

## The Effect of Training toward PT Employee Performance. EKK

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### Abstract

*This research aims to determine the effect of training on employee performance at PT. EKK in Bekasi city. The method used is a quantitative descriptive method using SPSS techniques. The sample taken in this research was a saturated sampling technique, where the entire population was sampled, namely 110 people. The data collection technique used in this research is the questionnaire method. The data analysis used is validity test, reliability test, simple linear regression, correlation coefficient, coefficient of determination, and hypothesis testing. This research shows the strong influence of training (X) on employee performance (Y) with a regression of  $Y = 7.352 + 0.815X$ , the regression coefficient number is 0.815, which means that training has a positive effect of 0.815. The coefficient of determination value is 41.5% while the remaining 58.5% is influenced by other factors. Hypothesis testing obtained  $t\text{-count} > t\text{-table}$  or  $(8.746 > 1.980)$ , this is reinforced by the probability significance of  $0.000 < 0.05$ . Thus,  $H_0$  is rejected and  $H_a$  is accepted, meaning that there is a significant influence between training and employee performance at PT. EKK. Companies should always pay attention and provide opportunities for employees to take part in training, so that employee competency can be maintained or improved and will support employee performance.*

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### Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh pelatihan terhadap kinerja karyawan pada PT. EKK di kota Bekasi. Metode yang digunakan adalah metode deskriptif kuantitatif dengan menggunakan teknik SPSS. Sampel yang diambil dalam penelitian ini adalah teknik sampel jenuh, dimana seluruh populasi dijadikan sampel, yaitu berjumlah 110 orang. Teknik pengumpulan data yang digunakan dalam penelitian ini adalah metode angket/kuesioner. Analisis data yang digunakan yaitu uji validitas, uji reliabilitas, regresi linier sederhana, koefisien korelasi, koefisien determinasi, dan uji hipotesis. Penelitian ini adalah pengaruh yang kuat antara pelatihan (X) terhadap kinerja karyawan (Y) dengan regresi  $Y = 7,352 + 0,815X$ , angka koefisien regresi sebesar 0,815 yang berarti pelatihan berpengaruh positif sebesar 0,815. Nilai koefisien determinasi sebesar 41,5% sedangkan sisanya sebesar 58,5% dipengaruhi oleh faktor lain. Uji hipotesis diperoleh  $t\text{-hitung} > t\text{-tabel}$  atau  $(8,746 > 1,980)$ , hal ini diperkuat dengan probability significary  $0,000 < 0,05$ . Dengan demikian  $H_0$  ditolak dan  $H_a$  diterima artinya terdapat pengaruh signifikan antara Pelatihan Terhadap Kinerja Karyawan Pada PT. EKK. Perusahaan hendaknya selalu memperhatikan dan memberikan kesempatan kepada karyawan untuk mengikuti pelatihan, sehingga kompetensi karyawan dapat dipertahankan atau ditingkatkan dan akan menunjang kepada kinerja karyawan.

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## 1. INTRODUCTION

In today's economic development and technological progress, resources are the most important. Of all the available resources, human resources are the most important and crucial. Human resource management can be defined as a process of planning, organizing, staffing, mobilizing and supervising, procuring, developing, compensating, integrating and maintaining a workforce to achieve organizational goals. The source and maintenance of capabilities becomes an arena for competition in the form of competition. In facing intense competition, companies need professional human resources, namely someone who is not only able to carry out and master tasks based on knowledge, but is also able to comply with

the regulations set by the company in order to achieve goals. Human resources are the only resources that have reason, feelings, desires, abilities, skills, knowledge and work. All of these human resource potentials greatly influence the company's efforts to achieve its goals. Therefore, company leaders need to make efforts to develop human resources so that they have good quality performance, so that performance productivity increases to achieve organizational goals (Iskandar, 2018). As for training that can influence employee performance, according to Bariqi (2020), job training is an effort to develop a person's abilities so that they have the skills and skills needed by the company to improve employee performance.

Companies that are responsive to change must have reliable human resources who have the same insight, creativity, knowledge and vision as the company. Everyone in the organization must be able to become a leader. Therefore, training is part or series carried out by the company to ensure that human resources continue to develop and meet the company's needs. Continuous training can help a company maintain its competitive advantage and ensure employees understand the company's goals and can achieve them well. Efforts to improve employee performance require human resources who are skilled and in accordance with the expertise required in their field, so it is necessary to hold training for employees as an effort to improve employee performance. PT. EKK as a PMA (Foreign Investment) manufacturing company is a company operating in the rubber goods industry for industrial purposes located in the EJIP Industrial Park area, South Cikarang District, Bekasi Regency. This company really pays attention to employee achievements in accordance with their fields.

What causes a lack of quality performance is caused by inappropriate performance appraisals, so that employees are not optimal in carrying out their duties. If the company pays more attention to work performance, it is hoped that the skills possessed by employees in human resource training can increase so that employee performance can also increase. Sutrisno (2017:68) said that training is a powerful means of overcoming future business which is full of challenges and experiencing rapid changes. According to researcher Susanti (2018:47), research results on the influence of training and communication together have a very significant influence on performance. Training is a manager's responsibility to develop employees in a company. Management is now working together with employees to identify strategic goals and objectives in achieving company goals.

New employees need to be given training so that they have the skills they need to do their job. For existing employees, human resource training is used as a basis for increasing skills and changing jobs and employees who have worked for a long time will be required to take on greater responsibilities, thus requiring employees to undergo training. Currently training is provided to every employee in the company, including administrative employees and managerial staff.

PT. EKK conducts training by looking at demand analysis, Department Managers report training needs for their subordinates. Usually the problem is improving the quality of products and employees. With the increasingly rapid development of technology, employees are required to improve quality by participating in training. Many phenomena occur in a company regarding employee performance training. There is still low interest in training at PT. EKK, with employees who often postpone work and do not come to training. With the existence of regulations and Standard Operation Procedures (SOP) in PT. Every year EKK Training is mandatory for the number of employees 30 in 2017, 40 in 2018, 50 in 2020 people a year.

The following is the level of training of PT employees. EKK for 2017 to 2019 can be seen in the table below:

**Table 1. PT Employee Training Data. EKK 2017 to 2019**

Tahun	Jumlah Karyawan	Target Pelatihan	Realisasi Pelatihan	Karyawan tidak mengikuti pelatihan	Prosentase
2017	90	30	17	73	57%
2018	98	40	30	68	75%
2019	110	50	27	83	54%

Source: PT. EKK (2020)

Based on Table 1 above, it can be seen that the level of employee interest in participating in employee training is small every year and the percentage of those who do not take part in the training is quite high (the number of participants who take part in the training is decreasing), with this training program it can be seen that employees who do not take part in the training are increasing. many of them take part in training. This is an important concern for the company regarding work programs that are still not running according to plan and do not meet the Standard Operation Procedure (SOP). Even though training efforts have been implemented, employees still tend not to be interested in the training.

In companies, training has an important role in improving employee performance. Performance measurements need to be carried out to find out whether there is a predetermined plan in implementing the performance or whether the performance can be carried out according to the specified time or whether the performance results have been achieved as expected. To carry out these measurements, the ability to measure employee performance is required. In the absence of a performance appraisal system for PT employees. EKK makes employee performance not in accordance with company regulations. Performance is the result of work in terms of quality and quantity that can be achieved by an employee in carrying out tasks in accordance with the responsibilities given to him.

According to Kasmir (2016: 182) states that, performance is the result of work and work behavior that has been achieved in completing the tasks and responsibilities given in a certain period. Job performance appraisal is an effort made by leaders to assess the work results of their subordinates. Having employees who do not take part in training cannot improve the performance planned by management. Management must be a cycle or stages, planning, implementation, monitoring and evaluation. The results of the performance evaluation will become feedback for the next planning stage. Every company expects its employees to have good performance. With this achievement, human resources are needed who have quality, quantity, initiative, responsibility and can collaborate with others, understand, and can make decisions together by taking risks that are likely to occur. In this case, it can be seen that the unit repair targets each year have SOPs at PT EKK.

The following is data on achieving unit improvement targets on employee performance at PT. EKK, can be seen in table 2 below.

**Table 1. Performance Data of PT. EKK 2017 to 2019**

Tahun	Target Perbaikan	Realisasi Perbaikan	Prosentase
2017	235	255	92,15%
2018	215	272	79,04%
2019	200	291	68,72%

Source: PT. EKK (2020)

In relation to Table 2 above, it can be seen that the number of actual units repaired each year increases beyond the predetermined target. This indicates that unit damage is increasing, this is due to a decrease in human resource development because there are still many employees who do not take part in training. If the maintenance carried out every month on the machine is good, unit repairs should decrease every year from the specified target. It is the duty of management in a company to provide training for employees so that they have potential, expertise and responsibility in order to achieve company goals. In this case, the company is required to have the ability or strength to manage resources in a planned manner, especially human resources as the company's operational staff to produce efficiency and useful results in every company activity.

According to Noratta and Prabowo (2019:162) the results of research on the influence of training and motivation on employee performance are that all independent variables consisting of training and motivation on employee performance have a positive and significant effect. According to researcher Susanti (2018:47), research results on the influence of training and communication together have a very significant influence on performance. With the benefits of training, employee performance becomes better and they are worthy of becoming professional human resources in carrying out their duties as strengthening the foundation of employees so that they remain committed to their work, in this way employees should have their performance assessed, and this self-development can be realized in various forms, including through higher education or capacity building training.

Based on the description that has been explained, the author feels interested in conducting research with the title "The Effect of Training on Employee Performance at PT. EKK in Bekasi City".

**2. RESEARCH METHOD**

Sugiyono (2017: 244) states that data analysis is the process of systematically searching and compiling data obtained from interviews, field notes and documentation, by organizing data into categories, describing it into units, synthesizing it, organizing it into patterns, choosing what is important and what will be studied, and making conclusions so that they are easily understood by oneself and others.

To analyze the effect of training on PT. EKK, the author does it first.

**Test Research Instruments**

Meanwhile, in testing this instrument, 2 (two) tests are used, namely validity and reliability.

**Correlation Coefficient Test**

To determine the level of correlation of the relationship between x and y, it can be determined using the following interpal table of coefficient values and strength of relationship:

**Table 3. Guidelines for Interpreting Correlation Coefficients**

Interval Nilai Koefisien Kolerasi	Tingkat Hubungan
0,000 - 0,1999	Sangat Rendah
0,200 – 0,399	Rendah
0,400 – 0,599	Sedang
0,600 – 0,799	Kuat
0,800 – 1,000	Sangat Kuat

Source: PT. EKK (2020)

The higher the correlation coefficient ( $r_{xy}$ ) between two independent variables (X) and the dependent variable (Y), the higher the level of influence between the two variables, conversely.

### **Analysis of the Coefficient of Determination**

According to Sujarweni (2018:190), the coefficient of determination ( $r^2$ ) is used to measure the extent of the ability of the dependent variables. The coefficient of determination ( $r^2$ ) is between zero and one. A small  $r^2$  value means that the ability of the independent variables to explain the dependent variable is very limited. The provisions for the value of the coefficient of determination (KD) are between 0 (zero) to 1 (one), where the coefficient of determination formula and its interpretation are as follows:

$$\text{KD} = r^2 \times 100\%$$

Information :

KD = Coefficient of Determination

$r^2$  = Correlation value between X and Y

### **Simple Linear Regression Analysis**

According to Amelia (2018:45) simple regression analysis is used to determine whether there is an influence of the independent variables on the related variables. So what we will know is the independent variable X versus the dependent Y. The regression equation can be seen in the equation below:

$$Y = a + bX$$

Information :

Y = Dependent variable Y (predicted value)

X = Independent variable X

a = Constant (Y value when X = 0)

b = Regression coefficient (value of increase or decrease)

### **Hypothesis testing**

According to Sugiyono (2017:284) a hypothesis is a temporary answer to the formulation of a proposed research problem, so the benchmark for formulating a hypothesis is the problem formulation and framework of thinking. The t test is carried out to determine whether the independent variable variably influences the defending variable assuming the other independent variables are constant. To find out the significance of path analysis, we compare the significance probability values. If the p value is  $> 0.05$ , then  $H_0$  is rejected and  $H_a$  is accepted (significant regression model), and vice versa. In this research, the hypothesis formulation created is as follows:

$$t = \frac{r \sqrt{n-2}}{\sqrt{1-r^2}}$$

Information :

T = t-count which is then compared with the t-table

r = Correlation coefficient

n = Number of samples

$r^2$  = Coefficient of determination

## **3. RESEARCH RESULTS AND DISCUSSION**

### **Instrument Validity Test**

**Table 4. Validity Test Results**

Pernyataan	rhitung	rtabel	Keterangan
<b>Pelatihan (X)</b>			
1	0,689	0,195	Valid
2	0,510	0,195	Valid
3	0,503	0,195	Valid
4	0,502	0,195	Valid
5	0,523	0,195	Valid
6	0,504	0,195	Valid
7	0,551	0,195	Valid
8	0,502	0,195	Valid
9	0,559	0,195	Valid
10	0,508	0,195	Valid
<b>Kinerja Karyawan (Y)</b>			
1	0,747	0,195	Valid
2	0,472	0,195	Valid
3	0,503	0,195	Valid
4	0,468	0,195	Valid
5	0,744	0,195	Valid
6	0,575	0,195	Valid
7	0,782	0,195	Valid
8	0,754	0,195	Valid
9	0,557	0,195	Valid
10	0,520	0,195	Valid

Source: SPSS Data Processing

Based on the table data above, the Employee Training and Performance variables obtained a calculated r value > r table (0.195), thus all questionnaire items were declared valid. For this reason, the questionnaire used is suitable for processing as research data.

**Instrument Reliability Test**

**Table 5. Reliability Test Results**

Variabel	Cronbach Alpha	Standar Cronbach Alpha	Keputusan
Pelatihan (X)	0,710	0,600	Reliabel
Kinerja Karyawan (Y)	0,818	0,600	Reliabel

Source: SPSS Data Processing

From the results of the reliability test above, it was found that all values from the Training variable produced a Cronbach's alpha value (0.710) > 0.60 and the Performance variable produced a Cronbach's alpha value (0.818) > 0.60. So it can be concluded that the instruments in this research are reliable.

**Table 6. Correlation Coefficient Test Results**

Correlations <sup>b</sup>			
		Pelatihan	Kinerja
Pelatihan	Pearson Correlation	1	,644**
	Sig. (2-tailed)		,000
Kinerja	Pearson Correlation	,644**	1
	Sig. (2-tailed)	,000	

\*\* . Correlation is significant at the 0.01 level (2-tailed).  
b. Listwise N=110

Source: SPSS Data Processing

Based on the table above, it can be stated that the correlation value for the job training variable of 0.644 is in the "Strong" category. In other words, there is a strong relationship between training variables and performance.

**Simple Linear Regression**

The aim of the regression analysis assessment is to find out how much influence training has on employee performance. In a simple linear regression test, the t-table value is first determined as a comparison by:

$Df = n - k$

Sig value = 0.05

Information :

Df (degree of freedom)

n = number of samples (the samples in this study were 110)

k = number of independent and dependent variables (2)

$Df = 110 - 2 = 108$

So with the t-table value in Sugiyono (2017:332), the t-table value is 1.980. Below are the results of the t test in this study.

**Table 7. Simple Linear Regression Test Results**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7,352	2,224		3,306	,001
	Pelatihan	,815	,093	,644	8,746	,000

a. Dependent Variable: Kinerja

Source: SPSS Data Processing

Based on this table it can be stated as follows:

Y regression equation =  $7.352 + 0.815X$

t-count = 8.746

This information can be explained as follows:

- a. The constant value is 7.352. It can be concluded that the constant value is 7.352. If the variable X does not exist or is constant then there has been training of 7.352.
- b. The training variable is proven to have a significant positive effect on performance, in this case it can be shown by the regression coefficient value of 0.815, the t-count value of 8.746 is greater than 1.980 ( $8.746 > 1.980$ ) is smaller than 0.005 ( $0.000 < 0.05$ ).

**Determination Test**

**Table 8. Determination Test Results**

Model Summary				
Model	R	R Square A	Adjusted R Square	Std. Error of the Estimate
1	.644a	.415	.409	5,772

a. Predictors: (Constant), Pelatihan

Source: SPSS Data Processing

From the table above, the adjusted R Square value is 0.415, this means 41.5%, so it can be concluded that the training variable (X) has an influence contribution to the employee performance variable of 41.5% while the remainder is (100% - 41.5). % = 58.5%) explained by other variables not discussed in this study.

**Hypothesis testing**

**Table 9. Hypothesis Test Results**

Model		Coefficients <sup>a</sup>			t	Sig.
		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta		
1	(Constant)	7,352	2,224		3,306	,001
	Pelatihan	,815	,093	,644	8,746	,000

a. Dependent Variable: Kinerja

Source: SPSS Data Processing

From the table above, the t-count value > t-table (8.746 > 1.980) with a significant value of 0.000 < 0.05, it can be concluded that the Training variable (X) partially has a positive and significant effect on employee performance (Y) or in other words else Ho is rejected and Ha is accepted, this can be known and will show that there is a positive and significant influence between training variables on employee performance at PT. EKK.

**4. CONCLUSION**

There is training provided to employees of PT. The EKK is not good, this can be seen from the results of the questionnaire statement, the author concluded that the training items received an assessment category, in the results of the answers of all respondents totaling 110 users with the statement, who answered "Strongly Agree" which was (3.91%) and "Agree" amounted to (17%). PT employee work performance. The EKK is not good, this can be seen from the results of the respondents' answers which were filled in in the statement questionnaire, namely for the assessment category in the results of the answers of all respondents totaling 110 users with statements, who answered "Strongly Agree" which was (8.82%) and "Agree" amounted to (22.9%). PT employee performance. EKK has been proven to be good for the clients we work with. Based on the analysis that the author has carried out, regression analysis functions to determine the influence of the independent variable on the dependent variable, in this case Training (X) has a significant effect on employee performance (Y) with the regression equation  $Y = 7.352 + 0.815X$ . The correlation coefficient value is 0.644, meaning that the two variables have a "strong" level of influence with a coefficient of determination of 41.5%. Hypothesis testing obtained t-count > t-table or (8.746 > 1.980), this is reinforced by the probability significance between Training and Employee Performance at PT. EKK.

**5. SUGGESTION**

In order to improve employee performance, PT EKK is advised to provide more intensive training according to employee needs. Apart from that, companies can also provide rewards or incentives for employees who succeed in improving their performance after attending training. In this way, it is hoped that employees will be more motivated and enthusiastic to improve their performance for the betterment of the company.

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