



## The Effect of Training on Employee Performance at PT. Digiprint Innovation Indonesia in Tangerang

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### Abstract

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This study aims to determine the effect of training on employee performance at PT Digiprint Innovation Indonesia in Tangerang. The method used is explanatory research with a sample of 75 respondents. The analysis technique uses statistical analysis with regression testing, correlation, determination and hypothesis testing. The results of this research variable Training obtained an average score of 3.799 with good criteria. Employee performance variable obtained an average score of 3.889 with good criteria. Training has a significant effect on employee performance with the regression equation  $Y = 14.193 + 0.650X$ , and a correlation value of 0.763 or strong with a determination of 58.3%. The hypothesis test obtained a significance of  $0.000 < 0.05$ .

**Keywords:** Training, Employee Performance

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### INTRODUCTION

The role of human resources in a company is very important in supporting the achievement of the goals set. The success of achieving goals must always be jointly pursued by both employees and company management.

PT Digiprint Innovation Indonesia, is a company engaged in screen printing, providing work uniforms for both offices and factories. Each company will try to continue to improve and develop the company by holding various activities to improve the performance of employees. With these activities, it is hoped that the company will achieve its goal, namely to make a profit (profit oriented). In general, human resource management is intended to improve company performance, so that the formation of capable human resources is a must. Therefore, the management and utilization of human resources is a concern to be developed optimally.

According to Mangkunegara (2018), the term performance comes from the word Job Performance or Actual Performance (actual work achievements or achievements achieved by a person). The definition of performance (work achievement) is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. The phenomenon that occurs at PT Digiprint Innovation Indonesia is that the performance of employees in the company is still not optimal, even though as we know employee performance is the most important thing for the company's sustainability.

To achieve satisfactory performance, professional skills are needed, to achieve this one must go through several stages or conditions. Formal education alone is still not enough to achieve professional skills. For this reason, employee HR capabilities must be empowered through training, education and development.



According to Simamora (2015), explains that training is a series of activities designed to improve the skills, knowledge, experience, or change in attitude of an individual. Employee training is a human resource development activity to increase knowledge, abilities and skills, as well as improve employee performance. Education and training seeks to develop the intellectual abilities and personality of employees. Therefore, every organization that wants to develop must really pay attention to employee education and training so that it can affect employee performance improvement. Therefore PT Digiprint Innovation Indonesia also conducts job training activities for its employees, this is done in order to achieve optimal employee performance.

PT Digiprint Innovation Indonesia in its work activities tries to always emphasize all of its human resources to be able to achieve good performance, where the benefits of this performance are not only felt by individuals but also by the institutions concerned. From the explanation above, the writer is interested in conducting research with the title "The Influence of Training on Employee Performance at PT Digiprint Innovation Indonesia in Tangerang".

**METHODS**

In analyzing the data, the authors use the validity test, reliability test, simple linear regression analysis, correlation coefficient analysis, analysis of the coefficient of determination and hypothesis testing.

**RESULTS & DISCUSSION**

**1. Descriptive Analysis**

In this test it is used to determine the minimum and maximum scores of the highest scores, rating scores and standard deviations of each variable. The results are as follows:

Table 1. Descriptive Statistics Analysis Results

Descriptive Statistics		Min	Max	Me	std.
	imum	imum	ans	Deviation	
Training (X)	5	27	49	37.	4,483
Employee Performance (Y)	5	30	50	38.	3,819
Valid N (listwise)	5		89		

The training obtained a minimum variance of 27 and a maximum variance of 49 with a rating score of 3.799 with a standard deviation of 4.483.

Employee performance obtained a minimum variance of 30 and a maximum variance of 50 with a rating score of 3.889 with a standard deviation of 3.819.

**2. Verification Analysis.**

In this analysis it is intended to determine the effect of the independent variables on the dependent variable. The test results are as follows:

**a. Simple Linear Regression Analysis**

This regression test is intended to determine changes in the dependent variable if the independent variable changes. The test results are as follows:

Table 2. Simple Linear Regression Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Betas		
(Constant)	14,193	2,464		5,761	,000
Training (X)	0,650	,064	.763	10,094	,000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the regression equation  $Y = 14.193 + 0.650X$  is obtained. From these equations can be explained as follows:

- 1) The constant obtained is 14.193 which means that if there is no training or it is constant, then there is an employee performance value of 14.193 points.
- 2) The training regression coefficient is 0.650, where the number is positive, meaning that every time there is an increase in training of 0.650 points, employee performance will also increase by 0.650 points.

**b. Correlation Coefficient Analysis**

Analysis of the correlation coefficient is intended to determine the level of the strength of the relationship from the independent variable to the dependent variable is good. The test results are as follows:

Table 3. Correlation Test Results of Training on Employee Performance

		Training (X)	Employee Performance (Y)
Training (X)	Pearson Correlation	1	.763**
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.763**	1
	Sig. (2-tailed)	.000	

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

b. Listwise N=75

Based on the test results in the table above, a correlation coefficient value of 0.763 is obtained, meaning that training has a strong relationship to employee performance.

**c. Analysis of the Coefficient of Determination**

Analysis of the coefficient of determination is intended to determine the percentage of influence of the independent variable on the dependent variable. The test results are as follows:

Table 4. Test Results for the Coefficient of Determination of Training on Employee Performance

Summary models				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.763a	.583	.577	2,484

a. Predictors: (Constant), Training (X)

Based on the test results in the table above, a coefficient of determination of 0.583 is obtained, meaning that training has a contribution to employee performance of 58.3% and the remaining 41.7% is influenced by other factors that were not studied.

**d. Hypothesis testing**

Hypothesis testing with the t test is used with the aim of knowing which hypothesis is accepted.

Hypothesis formulation: There is a positive and significant influence between training on employee performance.

Table 5. Results of the Training Hypothesis Test on Employee Performance

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.
	B	Std. Error	Betas	Std. Beta		
(Constant)	4,193	2,46			5,761	,000
Training (X)	.650	.064	.763		10,094	,000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the value of t count > t table or (10.094 > 1.993) is obtained, thus the hypothesis proposed that there is a significant influence between training on employee performance is accepted.

**DISCUSSION OF RESEARCH RESULTS**

**1. Conditions of Respondents' Answers Training Variables**

Based on the results of the answers given by the respondents, the Training variable obtained a rating score of 3.799 where this number is in the scale range between 3.40 – 4.19 with good criteria or agree, meaning that intrinsic motivation is already in good condition.

**2. Conditions Answer Respondents Employee Performance Variables**

Based on the results of the answers given by the respondents, the employee performance variable obtained a rating score of 3.889 where this figure is in the scale range between 3.40 – 4.19 with good criteria or agree, meaning that the employee's performance is in good condition.

### 3. Effect of Training on Employee Performance

Training has a positive and significant effect on employee performance with the regression equation  $Y = 14.193 + 0.650X$ , a correlation coefficient value of 0.763 or having a strong relationship with a contribution value of 58.3%. Testing the hypothesis obtained  $t$  count  $>$   $t$  table or ( $10.094 > 1.993$ ). Thus the hypothesis proposed that there is a significant positive and significant effect between training on employee performance is accepted.

### CONCLUSION

After testing the data on the results of this study, the authors provide the following conclusions:

- a. The training variable obtained a rating score of 3.799 where the value is in the scale range between 3.40 – 4.19 with good or agree criteria.
- b. The employee performance variable obtained a rating score of 3.889 where the value is in the scale range between 3.40 – 4.19 with good or agree criteria.
- c. Training has a positive and significant effect on employee performance with a regression equation  $Y = 14.193 + 0.650X$ , a correlation coefficient value of 0.763 or having a strong relationship with a contribution of 58.3% while the remaining 41.7% is influenced by other factors. Hypothesis testing obtained  $t$  count  $>$   $t$  table or ( $10.094 > 1.993$ ) and this was also reinforced by a significance value of  $0.000 < 0.05$ .

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