The Effect of Job Training on Employee Performance PT. XYZ (Karawang Plant)

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Article Info	Abstrac
	This research is entitled The Effect of Job Training on Employee Performance at PT. XYZ Plant Karawang. The purpose of this study is to explain the effect of job training on employee performance in the company. This study uses a form of survey research with the formulation of associative hypotheses conducted on 46 employees as respondents to the company. The data collection technique in this study used a questionnaire with a Likert measurement scale. The t test can be produced with the number of t test 10.828 > t table 1.678, simple linear regression can produce a constant value of 3.039, and the coefficient of variable B is 0.909 and from the calculation of the coefficient of determination, the r² value is obtained by 72%. This means that job training variables have an influence on the performance of PT. XYZ with calculations using the SPSS program. while the rest is influenced by other variables.
Info Article	Abstrak
	Penelitian ini berjudul Pengaruh Pelatihan Kerja terhadap Kinerja Karyawan pada PT.XYZ Plant Karawang. Tujuan penelitian ini untuk menjelaskan pengaruh pelatihan kerja terhadap kinerja karyawan pada perusahaan tersebut. Penelitian ini menggunakan bentuk penelitian survey dengan rumusan hipotesis asosiatif yang dilakukan pada 46 orang karyawan sebagai responden pada perusahaan tersebut. Teknik pengumpulan data pada penelitian ini menggunakan kuesioner dengan skala pengukuran likert. Uji t dapat dihasilkan dengan jumlah t hitung 10,828 > t tabel 1,678, regresi linear sederhana dapat menghasilkan nilai konstanta sebesar 3,039, dan koefisien variabel B sebesar 0,909 dan dari hasil perhitungan koefisien determinasi maka diperoleh nilai r² sebesar 72%. artinya bahwa variabel pelatihan kerja memberikan pengaruh terhadap kinerja PT.XYZ dengan perhitungan menggunakan program SPSS . sedangkan sisanya dipengaruhi oleh variabel lain.

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1. INTRODUCTION

Human empowerment is one of the efforts to create a safe and comfortable work environment so that employees can provide optimal contribution to the company. Manpower is one of the most important assets. Humans who are the workforce for the company are sometimes often overlooked as valuable assets. Not infrequently, companies only consider labor (employees) as a burden that must always be suppressed to reduce costs in production. However, that is an incorrect view. Employees are the only assets that cannot be duplicated and created by other humans because in essence each person is a unique creature created by the Supreme Creator with different characteristics. Therefore, the workforce must always be maintained and developed so as to provide optimal output for the company.

Human resources are one of the most valuable assets owned by organizations because humans are the only source of power that can direct other resources. Thus, the human resource component is a key factor that needs to be maintained. Demands that are always faced by the organization, to answer every challenge that exists. Therefore, efforts to retain human resources are the main step of the organization. Broadly speaking, the definition of

Human Resources is an individual who works as a driver of an organization, both institutions and companies and functions as an asset that must be trained and developed its capabilities.

Training is the process of improving the knowledge and skills of employees. Training may also include changing attitudes so that the employee can do his job more effectively. Training can be done at all levels in the organization. At the lower or lower levels, training consists of teaching how to do a task, for example operating a machine. Training can be held in the workplace or in a place that is simulated as a workplace. The training process is focused on the implementation of work and the application of understanding and knowledge to the implementation of certain tasks. Generally, the desired result of training is mastery or improvement of skills. According to Suparyadi (2015) states that "Training is a continuous process or an endless process because even employees who already exist in the company need to be trained to refresh or allow them to master new work methods or techniques." While "Training is a series of activities designed to improve a person's skills, knowledge, experience or change attitudes." (Dale Yoder and Edwin B. Flippo in Widodo, et al (2018)).

A company is always required to have a training program that leads to the improvement of technical and managerial capabilities and skills in carrying out duties and responsibilities to the company. This will bring benefits to the company because the operational costs that will be incurred can be minimized. Errors in work, efficiency and effectiveness of work will be corrected. As for what is meant by efficiency and effectiveness is in doing work to achieve results, there is no waste of time and the use of available resources can be utilized as well as possible.

"Performance is the result of employee work seen from the aspects of quality, quantity, working time, and cooperation to achieve goals set by the organization (Sutrisno 2016: 172)". But in fact there are still many employees whose performance is less than optimal, this is due to the many factors that can affect employee performance. Increasing human resources as the main driving force in all fields is very important and this can be done by conducting training programs.

PT. XYZ (Plant Karawang), is not only a hair dye company with the largest market share in Japan, but also one of the leading manufacturers of hair dye and hair care products in more than 70 testries.

With a strong business background and endless passion for coloring and caring for hair, PT. XYZ marked its 100th anniversary in February 2005.

Always keeping ahead by analyzing market trends, PT. XYZ continuously introduced pioneering products, and gained the trust of consumers in Japan and around the world. Not resting on its laurels by providing only high quality products, PT. XYZ continuously strives to add value to its products through R&D and uses the latest technology and the safest materials to use to develop products that are safe, easy to use and safe for the environment.

2. LITERATURE REVIEW

Job Training

Training is an activity or training activity to improve quality, expertise, ability and skills. Training is essential in today's age of advanced technology. Competition between workers makes more and more companies, both public and private institutions innovate with trainings so that employees can adjust to the demands of the times.

Training leads to increased potential or skills that have synergy with the position or position. Training is an effort to be able to improve the performance of workers in their field of work. The workforce really must be able to carry out their responsibilities.

According to Roger and Caple in (Priansa, 2017) stated that training is a systematic and planned effort to change or develop knowledge / skills / attitudes through learning

experiences in order to improve the effectiveness of activity performance or various activities. In a work situation, the purpose of training is to enable an employee to earn.

According to Ivancevich in (Aryadi, 2017) Training is a systematic process to change the work behavior of a person / group of employees in an effort to improve organizational performance.

According to Handoko in (Haryati, 2019) Training is a process of improving employee knowledge and skills. Training may also include changing attitudes so that employees can do their jobs more effectively. Training can be done at all levels in the organization. At the lower / lower level, training contains teaching how to do a task, for example operating a machine.

From some of the definitions described above, it can be concluded that training is a systematic process of changing the behavior of employees in a direction to improve organizational goals to improve performance or develop the knowledge and skills possessed by employees. There are several factors to consider and play a role in training, namely:

a. *Reaction* or Response

   Efforts were made to find out this reaction action in the form of participants' opinions regarding the training program activities. This effort was made to find information on the level of satisfaction of the activity participants.

b. *Learning* (*Knowledge*)

   Learning factors to find information on the extent to which trainees master design, expertise, and benefits during the activity.

c. *Behavior*

   The nature and atitude of the participants when attending the training starting from the opening to the end of the training can be seen by the changes in the trainees after attending the training program.

d. *Organizational result*

   Collecting information aims to examine the effect of training on a work group or organization as a whole.

e. *Cost effectivity*

   Used to determine the range of costs used on training programs.

   Learning objectives in training describe the performance that the trainer wants the participant to show before being considered competent. A well-stated learning objective should contain 3 components:

   a. Observable behavior/performance (e.g. targeted time, identifiable error rate).
   b. Measurable criteria (e.g. percentage accuracy), and
   c. Performance conditions (e.g. specifications of when the behavior occurred).

According to Mangkunegara (2011: 46) here are the training indicators:

a. Instructor: Remind that training is generally oriented towards improving skills, so the trainees selected to provide training materials must be really in accordance with their fields, personal and competent.

b. Participants: Trainees must of course be selected based on certain requirements and appropriate qualifications.

c. Material: Human resource training is a material or curriculum that is in accordance with the objectives of human resource training to be achieved by the company.

d. Methods: Training methods will better ensure the continuity of effective human resource training activities according to the type of material and components of trainees

e. Objectives: Training is a defined goal, especially related to the preparation of action plans (acrion play) and goal setting, as well as the expected results of the training held

Employee Performance

"Performance is basically the activities and results that can be achieved or performed by a person or a group in completing responsibilities, functioning properly, the importance of achieving targets or work rules that have been set or estimated to exceed the standards set by the organization in the organization. long-term. specific time". Quoted from the Journal of Muhammad Luthfi Ramdhani (2019).

Actual performance, also known as job performance, is a term used to describe a person's achievements. Performance refers to employees who succeed both qualitatively and quantitatively by completing their obligations according to the established obligations. The meaning of execution as a whole is the execution of one's work to the extent of the quantity and quality established.

According to Mathis and Jackson in the book Novia Ruth Silaen (2021: 40), employee performance greatly affects how much it contributes to the organization, including:

1. Working quantity
   This standard is done by looking at how large the volume of work should be (typical work guidelines) with actual capabilities.
2. Quality of work
   This standard emphasizes the quality of work produced compared to the volume of work. This quality of work includes accuracy, accuracy, neatness in carrying out the work tasks given, using and maintaining tools, having skills and abilities in work.
3. Time utilization
   Specifically, the use of working time is adjusted to company policy.
4. Attendance rate
   The assumption used in this standard is that if the participation of representatives is below the established work guidelines, then workers are less able to provide good commitment to the organization.
5. Cooperation
   Evaluation taking into actest the commitment of all representatives in achieving the objectives that have been set will affect the continued impact of the managed section.

According to Mangkuprawira quoted by Novia Ruth Silaen (2021: 18), the objectives of performance appraisal are as follows:

1. The execution of work is further developed. Employees, managers, and personnel departments can correct or evaluate their actions with the help of performance feedback to improve performance.
2. Pay change. One of the objectives of implementation assessment is to assist leaders in deciding on salary increases, awards, and various types of remuneration.
3. The choice of situation. Often, past performance or expectations form the basis for promotions, transfers, and demotion. Promotion is often a form of recognition of previous performance successes.
4. Preparation and repair of needs. A bad performance may indicate the need for training and a good performance may reflect the potential that must be created.
5. Call settings and progress. Career decisions, particularly those relating to specific career paths that require investigation, are guided by merit feedback.
6. Personnel system deviations. Positive or negative execution reflects the quality or lack of staffing methodology of faculty divisions.
7. Educational errors. A potential poor display might indicate errors in job inspection data, human asset plans or parts of the executive staff data framework.
8. Errors in the work plan. Unsatisfactory appearance is an indication of errors in the work plan. This performance review helps identify these errors.

9. Fair work opens doors. Evaluation of proper implementation will ensure the choice of internal arrangements is taken without separation.
10. Outward difficulties. Sometimes execution is influenced by various factors, one of which is the workplace such as family, well-being, financial circumstances, or other individual issues. With evaluation

Based on the description above, the author assumes that performance is the result of the results achieved by the quality or quantity of employees within a late period of time and considering the conditions or arrangements that have been predetermined with the responsibilities imposed on employees.

3. RESEARCH METHODS

According to Sugiyono (in Ginting, 2018) Quantitative research methods can be interpreted as research methods based on philosophy on positivism, used to examine certain populations or samples, sampling techniques are generally carried out randomly, data collection using research instruments, quantitative or statistical data analysis with the aim of testing hypotheses that have been set.

Based on the explanation above, it can be concluded that the quantitative approach is an approach in research to test hypotheses using accurate statistical data tests. Based on the background and problem formulation mentioned, this study uses a quantitative approach to measure the effect of training on employee performance.

Data Collection Techniques

The unit of research object is an attribute or trait or value of people, objects or activities that have certain variations determined by the researcher to be studied and then drawn conclusions Sugiyono (in Achievements &; Employees, 2021).

In this study, the object of research that became the independent variable studied was job training (X) and the object of research that became the dependent variable was Employee Performance (Y). The subject of this study is PT Hoyu Indonesia on the effect of job training on employee performance.

Research Instruments

Data measurement techniques are carried out using Likert scale measurements. According to Sugiyono (2011: 107), the Likert scale is used to measure attitudes, opinions, perceptions of a person or group about social phenomena. In the questionnaire there are a number of questions that must be answered by respondents according to what they know. Researchers used multiple linear regression analysis. It will be tested for validity and reliability. Validity and reliability tests are carried out to find out whether the measuring instruments used are appropriate and reliable. Furthermore, after the assumptions are met, the feasibility of the model is submitted. The Likert scale is used in filling out questionnaires. The data that has been collected through questionnaires, then the author processes it into quantitative form, namely by determining the answer score from the statements that have been answered by respondents, where the scoring is based on the provisions for the number of answers.

Alternative Answers and Value Weights

Alternative Answers	Value Weights (+)
Totally Agree	5
Agree	4
Nervous	3

Disagree	2
Strongly Disagree	1

In testing research instruments, researchers use Validity Test and Reliability Test. Data analysis techniques use Simple Linear Regression Analysis and Coefficient of Determination Analysis. For hypothesis testing, researchers use the Regression Coefficient Test partially (t-test) and the Correlation Coefficient.

4. RESULTS AND DISCUSSION
Validity Test

The validity test shows a measure of the level of validity or permanence of an instrument. A valid instrument has high validity. Conversely, a less valid instrument means it has low validity. Valid means that the instrument can be used to measure what it is supposed to measure. Validity testing is carried out by conducting a two-sided test with a signification level of 0.05.

The test criteria are as follows:
1. If r tests > r table (two-sided test with sig. 0.05) then the instrument or statement items correlate significantly with the total score (declared valid).
2. If r tests < r table (two-sided test with sig 0.05) then the instrument or statement items do not correlate significantly with the total score (declared invalid).

Testing the validity of the variable X instrument was carried out on 46 respondents which was used as a validity test for 10 statements. Questionnaire, the results of 10 statements as many as 10 valid statements.

Test Validity of Variable X

No	r Calculate	r Table	Status
1	0,730	0,291	Valid
2	0,807	0,291	Valid
3	0,500	0,291	Valid
4	0,681	0,291	Valid
5	0,808	0,291	Valid
6	0,739	0,291	Valid
7	0,772	0,291	Valid
8	0,747	0,291	Valid
9	0,569	0,291	Valid
10	0,776	0,291	Valid

Testing the validity of the Y variable instrument was carried out on 46 respondents who were used as a test of 10 questionnaire statements, the results of 10 statements, as many as 10 valid statements.

Variable Y Validity Test Results

No	r Calculate	r Table	Status
1	0,855	0,291	Valid
2	0,780	0,291	Valid
3	0,839	0,291	Valid
4	0,716	0,291	Valid
5	0,688	0,291	Valid
6	0,643	0,291	Valid
7	0,744	0,291	Valid

8	0,640	0,291	Valid
9	0,729	0,291	Valid
10	0,514	0,291	Valid

Reliability Test

Reliability Test is to test, whether the results of the questionnaire can be trusted or not. Instrument reliability testing can be performed externally or internally. Externally it can be done by *test retest (stability), eguivalent,* and a combination of both. Reliability testing is a continuation of validity testing, where the items tested are only valid items.

The reliability test is performed at a significant level of 0.05, meaning that the instrument can be reliable if the alpha value is large (>) of critical r *product moment.* Then the questionnaire items used are reliable or consistent. Based on the results of data processing using the help of SPSS, reliability results are obtained as shown in the following table:

SPSS Results Variable Reliability Test X

Reliability Statistics	
Cronbach's Alpha	N of Items
.771	10

The results of the X variable reliability test were obtained α = 0.771 greater than 0.60. This shows that variable X data is reliable, meaning that the problem is reliable or consistent if tested many times.

SPSS Results Variable Reliability Test Y

Reliability Statistics	
Cronbach's Alpha	N of Items
.893	10

The results of the reliability test of variable Y obtained α = 0.893 greater than 0.60. This shows that the data of variable Y is reliable, meaning that the problem is reliable or consistent if tested many times.

Simple Linear Regression Analysis

Simple linear regression analysis is one of the analytical tools used to determine the direction of the relationship between the independent variable (X), namely Job Training to the variable Dependent (Y) i.e. Employee Performance, whether positive or negative, and to predict the value of the dependent variable if the value of the independent variable increases or decreases.

Results of Simple Linear Regression Analysis
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.029	3.647		.831	.411
	Pelatihan	.909	.085	.849	10.652	.000

a. Dependent Variable: Kinerja

By considering the numbers in the *Unstadarized Coefficient Beta column, a simple* linear regression equation can be made as follows:

$$Y = 3.039 + 0.909X$$

Based on the results of processing a simple linear regression analysis using the SPSS program, results were obtained which means that the constant value is 3.039, and the variable coefficient B is 0.909 meaning that the job training variable has a positive effect on employee performance and if the training variable.

Coefficient of Determination Analysis

The Coefficient of Determination (R^2) test is used to measure how far the model is capable of describing the variation of the dependent variable. As the R^2 value gets closer to 1, it means that the independent variables provide almost all the information needed to predict the independent variable. Conversely, if R^2 is close to 0 (zero), the weaker the influence of the independent variables on the dependent variable.

Model Summary

Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.849a	.721	.714	3.524

a. Predictors: (Constant), Training

Based on the value of R Square, which is 0.721. then to find out how much influence variable X (job training) has on variable Y (Employee Performance) in this study using the coefficient of determination r^2 whose results are expressed in percentage as follows:

KD = (0.849)²x100%
    = 0.720 x 100%
    = 72%

From the results of the calculation above, the r^2 value is 72%. This means that the job training variable has an influence of 72% on the performance of PT. XYZ. While the remaining 28% is influenced by other factors outside the object studied.

T Test

To determine the independent effect of Job Training on the dependent variable, namely Employee Performance, it is necessary to do a t test. partial testing can be seen from the T Test, then the researcher conducts the T Test (Hypothesis Test) manually and uses SPSS with the following conditions:

1. If r tests > t table then Ho is rejected and Ha is accepted or in other words discipline affects employee performance.
2. If r tests < t table then Ho is accepted and Ha is rejected in other words discipline has no effect on employee performance.

The formula of the T Test result is as follows:

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

$$t = \frac{0{,}849\sqrt{46-2}}{\sqrt{1-(0{,}849)^2}}$$

$$t = \frac{0{,}849\sqrt{44}}{\sqrt{1-0{,}720}}$$

$$t = \frac{(0{,}849)(6{,}633)}{\sqrt{0{,}28}}$$

$$t = \frac{5{,}631}{0{,}52}$$

$$t = 10{,}828$$

So it can be concluded from the t-test hypothesis based on the table above the Job Training variable (X) has a significant value of 0.000 smaller than 0.05. The result of t test shows that t test 10.828 > t table 1.678. So it can be concluded that Job Training has a positive and significant effect on employee performance.

Correlation Analysis

This analysis is useful for determining a quantity that states how the strength of a variable's relationship with other variables. Sugiono (2013: 184 in Dewi &; Nathania, 2018), the interpretation of correlation coefficient (r) can be guided to provide interpretation of the correlation coefficient as follows:

Interval Koefisien	Tingkat Hubungan
00,00 – 0,199	Sangat Rendah
0,20 – 0,399	Rendah
0,40 – 0,599	Sedang
0,60 – 0,799	Kuat
0,80 – 1,000	Sangat Kuat

Source: (Sugiyono 2016:95)

Here is the result of the calculation of the correlation coefficient spss:

SPSS calculation result Correlation Coefficient

Coefficientsᵃ

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	3.029	3.647		.831	.411
	Pelatihan	.909	.085	.849	10.652	.000

a. Dependent Variable: Kinerja

Correlations

		Pelatihan Kerja	Kinerja Karyawan
Pelatihan Kerja	Pearson Correlation	1	.849**
	Sig. (2-tailed)		.000
	N	46	46
Kinerja Karyawan	Pearson Correlation	.849**	1
	Sig. (2-tailed)	.000	
	N	46	46

**. Correlation is significant at the 0.01 level (2-tailed).

Based on the correlation results in the table above, the value of the Discipline correlation coefficient of 0.849 is obtained, meaning that the Job Training variable (X) has a very strong relationship level to the Employee Performance variable (Y).

5. CONCLUSION

Based on the analysis and discussion of the results of research conducted by the author on the company, the following conclusions can be drawn:

1. From the calculation of the simple linear regression coefficient, an equation is obtained between the job training variable (X) and employee performance (Y). $Y = 3.039 + 0.909X$ These results show that job training (X) has an influence on employee performance. Where it can be seen from the result of the coefficient b = 0.849, this shows a positive value coefficient. Job training variables have the dominant or greatest influence on employee performance.

2. From the results of the coefficient of determination (R^2) obtained the percentage level of the job training variable (X) to employee performance (Y) of 0.849. This shows that employee performance variables are influenced by employee performance training variables of 0.849 or 72% and the remaining 28% are influenced by other factors or other variables that are not studied.

3. The calculation results using the T-test hypothesis test between job training and employee performance obtained Tcalculate 0.831 > T table 1.678. hence Ha's conclusion was accepted. These results show that there is an influence between job training (X) and employee performance (Y).

6. SUGGESTION

Based on the results of research obtained from data, basically this research went well. But it is not a mistake if researchers want to use some advice that hopefully useful. Some of the suggestions that the researchers put forward are as follows:

1. For PT XYZ companies, it is necessary to pay more attention to the existing HR development programs in the company, because at this time HR development is very necessary to maintain the company's existence in global competition, then other factors also need to be considered because this is related to employee security in carrying out their work, so that it will further increase employee morale at work and encourage increased work productivity of an employee.
2. For future researchers, they should further develop the scope of research and add other variables, considering that the research carried out has not been able to fully describe employee performance. In the process of collecting data, you should use techniques that are estimated to be more optimal in obtaining the necessary data.

7. ACKNOWLEDGMENTS

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