

The effect of training, discipline, and motivation on employee performance

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Abstract

Competition in the business world today is increasing, which causes every company to try to achieve a higher competitive advantage than its competitors. The problem in this study is whether training, discipline, and work motivation affect the performance of employees. The purpose of this study is (1) to determine the effect of partial training on employee performance, (2) to determine the effect of partial discipline on employee performance, and (3) to determine the partial effect of work motivation on employee performance. Questionnaires were distributed to 53 respondents using simple random sampling method. The total population is 170 employees. The designated population is the production and quality employees of PT. Nippon Steel Chemical and Materials Indonesia. The questionnaire data was processed using multiple regression analysis with the results showing that (1) training has an effect on employee performance, (2) there is a significant effect of discipline on employee performance, and (3) and work motivation has an effect on employee performance.

Kata Kunci: Training; discipline; motivation; employee performance

INTRODUCTION

Human Resources are the lone significant asset for the organization since they have the information, abilities, capacities, and can work or function admirably. Human Resources can impact hierarchical objectives. Notwithstanding the headway of innovation, the advancement of data and auto, if without Human Resources who have adequate abilities and get great preparing and have great order and persuasive consolation from either the organization or the bosses in every association, regardless of whether the association can accomplish its objectives.

The difficulty that happens in the organization is the absence of preparing for NG (Not Good) items so it flows in the organization as though it doesn't stop. One of the endeavors that organizations can make to accomplish an expansion in representative execution to lessen NG items is via preparing workers, both new representatives, and old representatives. Preparing is a deliberate and arranged activity to change or create information, abilities, mentalities through learning encounters and increment execution viability.

The enormous number of NG items created by the organization is brought about by an absence of worker work discipline. Worker indiscipline at work can prompt problematic execution. It very well may be taken for instance that representatives work not consenting to foreordained systems or WS (Working principles), don't utilize PPE (Personal Protective Equipment) which brings about Human Errors that happen. This obviously can prompt issues with the item which will bring about expanding client asserts so representative execution is viewed as not ideal.

Job Exemplary authority is extremely persuasive in the organization, even exceptionally predominant, a pioneer should construct power with the guideline of shared interest and harmony with persistence, responsibility, and high respectability through ways to deal with deference and enable workers. The demonstration of focusing on representatives will empower the individuals who can give mindfulness and readiness to workers to fill in as wanted by the organization. This consolation is called work inspiration which can be surmised from the perspectives and practices seen and showed by representatives in building up their work.

Preparing implies the way toward assisting representatives with dominating explicit abilities or to address lacks in completing work. Preparing for workers is a cycle that shows certain information and abilities, so representatives will be more gifted and ready to do their obligations and duties appropriately. A task preparing program will assist organizations with accomplishing authoritative objectives (Patricia M Sahangamu, 2014).

Order is the main operational capacity of human asset the board because the better the representative's control, the higher the accomplishment they will accomplish. Without great representative control, it is hard for organization associations to accomplish ideal outcomes (Hasibuan, 2015).

Pioneers should designate more opportunities to consider how they can inspire workers to think and act imaginatively so the association can encourage the representative's inventiveness. Directors rouse their subordinates by saying that they do the things they expect will fulfill their longings and convince subordinates to act in the ideal manner (Kuranchie-Mensah et al., 2016).

Preparing is an office given by the organization to contemplate business related to the information, abilities, and conduct of workers (Neelam Tahir, 2014), yet not every person can go to preparing because it requires certain necessities, just representatives whose energy the organization needs need preparing.

Literature Training

Job training is learning provided in order to improve performance related to the current job. There are two things in this sense. First, current performance needs to be improved with the knowledge and abilities of current employees, with the knowledge and abilities currently needed. Second, learning is not to meet future needs, but to be used immediately (Priansa, 2016). According to As'ad (2017), the success of a training program is determined by five components, namely goals and objectives, trainers, materials (training materials), training methods, and participants (Trainees).

Discipline

According to Sutrisno (2017), if the employee is subject to the company's provisions, describing the existence of a narrower and more widely used discipline condition, discipline means action taken with the provision of correcting wrong behavior and attitudes among employees. The indicators of work discipline according to Sutrisno (2017) consist of four, namely obeying the rules of time, obeying company regulations, obeying the rules of behavior at work, and obeying other regulations.

Motivation

Motivation according to Handoko (2014), motivation is a condition in a person's personality that encourages the individual's desire to carry out certain activities in order to achieve goals. Then according to Mangkunegara (2016), motivation is a condition or energy that moves employees who are directed or directed to achieve the company's organizational goals. The indicators of employee motivation by Robbins and Judge (2015) are salary, recognition, promotion, and compensation.

METHOD

This type of research is quantitative research. The research was conducted at PT. Nippon Steel Chemical and Materials Indonesia. The population of this study is all employees who work at PT. Nippon Steel Chemical and Materials Indonesia, which has 170 employees. The sample was taken using cluster sampling technique, namely by taking a number of respondents from two departments, namely production and quality, totaling 85 employees, then the sample was taken randomly using random sampling technique so that a sample of 53 respondents was obtained. Determination of the number of samples is calculated using the Slovin formula. Respondents will fill out a questionnaire that has been designed using a Likert scale. The instrument used to test the data that has been obtained is by conducting validity and reliability tests, classical assumption tests, multiple regression analysis, and determination tests performed using SPSS software.

RESULTS AND DISCUSSION

Regression test in this study is used to measure the accuracy of the analysis model that has been made. This value is used as a tool to measure the contribution of the independent variables studied to the dependent variable. Here are the results of the Training variables as follows:

Table 1. Motivation, training, and discipline regression test results

Model summary ^b				
Model	R	R square	Adjust R square	Std. error of the estimate
1	.859 ^a	.737	.721	3.730

a. Predictors: (Constant), motivasi, pelatihan, disiplin

b. Dependent variable: kinerja

Based on table 1 it can be translated that:

The R value of 0.859 this value indicates a relationship between the variables on the performance variable; dan

The value of R square produces a value of 0.737, this indicates a direct influence between the independent variables on the dependent variable so that if it is formed in the form of a percentage, it will get a value of 73.7%.

Hypothesis testing is carried out with the t test which is used to determine whether the hypothesis is accepted or rejected, with the conditions described previously. Then it can be seen in the following table:

Table 2. Motivation, training, and discipline regression coefficient on performance Coefficients^a

Model		Unstandardized coefficients		Standardized coefficients	t	Sig.	Collinearity statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4.850	7.231		.671	.505		
	Pelatihan	.277	.133	.228	2.078	.043	.443	2.255
	Disiplin	.512	.192	.303	2.665	.010	.413	
	Motivasi	.549	.165	.417	3.331	.002	.341	

a. Dependent variable: Kinerja

That the t-count value is 2.078, this means that Training (X1) > Performance because the t-count value is 2.078 > t-table value 2.010, that Discipline (X2) > Performance because the t-count value is 2.665 > t-table value 2.010, that Motivation (X3) > Performance due to the t-value of 3.331 > the t-table value of 2.010.

Based on the table above, it can be seen that the constant value for the training, discipline, and work motivation variables is 4.850 while the training coefficient value is 0.227, the discipline coefficient value is 0.512, and the motivation coefficient is 0.549. Thus, a multiple linear regression equation can be made which refers to the formula $Y = a + b_1.X_1 + b_2.X_2 + b_3.X_3$ as follows:

$$Y = 4.850 + 0.277.X_1 + 0.512.X_2 + 0.549.X_3$$

Information:

Y : Performance

X1 : Training

X2 : Discipline

X3 : Motivation

The linear regression equation above can be interpreted as follows:

The constant value of 4.850 states that if the value of X1 = 0 or the Training variable does not exist, the value of the Performance variable is 4.850;

Training regression coefficient is 0.277, which means that for every additional 1 point of the Training variable, it will increase performance by 0.277 times;

The constant value of 4.850 states that if the value of X2 = 0 or the Training variable does not exist then the value of the Performance variable is 4.850;

Discipline regression coefficient is 0.512, which means that for every additional 1 point of the Training variable, it will increase performance by 0.512 times;

The constant value of 4.850 states that if the value of X3 = 0 or the Training variable does not exist, the value of the Performance variable is 4.850; dan

Discipline regression coefficient is 0.549, which means that for every additional 1 point of the Training variable, it will increase performance by 0.549 times.

The interpretation of the above equation is that the regression coefficient of the training variable has a positive sign (0.277), discipline has a positive sign (0.512), motivation has a positive sign (0.549) which means that the training, discipline and motivation variables are in line with the performance variable. training, discipline and motivation variables have a positive influence on employee performance variables.

Data analysis has been carried out using correlation and regression tests and hypothesis testing of each variable, so it can be concluded as follows:

Discussion on the effect of training on employee performance

Based on all the tests that have been carried out above regarding the effect of training on performance, the R value obtained is 0.859, this indicates a direct influence between the independent variables on the dependent variable so that if it is formed in the form of a percentage, it will get a value of 85.9% while 14.1 The other % is influenced by other factors outside the training variable and based on the test results on the t test, namely t count of 2.078 with a significance level of 0.043 which means t count > t table and sig < 0.05. This means that the hypothesis proposed by the author is accepted,

namely that there is a positive and significant influence between the training variables on employee performance at PT. Nippon Steel Chemical & Materials Indonesia.

This is supported by the answers from respondents through questions in questionnaires which are written that effective and efficient training has an effect on employee performance, so that employees become more creative in their work, and can improve skills in work practices.

Sahanggamu and Mandey (2014) in an article entitled The effect of job training, motivation, and work discipline on employee performance published in the international journal EMBA, volume 2, number 4, Faculty of Economics and Business, Sam Ratulangi University, Manado 2014, resulted in conclusion that Job Training, Motivation, and Work Discipline have a significant effect on employee performance. which also states that training has a positive and significant effect on individual creativity, so it can be concluded that training has a positive effect and has an important influence on increasing individual creativity at PT. Nippon Steel Chemical and Materials Indonesia.

Discussion on the effect of discipline on employee performance

Based on all the tests that have been done above regarding the effect of Discipline on Performance, the R value obtained is 0.859, this indicates a direct influence between the independent variables on the dependent variable so that if it is formed in the form of a percentage it will get a value of 85.9% while the other 14.1% influenced by other factors outside the Discipline variable and based on the test results on the t test, namely t count of 2.665 with a significance level of 0.010 which means t count > t table and sig < 0.05. This means that the hypothesis proposed by the author is accepted, namely that there is a positive and significant influence between the Discipline variables on employee performance at PT. Nippon Steel Chemical and Materials Indonesia.

This is supported by the answers from respondents through questions in a questionnaire which are written that Discipline in complying with the SOPs that have been set makes more influence in doing their work.

The results of this study are in accordance with previous research conducted by Hasibuan in an article entitled The Effect of Training, Work Experience and Work Discipline on Performance published in the E-Jurnal Journal, volume 4, number 10, 2015, Tadulako University Marowali concluded the effect of training, Work Experience and Work Discipline have a positive and significant effect on performance. So it can be concluded that Discipline has an effect on performance in improving the quality of PT. Nippon Steel Chemical & Materials Indonesia.

Discussion on the effect of motivation on employee performance

Based on all the tests that have been done above about the influence of motivation on performance, the R value obtained is 0.859, this indicates a direct influence between the independent variables on the dependent variable so that if it is formed in the form of a percentage it will get a value of 85.9% while the other 14.1% influenced by other factors outside the motivation variable and based on the test results on the t test, namely t count of 3.331 with a significance level of 0.002, which means t count > t table and sig < 0.05. This means that the hypothesis proposed by the author is accepted, namely that there is a positive and significant influence between the motivational variables on employee performance at PT. Nippon Steel Chemical and Materials Indonesia.

This is supported by the answers from respondents through questions in a questionnaire written that high motivation makes employees more creative in doing their work.

The results of this study are in accordance with previous research conducted by Tewal, Mandey and Rattu (2017) in an article entitled Analysis of the Influence of Organizational Culture, Leadership, and Motivation on Nurses Performance at Regional Hospital Maria Walanda Maramis North Minahasa published in the journal EMBA, volume 5, number 3, in 2017, which concluded that the Relationship between Motivation and Employee Performance found that intrinsic and intrinsic motivation are positively related to employee performance stating that intrinsic factors show a strong significant difference on motivation which indicates that, once workers are paid very well, they will appreciate intrinsic factors, so it can be concluded that motivation has a positive effect and has an important influence in improving performance at PT. Nippon Steel Chemical and Materials Indonesia.

CONCLUSION

Based on the analysis and discussion above and the purpose of this study, namely to determine the effect of training, discipline and work motivation on employee performance with a case study of PT. Nippon Steel Chemical & Materials Indonesia, the following conclusions can be drawn:

Effective and efficient training will affect employee performance where the object of employees at PT. Nippon Steel Chemical & Materials Indonesia shows the effect of 85.9% on employee performance, this shows that the effect is high. This high influence is supported by the existence of effective and efficient training which is considered to focus on the interests of employees in doing work, this is also supported by employee answers through questions distributed through qualitative questionnaires that the training carried out for employees is in accordance with the goals to be achieved;

Discipline applied at this time will affect performance where the object of employees at PT. Nippon Steel Chemical & Materials Indonesia shows the effect of 85.9% on employee performance, this shows that the effect is high. This high influence is supported because the discipline that is currently applied is considered to be able to run in the work, this is also supported by employee answers through questions distributed through qualitative questionnaires that employees always do their work by complying with the SOPs that have been set; dan

The applied motivation will affect the performance where the object of the employee at PT. Nippon Steel Chemical & Materials Indonesia showed an influence of 85.9% on Performance, this indicates that the effect is very high. This very high influence is supported because high motivation is considered good, because with special attention to its employees, this is also supported by employee answers through questions distributed through qualitative questionnaires that employees receive awards and bonuses according to the amount of employee achievement.

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