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Employee performance affected by training of the Public Company in logistics in Medan

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Abstract

This study discusses about the Employee performance affected by training of the Public Company in logistics in Medan. With the aim of obtaining results about how much the effect of training on the performance of employees of the Public Company in logistics in Medan. This study uses a quantitative descriptive method, with data obtained through field observations and distributing questionnaires to the employees of the Public Company in logistics in Medan. The population in this study were 80 employees who were dominated by male sex, amounting to 41 people (53.3%) while women numbered 39 people (48.8%). After the data is obtained then it is processed using the SPSS Version 18 program with the results concluded that there is a high enough effect. This is evidenced by the average value of the indicators in the variable which shows the number 57.5 of the highest indicators. So that with the training that has been done by the Public Company in logistics in Medan for its employees is very good so that it gives a significant influence to the progress of the performance - the performance of employees of the Public Company in logistics in Medan. From the test results of the coefficient of determination, it is evident that employee performance is influenced by job training by 59.2% while the remaining 40.8% is influenced by other factors not examined in this study. In the results of the t test, it is proven that there is a significant effect between the independent variable (training) on the dependent variable (employee work performance), this is evidenced in the value of t count (10.753) > t table of (1.990) and the probability shows 0.001 < 0.05.

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Keyword: *employee, Training, Performance, public company*

1. Introduction

The Public Company in logistics in Medan today uses various trainings as an effort to improve the performance of its employees, one of the performance used is an E-Learning program Where in the program provides training on customs export and import procedures at this company. This training aims to harmonize understanding related to export and import activities and customs for this company. Training and development of human resources in a company is closely related to the performance results of the HR so that training is a process that must be carried out to provide knowledge about the work to be done, in order to improve the performance of the person and help participants improve their performance in terms of understanding and skills of the job. states that training has a significant effect on employee productivity. Effective training can help employees to attend training well and effectively, so the skills and knowledge gained from training can improve employee performance productivity. In addition to this, the influence obtained on the productivity of employee performance is very good, the training provided gives optimal performance development and is able to improve the quality of work through internal and external training (Aprilyani: 2016).

The effect of training and to achieve all objectives as expected. So to increase the influence of training the company includes training or training that can trigger employee morale so that performance improvements are as expected by the company.

2. LITERATURE REVIEW

2.1 Theori fo Training

Training is a learning process that involves mastering skills, concepts, rules, or attitudes to improve employee performance, and learning basic skills needed by new employees to carry out their work. So that training can be gathered is a learning process aimed at employees so that the implementation of the work is satisfactory (Dyastuti: 2018).

Through training conducted by companies, it can help increase the effectiveness that is very influential for the performance of employees - therefore increasing a training in each field or division in the company will certainly encourage the work ethic of all employees and be able to provide important knowledge for all employees to carry out activities that will be done so that it is in line with the company's expectations to develop the company's products.

2.2 Training Objectives

Educating, training and fostering workers who have productive skills in the context of implementing field organization programs, fostering labor elements that have the ability and desire to learn to continue to improve themselves as strong, independent, professional, high-work and proactive workers.

2.3 Types Of Training

According to Purwono (Dyastuti: 2018) states that there are several types of training that can be classified into four types of groups, namely:

1. Basic education
2. Formal education
3. Refresher education
4. Training in the company
- 5.

2.4 Training Indicator

Training indicators according to Gary Dessler (2018), including:

1. Types of Training
2. Training Objectives
3. Material
4. Method Used
5. Qualifications of Participants
6. Coach Qualification
7. Time (number of sessions)

2.5 Characteristic Of Employee Performance

Characteristics of people who have high performance are as follows having high personal responsibility, dare to take and bear the risks faced, have realistic goals, have a comprehensive work plan and strive to realize its goals, utilizing concrete (feedback) in all work activities that he does, looking for opportunities to realize the programmed plan.

2.6 Employee Performance Indicator

Indicators to measure employee performance individually there are five indicators according to Robbins [9], namely:

1. Quality of work
2. Quantity
3. Punctuality
4. Effectiveness
5. Independence

2.7 Employee Performance Factors

Factors that influence performance are largely caused by three variables that influence their behavior and performance (Gibson et al., 2005: 52), namely as individual variables, including ability, skills, mental and physical, background consisting of family, social factors and experience, demographics, including age, origin, gender. Organizational variables include: resources, leadership, rewards, organizational structure and job design.

Psychological variables, including, perception, attitude, personality, behavior, motivation and others. Performance is the result of effort, ability and role perception. Effort is the result of motivation which means the amount of physical and mental energy from the individual used in carrying out their duties. Abilities are personal characteristics used in carrying out a job. Role perception means a direction or reference where employees believe that they should channel all their efforts to carry out their work properly. From various factors that influence performance, it can be concluded that a person's performance can be influenced by individual, psychological or situational factors as well as organizational factors such as working environment conditions.

2.8 Function And Role Performance

According to Fahmi (2016) The function of performance is to try to give an enlightenment and answer from various problems that occur in an organization both caused by internal and external factors so that what is experienced at this time does not have a negative effect on the company's activities at this time and in the future. There are several conditions that must be fulfilled by an organization in order to function and perform well, namely:

- a. The management of the company must prioritize the concept of multi-communication communication
- b. The acquisition of various information found from the information filter process is used as material for review in various meetings in the development of performance towards the achievement of work results and in part.
- c. Parties of an organization apply a standard system of procedures that are certified and recognized by institutions that are competent in their fields. In 1987 the International Organization for Standardization (ISO) issued five quality management systems, the first edition known as ISO 9000.

III METHOD

To complete and collect data in the writing of this Final Project, the author got it directly the Public Company in logistics in Medan, Jl. Krakatau Ujung No. 100 Medan

3.1 Hypothesis

The t test is carried out using the following criteria:

1. T count < t table then H_0 is accepted and H_a is rejected, so there is no effect of training influence on employee performance.
2. T count > t table then H_a is rejected and H_0 is accepted so there is the effect of training on employee performance.

3.2 Determination Test

Determination test is used to see the degree of relationship between independent variables and dependent variables partially. If the correlation (R) approaches 1, the degree of relationship is very strong, whereas if the correlation (R) approaches 0, the degree of the relationship can be said to be weak.

3.3 T Test

The t test is used to test the significance of the influence between variables X and Y. The formula for t count is as follows:

As for

- (Ho) : t-count < t-table = Hypothesis rejected
 (Ha) : t-count > t-table = Hypothesis accepted

3.4 Simple Linear Regression Analysis

Samidi (2015), simple linear regression is based on the functional or causal relationship of an independent variable with one dependent variable.

The simple general linear regression equation is:

Information:

X = Miscommunication

Y = Performance Quality

a = Constants

b = Regression Coefficient

$$Y = a + bX$$

3.5 Validity test

Validity is a measure that shows the level of validity of an instrument. Sugiyono (Samidi, 2015) that a valid instrument means showing a measuring instrument used to measure what should be measured. Thus a valid instrument is an instrument that is really right to measure what you want to measure.

Valid test criteria:

- a. $0.8 < r_{xy} \leq 1.00$ very high validity
- b. $0.6 < r_{xy} \leq 0.8$ high validity
- c. $0.4 < r_{xy} \leq 0.6$ sufficient validity
- d. $0.2 < r_{xy} \leq 0.4$ low validity
- e. $0 < r_{xy} \leq 0.2$ very low validity
- f. $-1.0 < r_{xy} \leq 0$ invalid validity

3.6 Reliability Test

Samidi (2015), reliability shows that an instrument is reliable enough to be used as a data collection tool because the instrument is good.

4. RESULTS AND DISCUSSION

4.1 Overview of the Company

The Public Company in logistics in Medan at the beginning of the Dutch colonial period was a company called "Haven Bedrijf." After the independence of the Republic of Indonesia, in the period 1945-1950, the Company changed its status to a Port Office. (BUMN) with the status of a Port State Company abbreviated as PNP.

In the period 1969-1983, the Port PN turned into a Port Entrepreneur Institution with the name of the Port Concession Agency abbreviated as BPP. In 1983, based on Government Regulation No. 11 of 1983 Port Concession Agency (BPP) was changed to Public Port I Company abbreviated as Perumpel I. Based on Government Regulation No. 56 of 1991 First Device changed its status to the Public Company in logistics in Medan.

Based on Deed No. 207 dated June 30, 2014 issued by Notary Risna Rahmi Arifa, SH, the Company's articles of association underwent a change in the Company's authorized capital from Rp1,800,000,000,000 (Rp1,8T) divided into 1,800,000 shares with a nominal value of Rp1,000,000 per share to Rp6,800,000,000,000 (Rp. 6.8 trillion) divided into 6,800,000 shares with a nominal value of Rp1,000,000 per share. Based on the deed, there has also been an increase in paid-up capital of the Company from Rp511,960,000,000 divided into 511,960 shares with a nominal value of Rp1,000,000 per share to Rp1,700,000,000,000 divided into 1,700,000 shares with a nominal value of Rp1,000,000 per share .

The amendment to the articles of association has been approved by the Minister of Justice and Human Rights of the Republic of Indonesia No. AHU.05403.40.20.2014 dated 11 July 2014. The company is domiciled and headquartered at Jalan Krakatau Ujung No. 100 Medan 20241, North Sumatra, Indonesia. Based on Government Regulation No. 64 of 2001, the position, the task of not having the authority of the Minister of Finance as the Shareholder in the Limited Liability Company. Company was born to the Minister of BUMN of the Republic of Indonesia, while the Operational Technical Development was in the hands of the Ministry of Transportation of the Republic of Indonesia and based on the Directorate General of Sea Transportation.

4.2 Description of Research Data

The research that the author did was by using quantitative methods by distributing questionnaires or questionnaires to employees of the Public Company in logistics in Medan with a research sample of 80 employees for the Division of Human Resource Management (HRM). Respondents answered the questionnaire that the author made and consisted of 2 indicators on the performance training variable containing 12 statement points. The characteristics of the respondents from the questionnaire that the authors shared were the identity or data of the respondents. The data obtained by the author can be seen in the following table:

Table 4.1 Characteristics of respondents by gender

No	Gener	Frequency	Percent	Valid Percent	Cummulative Percent
1	man	41	51,3	51,3	51,3
2	woman	39	48,8	48,8	100,0
	Total	80	100,0	100,0	

Based on the table above shows that 80 respondents, employees of the Public Company in logistics in Medan, which is male, is 41 people (51.3%) and female is 39 people (48.8%).

Table 4.2 Characteristics of respondents based on status

No	Status	Frequency	Percent	Valid Percent	Cummulative Percent
1	married	42	52,5	52,5	52,5
2	single	38	47,5	47,5	100,0
	Total	80	100,0	100,0	

Source: Results of research (2019, data processed)

Based on the table above shows that from 80 respondents, employees of the Public Company in logistics in Medan with marital status of 42 (52.5%) and single status employees totaling 38 people (47.5%).

4.3 Validity Test Results

The test of validity if there are similarities between the data collected and the actual data.

Table 4.3 Test Validity Results

No. Item	R count	R Table	Information
statement 1	0,749	0,217	Valid
statement 2	0,707	0,217	Valid
statement 3	0,634	0,217	Valid
statement 4	0,726	0,217	Valid
statement 5	0,786	0,217	Valid
statement 6	0,817	0,217	Valid
statement 7	0,618	0,217	Valid
statement 8	0,575	0,217	Valid
statement 9	0,712	0,217	Valid
statement 10	0,796	0,217	Valid
statement 11	0,645	0,217	Valid
statement 12	0,708	0,217	Valid

Source: Questionnaire Research (2019, data processed)

If $R_{count} > R_{table}$ then the value of the statement is invalid

4.4 Reliability Test Results

Reliability testing is done to test the consistency of the measuring instrument, whether it is the result of a consistency determination if the measurement is repeated. The reliability test used in this study uses Cronbach's Alpha.

Table 4.4 Reliability Test Results

Cronbach's Alpha	N of Items
,927	13

Source: Primary Data (2019, data processed)

If $R_{hitung} > R_{tabel}$, then the value of the statement is reliable.

4.5 Test Results t

T test is done to test whether there is an influence on the development and productivity of employee performance by comparing t_{count} and t_{table} . T_{table} is searched using the help of statistical tables at significant $0.05 / 2 = 0.025$ (2-way test) with $df = n - k - 1$ or $82 - 1 - 1 = 80$, then t_{table} is 1.990. Decision making is also based on probability with a value of $< \alpha 0.05$.

Table 4.5 Test Results t

Variabel	t count	t Table	Significance t	significance	remark
training	10,753	1,990	0,000	0,05	significance

Source: primary data processed, 2019

In the table above, it is known that t_{count} is 10.753 which shows greater than the probability table shows 0.000 which is smaller than 0.05, meaning that if the training variable has a significant effect on employee performance. With this, it can be concluded that the hypothesis that refers to training influences employee performance cannot be rejected.

4.6 Results of the Hypothesis

From the results of the t test, the results of the hypothesis can be obtained, in the effect of the Public Company in logistics in Medan has an influence on employee performance. Based on the results of t test in table 4.18, the value of T_{count} is 10.753, which is greater than t_{table} , which is 1.990 with a significant value of 0.000. Significant value below 0.05, that indicates training activities have an influence on employee performance cannot be rejected.

4.7 Simple Linear Regression Analysis

Simple linear regression analysis is an analysis whose function is to find out whether there is an influence between training variables and employee performance variables. By using SPSS version 18, the following are simple linear regression results:

Table 4.6 Recapitulation of Simple Linear Regression Testing Results Coefficients^a

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients Beta		
1	(Constant)	7,772	1,655		4,696	,000
	Pelatihan	,698	,065	,773	10,753	,000

a. Dependent Variable: performance

By looking at the table above, a simple regression equation can be arranged in this study as follows:

$$Y = a + bX$$

Description:

Y = Dependent variable predicted

a = Constant

b = Regression coefficient

X = Independent Variables

1. Constant = 7.772

This shows that if you do not pay attention to training, the employees of the Public Company in logistics in Medan has experienced a performance increase of 7.772. For this reason, it is also necessary to pay attention to job training so that employees continue to experience increased knowledge and profound skills at work.

2. $b = 0.698X$

This regression coefficient b shows that each work training variable increases, then work productivity will increase also by 0.698X or with each increase in work productivity a training variable of 0.698X is needed. For this reason, employees need to include training so that they can add insight and knowledge and skills to employees in carrying out their work.

4.8 Coefficient of Determination Test (R2)

The coefficient of determination is used to find out how much the percentage of the influence of training variables on the variable performance of employees of the Public Company in logistics in Medan

Table 4.7 Results of the Determination Coefficient (R2)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,773 ^a	,597	,592	1,949

a. Predictors: (Constant), TRAINING

Source: primary data processed, 2019

From the table above can be seen the value of R2 (Adjusted R Square) is 0.592 or 59.2%, meaning that 59.2% of the work performance of employees is influenced by training, while the remaining 40.8% is influenced by other factors not examined in this study.

5. CONCLUSION

Based on the research and discussion above about the effect of training on the performance of employees of the Public Company in logistics in Medan, it can be concluded that: Training has a significant influence on the performance of employees the Public Company in logistics in Medan This is evidenced from the results of the t test with the value of t count greater than t table and employee performance is influenced by a fairly good training that is equal to 59.2%, while the remaining 40.8% is influenced by other factors that cannot help employees to improve employee performance. If employees can take training properly and effectively, then the skills and knowledge gained from training can improve employee work perform

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