliawan, VM, Utami, HN, Hakam, M., S. The effect of training on work ability and employee performance. Faculty of Administrative Sciences, Brawijaya University, Malang.
- Schuler, C.; J. Pinky; M. Nasir and Vogtmann. 1993. Effects of composted organic kitchen and garden waste on *Mycosphaerella pinodes* (Berk, et Blox) Vestergr., causal organism of foot rot on peas (*Pisum sativum* L.), *Biological Agriculture and Horticulture*, 9: 353-360.
- Sefriady, Dea Fanny., DAI (2018). The Influence of Training and Work Discipline on Employee Performance in the Organization and Personnel Bureau of the Secretariat General of the Ministry of Trade. *REKAMAN Journal (Economic Research in the Field of Management and Accounting)* Galileo College of Economics, Vo. 2, No. (May), 57–68.
- Shella, Ferri, Saeky, F. Y, Hidayanti, Putri, YE (2019). The Influence of Training and Work Discipline on Employee Performance at Pt Growth Asia. *Prima Indonesia University Economic Journal*.
- Sinar, PT, & Selatan, B. (2018). *Bongaya Journal for Research in Accounting*. 1(2012), 46–50.
- Simamora, N. (2014). Quality of Birth Certificate Management Services at the Department of Population and Civil Registration of Pekanbaru City. *Let's FISIP Volume 1 No. 2-October 2014*.
- Sulaefi, (2017). The Effect of Training and Development on Work Discipline and Employee Performance, *Unmer Journal*, Vol 5 No.1
- Suryani, 1N.L., & Zakiah, K. (2019). The Influence of Training and Work Discipline on Employee Performance at PT. Bank Negara Indonesia in BSD Tangerang. *Pamulang University Economic Journal*.
- Wulandari, E., & Husda, NE (2020). The influence of job training and work discipline on employee performance at Pt. Gem tips business in Batam. *Putera Batam University economic journal*.