THE EFFECT OF TRAINING AND MOTIVATION ON EMPLOYEE PERFORMANCE AT PT MUTIARA SAMUDERA PASAI

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ABSTRACT

The purpose of this study was to determine the effect of Training and Motivation on the Performance of PT. Mutiara Samudera Pasai employees. The method used in this study is a quantitative method, with analysis techniques of validity testing, reliability testing, classical assumption testing, simple and multiple linear regression testing. The sample used was 60 respondents, namely the entire population. The results of this study are: 1) There is a positive and significant influence of the Training (X1) and Motivation (X2) variables on Performance (Y) of 39.1%, obtained an R number (correlation coefficient) of 0.625. 2) There is a positive and significant influence of the Training (X1) and Motivation (X2) variables on Performance (Y) of 55.5%, obtained an R number (correlation coefficient) of 0.745. 3) There is a positive and significant influence of the variables Training (X1) and Motivation (X2) together on Performance (Y of 55.9%, obtained the R number (correlation coefficient) of 0.748. Suggestions in this study are expected that the Leader can increase Motivation so that employees can increase work productivity so that it can be more optimal, Management can improve the economic welfare of employees, Leaders are more careful in determining the type of training and training methods that have an impact on improving employee abilities.

Keywords: Training, Motivation, Performance

I. INTRODUCTION

A. Research Background

Along with the rapid economic growth and development of the world today, companies are required to develop their businesses rapidly. In every company there needs to be good management. One thing that greatly affects the development of the company is human resources. The success of the company in developing its business depends on the management of human resources working in the company, therefore human resource management as one of the interrelated management activities to plan, determine, and implement the implementation of operations in the company to find effective, innovative and productive workers.

Globalization of production and sales shows that the increasing level of competition means more demands for improvements to reduce costs, increase productivity and company performance, and do things better efficiently and cheaply. The function of human resources is as the main key in realizing every company in terms of achieving maximum goals that can develop the company where they work. This is very evident from every company that relies heavily on human resources who are skilled and trained in each of their respective tasks. To overcome this, the role of human resource management is very necessary because it is not easy for every company to get human resources who are skilled and trained in the field they occupy in the company, management must face tremendous technological advances, restrictions by various government regulations, shrinking energy supplies and other natural resources, demands for increased attention to environmental sustainability, the growth rate of national and international competition and the development of collective activities of employees.

Human resources play an important role and are the main key in increasing the productivity of a company. Human resources can support the increase in productivity of a company or vice versa, namely reducing productivity. If training is given effectively, employee work ability will be better. However, if the training provided is less effective, employee work ability is not effective, therefore the company must pay attention to what training is given to its employees. Because if the leadership pays attention to employee training, then all activities in the company can run as expected by the company.

One of the company's efforts to achieve the company's vision and mission to have productive and effective employees is through employee training programs. Employee training is a process of teaching certain knowledge and skills and attitudes so that employees become more skilled and able to carry out their responsibilities better, in accordance with standards.

In addition to training factors, increasing employee motivation must also be done so that employees have maximum energy to work and can achieve company goals. Strong motivation from within the individual that can also be influenced from outside the individual (external) is an important concern for management in order to have the right strategy in increasing employee motivation.

Motivation is chosen as one of the factors that is very closely related to performance, because all employees need enthusiasm and positive encouragement to carry out their work (Darmayanti et al., 2014).

In order to achieve company goals properly, employees need motivation to be able to work optimally. High motivation will make employees do their jobs well and optimally (Kustrianingsih & Minarsih, 2016).

PT. Samudera pasai is a company engaged in the field of Trading and Construction Services which works on many projects for the procurement of goods and services for public facilities, such as street lighting and other construction work.

Based on initial observations and interviews with the leadership of PT. Samudera Pasai found that there are still employees who do not have responsibility in working, do not have independence because they must always be supervised in carrying out their work, there are still employees who are not disciplined in completing work. Employee competence is also considered not to have experienced a significant increase even though employees have worked for this company for a long time.

Based on the explanation of the background of the problem above, the author is interested in conducting a study entitled "The Effect of Training and Motivation on Employee Performance at PT Mutiara Samudera Pasai".

B. Problem Formulation

1. Is there any influence of training on employee performance at PT Mutiara Samudera Pasai?
2. Is there any influence of motivation on employee performance at PT Mutiara Samudera Pasai?
3. Is there any influence of training and motivation on employee performance at PT Mutiara Samudera Pasai?

C. Research Objectives

1. To determine the effect of training on employee performance at PT Mutiara Samudera Pasai.
2. To determine the effect of motivation on employee performance at PT Mutiara Samudera Pasai.
3. To determine the effect of training and motivation on employee performance at PT Mutiara Samudera Pasai.

I. LITERATURE REVIEW
A. Training

Mangkuprawira and Hubeis (in Hamali, 2016: 62) stated that employee training is a process of teaching certain knowledge and skills as well as attitudes so that employees become more skilled and able to carry out their responsibilities better, in accordance with work standards. Wexley and Yulk's opinion explains that training is something that refers to things related to

planned efforts carried out to achieve mastery of skills, knowledge, and attitudes of employees or members of the organization (Hamid et al., 2022).

Training is all activities to provide, obtain, improve and develop work competencies, productivity, discipline, attitudes and work ethic at a certain level of skills and expertise according to the level and qualifications of the job (Ramdhan & Pasaribu, 2022). Training is an activity to improve the abilities, skills, knowledge and changes in attitudes of individuals in a company so that they can carry out their duties better, in other words, every employee needs training to improve their performance (Ridwan, 2023).

B. Motivation

Motivation is one of the things that influences human behavior, motivation is also called a driver, desire, supporter or need - a need that can make someone enthusiastic and motivated to reduce and fulfill their own urges, so that they can act and do things in certain ways that will lead to an optimal direction (Kultsum, 2023). Motivation is a person's behaviour by regulations, existing work procedures or attitudes and behaviour and actions by the regulations of the organization both written and unwritten (Ramdhan, 2019).

William J. Stanton in (Mangkunegara & Agustine, 2016) defines that "A Motive is a stimulated need which a goal-oriented individual seeks to satisfy", meaning a motive is a stimulated need that is oriented towards the individual's goal in achieving satisfaction. According to Hasibuan (2017: 95) defines "motivation as the provision of driving force that creates a person's work enthusiasm, so that they are willing to work together, work effectively and integrate with all their efforts to achieve satisfaction". According to Sardiman (2018: 73), motive can be said to be the driving force from within and within the subject to carry out certain activities in order to achieve a goal.

C. Performance

Robbins (2016:62) Employee Performance is the amount of effort expended by an individual in devoting a certain amount of energy to a job. Colquitt in (Kasmir, 2016) also stated that performance is the value of a set of employee behaviors that contribute, either positively or negatively, to the fulfillment of organizational goals. Bacal in Wibowo (2017:186) Bacal stated that "performance is a process by which individual performance is measured and evaluated".

Performance is the result of employee work both in quality and quantity achieved by employees in a certain period in accordance with the responsibilities given (Budiman, 2024). Performance is an evaluation or assessment of how well or influenceively employees perform their duties at work. Employee performance evaluation is important for identifying employee strengths and weaknesses, providing constructive feedback, and

identifying areas where further motivation or development may be needed (Putra, 2024)

II. RESEARCH METHODOLOGY

A. Research Scope

The research was conducted on employees of PT. Mutiara Samudera Pasai on Jl. Raya Bogor KM 21 No. 18A, Ciracas, East Jakarta.

B. Population and Sample

Population is a generalization area consisting of objects or subjects that have certain qualities and characteristics that are determined by researchers to be studied and then conclusions drawn. The population of this study is all employees of PT. Mutiara Samudera Pasai as many as 60 people. Sugiyono (2017:81) states that a sample is part of the number and characteristics possessed by the population. The sample of this study uses the entire population, namely 60 employees of PT. Mutiara Samudera Pasai.

C. Research Type

The research conducted for writing this thesis is descriptive Associative with a Quantitative approach. Descriptive research is limited to efforts to reveal a problem and condition as it is, so that it is only a disclosure of facts, from the descriptive research it can be known something or an incident that is a major problem that exists at the research location. Thus, a solution will be offered that is expected to solve the problem and the data processing is quantitative.

III. RESEARCH RESULT

A. Correlation Coefficient Test

1. Training on Employee Performance

Table 1
Correlation Coefficient Test X1

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.625[a]	.391	.380	2.635

a. Predictors: (Constant), PELATIHAN
b. Dependent Variable: KINERJA

Source: SPSS Data Processing version 22, 2024.

Based on the table above, the R figure (correlation coefficient) is 0.625. This shows that there is a strong relationship between Training and Employee Performance.

2. Motivation on Employee Performance

Table 2
Correlation coefficient test X2
Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.745[a]	.555	.547	2.252

a. Predictors: (Constant), MOTIVASI
b. Dependent Variable: KINERJA

Source: SPSS Data Processing version 22, 2024.

Based on the table above, the R figure (correlation coefficient) is 0.745. This shows that there is a strong relationship between motivation and Employee Performance.

3. Training and Motivation on Employee Performance

Table 3
Correlation coefficient test X1 and X2
Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.748[a]	.559	.543	2.261

a. Predictors: (Constant), MOTIVASI, PELATIHAN
b. Dependent Variable: KINERJA

Source: SPSS Data Processing version 22, 2024.

Based on the table above, the R figure (correlation coefficient) is 0.748. This shows that there is a strong relationship between training and motivation on Employee Performance.

B. Determination Coefficient Test

1. Training Variables on Employee Performance

Based on table 1, the R^2 (R Square) value is 0.391. This shows that 39.1% of training has a contribution to influence on employee performance, while the remaining 60.9% is influenced by other variables not examined in this study.

2. Motivation Variables on Employee Performance

Based on table 2, the R^2 (R Square) value is 0.555. This shows that 55.5% of training has a contribution to influence on employee performance, while the remaining 44.5% is influenced by other variables not examined in this study.

3. Training and Motivation Variables on Performance

Based on table 3, the R^2 (R Square) value is 0.559. This shows that 55.9% of training and motivation together have a contribution to influence employee performance, while the remaining 44.1% is influenced by other variables that were not examined in this study.

C. Hypotesis Test
1. Simple Linear Regression Test
   a. Training Variables on Employee Performance

Table 4
Linear Regression Test X1
Coefficientsª

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	13.455	3.022		4.452	.000
PELATIHAN	.576	.095	.625	6.097	.000

a. Dependent Variable: KINERJA

Source: SPSS Data Processing version 22, 2024.

Based on the table above, the simple linear regression equation is as follows: Y = 13.455 + 0.576 x The hypothesis in this study was tested using the t-test. If we look at the results of the table above, the t-count value for the Training variable (X1) on Employee Performance (Y) is 6.097, while the t-table value for n = 60 is 1.671. So because the t-count value> t-table, which is 6.097 > 1.671. The probability value (significance) = 0.000 is below 0.050, thus Ha is accepted, it can be concluded that there is a positive and significant influence of the Training variable (X1) on Employee Performance (Y).

   b. Motivation Variables on Employee Performance

Table 5
Linear Regression Test X2
Coefficientsª

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	8.710	2.726		3.195	.002
MOTIVASI	.708	.083	.745	8.505	.000

a. Dependent Variable: KINERJA

Source: SPSS Data Processing version 22, 2024.

Based on the table above, the simple linear regression equation is as follows: Y = 8.710 + 0.708x The hypothesis in this study was tested using the t-test. If we look at the results of the table above, the t-value for the Motivation variable (X2) on Employee Performance (Y) is 8.505, while the t-table value for n = 60 1.671 is 1.671. So because the t-value> t-table, which is 8.505> 1.671. The probability value (significance) = 0.000 is below 0.050, thus Ha is accepted, it can be concluded that there is a positive and significant influence of the Motivation variable (X2) on Employee Performance (Y).

2. Multiple Linear Regression Test

Table 6
Linear Regression Test X1 and X2
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.218	2.827		2.907	.005
	PELATIHAN	.092	.132	.100	.701	.486
	MOTIVASI	.633	.136	.666	4.662	.000

a. Dependent Variable: KINERJA
Source: SPSS Data Processing version 22, 2024.

Based on the table above, the multiple linear regression equation is as follows:

$$Y = 8.218 + 0.092 \; x_1 + 0.633 \; x_2$$

Table 7
F Test
ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	369.224	2	184.612	36.098	.000[b]
	Residual	291.509	57	5.114		
	Total	660.733	59			

a. Dependent Variable: KINERJA
b. Predictors: (Constant), MOTIVASI, PELATIHAN
Source: SPSS Data Processing version 22, 2024

The hypothesis in this study was tested using the F Test. If we look at the results of the table above, the F count value for the Training (X1) and Motivation (X2) variables on Employee Performance (Y) is 36.098, while the F table value for n = 60 is 3.16. So because the F count value > F table, which is 36.098 > 3.16. The probability value (significance) = 0.000 is below 0.050, thus Ha is accepted, it can be concluded that there is a positive and significant influence of the Training and Motivation variables (X2) together on Employee Performance (Y).

D. Discussion

1. The Influence of Training on Employee Performance

According to Kasmir (2016:189-183) there are many factors that can affect individual performance in an organization including: Training, Training Style, work motivation, work discipline, work environment, and work stress. There is a positive and significant influence of the Training variable (X) on Performance (Y), the R2 (R Square) value is 39.1%, the R number (correlation coefficient) is 0.625. This is in line with research conducted by Selastuti Prathami entitled the influence of training and work

motivation on employee performance with the results of training and work motivation research, simultaneously influencing employee performance.

2. The Influence of Motivation on Employee Performance

Factors that influence performance achievement according to Keith Davis in A.A. Anwar Prabu Mangkunegara (2000:67) are the ability factor and the motivation factor. The higher a person's motivation, the more performance will increase.

There is a positive and significant influence of the Motivation variable (X) on Performance (Y), the R2 (R Square) value is 0.745. This shows that 74.5%. Motivation has a contribution to influence Performance, while the remaining 26.5% is influenced by other variables not examined in this study. This is in line with research conducted by Ana Sri Ekaningsih entitled The Influence of Work Motivation on Performance with Perception of the Work Environment as a Moderating Variable. With the conclusion of the study, motivation has a positive and significant influence on performance.

3. The Influence of Motivation and Training Together on Employee Performance

There is a positive and significant influence of the variables Training (X1) and Motivation (X2) together on Performance (Y of 55.9%, while the remaining 44.1% is influenced by other variables not examined in this study. The R number (correlation coefficient) is 0.748. This is in line with the research conducted by Anggi Fathya Anindita, Tuty Herawati and Wahyudi Utomo entitled The Influence of Training and Motivation on Employee Performance at the Head Office of PT. Pam Lyonnase Jaya (Palyja), the conclusion of the study Training and motivation together have a positive and significant effect on performance.

IV. CLOSURE
A. Conclution
1. There is a positive and significant influence of the variables Training (X1) and Motivation (X2) on Performance (Y) of 39.1%, obtained R (correlation coefficient) of 0.625.
2. There is a positive and significant influence of the variables Training (X1) and Motivation (X2) on Performance (Y) of 55.5%, obtained R (correlation coefficient) of 0.745.
3. There is a positive and significant influence of the variables Training (X1) and Motivation (X2) together on Performance (Y of 55.9%, obtained R (correlation coefficient) of 0.748

B. Suggestion
1. Leaders can increase motivation so that employees can increase work productivity to be more optimal
2. Management can improve employee economic welfare
3. Leaders are more careful in determining the type of training and training

methods that have an impact on improving employee capabilities
4. Further researchers can use other variables in further research, such as communication variables, organizational culture, compensation and other variables.es

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