

The Effect of Training on Employee Productivity at PT Atrust Mitra Usaha Indonesia Ice Tea Division Jabodetabek

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Abstract

*The purpose of this research is to determine the effect of training on employee work productivity at PT. Atrust Mitra Usaha Indonesian Ice Tea Division Jabodetabek This research uses quantitative descriptive methods with data collection techniques through distributing questionnaires and library data. This research uses the method saturated sampling which are used in total 74 employees at PT. Atrust Mitra Usaha Indonesian Ice Tea Division Jabodetabek, using simple linear regression data analysis techniques. The results of this research show that there is an influence between training and performance **work productivity** positive influence **strong** and has an influential contribution of **68,2%** on work productivity variables. It is hoped that the results of this research will contribute to further research.*

Abstrak

Tujuan penelitian ini adalah untuk mengetahui pengaruh pelatihan terhadap produktifitas kerja karyawan pada PT. Atrust Mitra Usaha Divisi Es Teh Indonesia Jabodetabek Penelitian ini menggunakan metode dekriptif kuantitatif dengan teknik pengumpulan data melalui penyebaran kuesioner, dan data pustaka. Dalam penelitian ini menggunakan metode *sampling jenuh* yang digunakan berjumlah **74** karyawan pada PT. Atrust Mitra Usaha Divisi Es Teh Indonesia Jabodetabek, dengan menggunakan teknik analisis data regresi linear sederhana. Hasil dari penelitian ini menunjukkan bahwa terdapat pengaruh antara pelatihan terhadap kinerja **produktifitas kerja** berpengaruh positif **kuat** dan memiliki kontribusi pengaruh sebesar **68,2%** terhadap variabel produktifitas kerja. Hasil penelitian ini diharapkan memberikan kontribusi untuk penelitian selanjutnya.

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1. INTRODUCTION

Basically, training is a continuous process and not just a momentary process, especially when technological developments and knowledge are developing rapidly as they are now, the role of education and training is very important in equipping employees to be more creative in achieving company goals effectively and efficiently (Fatihin in (Anriza Julianry et al., 2017)

Through employee training carried out by PT. Atrust Business Partners in the Iced Tea division, of course with programs designed to change employee behavior which is carried out systematically, behavior often influences employee work patterns, so that it can influence company goals, this is reinforced by Sulistiyani in (Siti Mujiatun, 2015) that training is a systematic process of changing employee behavior in a direction to improve organizational goals. Furthermore, as an effort to mastery in the field of selling iced tea by employees of PT. Atrust Business Partners throughout Jabodetabek, the company creates training programs that are applicable to support abilities and skills, especially in the field of sales, of course this training is in line with the opinion (Hani Handoko, 2000) training to improve mastery of various skills and techniques for carrying out specific, detailed and routine work.

According to Widodo in (Nasem et al., 2018) that training is a series of individual activities in systematically improving skills and knowledge so that they are able to have professional performance in their field. Training is a learning process that enables employees to carry out their current job accordingly with Motivational standards.

According to Simamora in (Sri Wahyuningsih, 2019) Employee training or training is a systematic effort by the company to improve all knowledge, skills and work attitudes of employees through a learning process so that they can optimally carry out the functions and duties of their position. In employee training, knowledge is given, namely all employees' understanding of various procedures, processes, regulations, work knowledge, and so on.

Ivancevich in (Meylisa Thesa Walukow et al., 2016) stated that training is "a systematic process for changing the work behavior of a person/group of employees in an effort to improve organizational performance". Training relates to the skills and abilities required for the job currently performed. Training is oriented to the present and helps employees to master specific skills and abilities (competencies) to be successful in their work.

Several training methods as an effort to increase employee work productivity at PT. Elsewhere, this is reinforced by Sedarmayanti's statement in (Firstianty Wahyuhening Fibriany, 2017) Training methods are divided into 2, namely: Off the job (Training outside the workplace) in the form of Simulations and Information Presentations; and On the job (Training on the job).

Labor productivity according to Yusuf in (Ryani Dhyhan et al., 2021) is a comparison between the results achieved in the labor market per unit time and as a benchmark for the expansion and activity of the resources used during productivity by comparing the amount produced with each resource used.

According to Hadari Nawawi in (Berti Anggun Melati, 2022) stated that: "Employee productivity is an inverse comparison between the results obtained (output) and the amount of work resources used (input).

An employee's productivity can be measured from the total output produced by an employee in carrying out their work (Zivin in (Mufty Aspiyah & S. Martono, 2016)

Research results (Nasem et al., 2018) training has a positive effect on the work productivity of educational staff. Research results according to (Mufty Aspiyah & S. Martono, 2016) shows that training has a positive and significant effect on employee work productivity. Research result (Sri Wahyuningsih, 2019) shows that training has a positive and significant influence on work productivity, meaning that if training is carried out it will increase employee work productivity.

Based on the results of previous research, researchers are interested in researching different variables from previous research, namely training and employee work productivity with the title the effect of training on employee work productivity at PT. Atrust Business Partner of Jabodetabek Indonesian Iced Tea Division.

2. RESEARCH METHOD

This research is quantitative descriptive, with the aim of getting an overview about what is the influence of training on employee work productivity at PT. Atrust Business Partner of Jabodetabek Indonesian Iced Tea Division

Population and Sample

1. Population

This research is a quantitative descriptive study, with the aim of getting an idea of how training influences employee work productivity at PT. Atrust Business Partners Indonesian Ice Tea Division, Jabodetabek. The population in this study were employees of PT. Atrust Business Partners of the Jabodetabek Indonesian Iced Tea Division has 74 employees.

2. Sample

The sample used in this research were employees at PT. PT. Atrust Business Partner of Indonesian Iced Tea Division. According to (Lijan Sinambela, 2021) The sample is part of the number and characteristics possessed by the population. To determine the sample in this study, a saturated sampling technique was used with a total sample of 74 employees.

Hypothesis

In this research, the formula for hypothesis testing can be explained as follows

- H1: $\rho = 0$ There is a significant influence of training on employee work productivity
 There is no effect of training on employee work productivity
- Ho: $\rho \neq 0$

Analysis Model Techniques

In this research, a simple linear regression analysis technique (simple linear regression) was used. According to (Lysta Lestary & Harmon, 2017) In the regression equation, it is a formula that finds the value of the dependent variable from the known value of the independent variable. The regression coefficient is a value that measures the magnitude of the influence of X on Y if X is increased or decreased. Furthermore, according to Trianggana (Almumtazah et al., 2021) Regression analysis is a statistical calculation to test how closely the relationship between variables is. The simplest and most frequently used regression analysis is simple linear regression. In regression analysis there is one dependent variable which is usually written with symbols Y and one or more independent variables which are usually written with symbols X.

Operational definition of training variables; 1) training benefits, 2) training materials, 3) facilities and equipment, 4) participant teaching instructor. Meanwhile, the operational definition of the productivity variable Work employees employees, 1) intelligent, 2) professional, 3) creative and innovative, 4) accomplished, 5) enthusiastic about working.

The research design can be explained through the image below, the effect of training as a variable X, and employee work productivity as variable Y. Independent variables (variable free) is; X = training, while the dependent variable is; Y = employee work productivity.

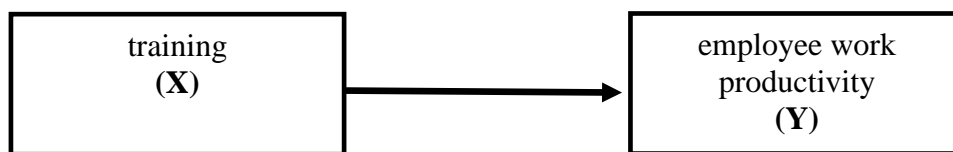


Figure 1 Research Design

3. RESEARCH RESULTS AND DISCUSSION

Validity test

Testing the validity of the instrument statement items in this research uses a formula **Pearson Product Moments** (Bivariate Pearson). The test criteria for declaring an item valid are if $r_{count} > r_{table}$.

Validity testing of the training variable instrument (X) resulted in the conclusion that 12 items of the instrument were declared valid, while 10 items of the employee work productivity variable (Y) were declared valid. The test uses a two-sided test with a significance level of $\alpha = 0.05$ with $n = 10$, so the $r_{table} = 0.632$. The test criteria for declaring an item valid are $r_{count} > r_{table}$. This validity test was carried out on 10 non-sample respondents.

Test of Reliability

Reliability testing is carried out to obtain the level of accuracy (reliability) of the data collection tools (instruments) used. The instrument reliability test was carried out using the Alpha formula **Cronbach's** using the help of the SPSS program. The test criteria for declaring an item to be reliable is $r_{count} > r_{table}$. Based on the calculation results, it is concluded that each item that has been declared valid is reliable with a significance level of $\alpha = 0.05$ and the degree of freedom $dk = n - 1 = 10 - 1 = 9$, significance 5%, then obtained $r_{table} = 0.666$. In the training variable (X)

rcount = 0.947, the greater rtable = 0.666, so it is reliable, and the employee work productivity variable (Y) rcount = 0.911, the greater rtable = 0.666, so it is reliable

Simple Linear Regression Analysis Test

Following This is the result of a simple regression analysis calculation which has been carried out using SPSS software, which can be explained in table 1 as follows;

Table 1
Simple Regression Analysis Table

Model		Coefficients				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.796	3,517		-.226	,822
	X	,827	,067	,826	12,417	,000

a. Dependent Variable: Y

Source: Data processed from SPSS

Based on the calculations above, a regression equation is obtained which can be used to predict variables through training variables, namely; $Y' = (- 0.796) + 0. 827x$

From the calculation results in table 2, the termination coefficient of the calculation above can be concluded that training has a contribution of 68.2% to employee work productivity, while the remaining 31.8% is influenced by other factors that have not been studied.

Table 2
Coefficient of Determination

Model	Model Summary			
	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.826a	,682	,677	2,767

a. Predictors: (Constant), training

Source: Data processed from SPSS

Table 3
Anova

Model		ANOVA				
		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1180.546	1	1180.546	154,178	,000b
	Residual	551.305	72	7,657		
	Total	1731,851	73			

a. Dependent Variable: work productivity

b. Predictors: (Constant), training

Source: Data processed from SPSS

4. CONCLUSION

Based on the test results and analysis of the relationship between variable X and variable Y regarding the influence of training on employee work productivity at PT. Atrust Business Partners of the Jabodetabek Indonesian Iced Tea Division states that there is an influence between the

training variable and the employee work productivity variable because the sig value is below 0.005. Then the training variable has a strong positive influence on the r value of 0.826 (located in the correlation coefficient interval of 0.80-0.100) and has an influence contribution of 68.2% on the employee work productivity variable, while the remaining 31.8% is influenced by other factors. . Furthermore, it can be seen that the regression equation that can be used to predict is $Y' = (-0.796) + 0.827x$

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