

The Effect of Job Training, Work Discipline and Career Development on Employee Performance at PT. Torpindo Concrete Galang

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ABSTRACT

The existence of good management in an agency or company will be very supportive in the process of achieving company goals and building a company's economy or global economy. Therefore, the agency or government must conduct the selection of human resources strictly in order to achieve good performance. The research approach used by the author is quantitative research and qualitative descriptive research, and the nature of the research used is explanatory research. The conclusions obtained by the author are that simultaneously and partially variable job training (X1), work discipline (X2), and career development (X3) have a positive and significant effect on the performance of sdi employees and the pandemic sdi PT. Torpindo Galang Beton with a coefficient of determination value of s52%, which means that independent variables are able to increase the percentage of employee performance at PT. Torpindo Galang Concrete.

INTRODUCTION

"PT. Torpindo Galang Concrete". The company is engaged in the manufacture of concrete, concrete is the most popular material throughout history and has become a structural material that is used almost all over the world. Almost every aspect of human life is always related to concrete either directly or indirectly, for example it is the manufacture of buildings, the manufacture of bridges, the manufacture of gair channels and the roads of the structure are not made of concrete. Concrete is formed from a mixture of fine aggregate, coarse aggregate, cement and water with a certain ratio. The advantages that concrete provides in the work of building structures are that the forming materials are easy to obtain, easy to form, able to bear heavy loads, resistant to high temperatures, types of concrete produced by PT. Torpindo Galang Beton including fences and columns, U-ditch and covers, Box culverts, Paving block, Canteen, Buis concrete. The performance of an employee is a result of the work of a person or a group of workers in a company, which is not successfully achieved in the task and the responsibility of a work, the result of his work is very much related to the achievement of the company's goals. Performance of PT. Torpindo Galang Beton is considered less careful so that it often commits violations in working and handling less precisely every year, so that the company does not lose money, especially in achieving and increasing the target profit. The important actions that must be done by the leadership of the company are to pay attention to employees, to pay attention to the work they do and to give each employee the opportunity to continue to learn skills and acquire new knowledge and to carry out new responsibilities according to their capabilities.

Job training is the whole activity to give, obtain, improve and develop work competencies, productivity discipline, attitude and work skills at the level of skills and certain skills in accordance with the level of dan g qualification position or employment. training PT. Torpindo Galang Beton is less effective so that it often makes mistakes in carrying out work, never succeeds in meeting work standards as expected, therefore companies are expected to be able to provide effective job training for employees to produce good performance, because Job training is very useful to increase employee stimulation and ability to perform optimally and sharpen thinking skills and creativity in order to make decisions that are better in time and in a way that is more productive. Work discipline is not the same as time rules. Judging from the hours of entering work, returning hours and resting hours that are not right on time in accordance with the rules that apply to the company at PT. Torpindo Galang Beton is considered to lack discipline with time, seen from when employees are present in the company is not in accordance with the operational hours that have been determined by the company, in addition to lack of discipline with time, the presence of employees is also not stable in accordance with the procedures that have been made in accordance with the work schedule seen from the attendance data, With the maximum work discipline from the workforce, So it does not directly have an impact on increasing productivity that brings results not only for the company / organization but also for

employees. Career development is a process that is carried out by a company to change the status, position, or position of employees in a company, development of a career in PT. Torpindo Galang Beton is less than optimal because, the company does the process of developing career only for employees who have a higher education status of at least S1 only. So that there are so many employees who sign and actually harm the company because they have to do recruitment often.

THEORETICAL REVIEW

(Widodo, 2015) explained that, training is a series of individual activities in order to increase expertise and knowledge systematically so that they are able to have professional performance in their fields. According to (Wahyuningsih, 2019) the indicators of job training are Training Objectives, method used, and Material. According to (Dermawan, 2012) indicators that affect the level of discipline of employees of an organization, namely: Always be present on time, Always prioritize attendance presentation, and Always obey the company's rules. According to (Farida, 2021) things that need to get attention from career development include: Inadequate workability, Recognition of other forms, and Group loyalty.

According to (Hernán & Robins, 2016) the performance indicators are as follows: Quality, Quantity, and Effectiveness. Based on the description of (Riniwati, 2016), training is very important for gactivity or Training is to improve quality, expertise, ability and skills. (Unaradjan, 2018) states that discipline is an effort to prevent violations against the provisions that have been agreed upon together in carrying out activities in the reserve of guidance for punishment in a person or group can not be avoided. (Bahri, 2016) explained that gcareer development is an effort or steps that are carried out by an employee or leader of human resources in the framework of developing the potential of employees to be able to occupy higher positions in an effort to achieve the goals of a company. (Kasmir, 2016) states, performance is the result of work behavior that has been achieved by completing certain tasks and responsibilities given to a certain period.

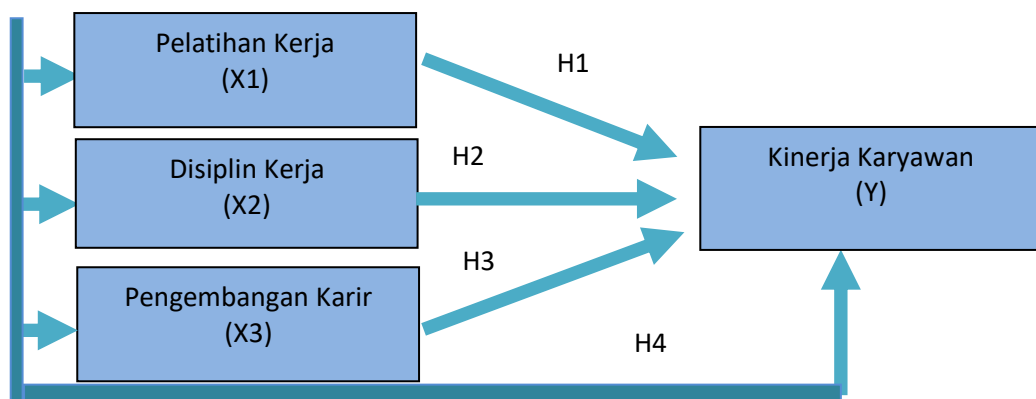


Figure 1. Conceptual Framework

METHODOLOGY

This research was conducted at PT. Torpindo Galang Concrete. Which is located on Jalan TB. Simatupang Nagasaribu V, Lintong Nihuta District, Humbang Hasundutan District. The research approach is in the form of a quantitative approach (Sugiyono, 2010) quantitative research methods can be interpreted as research methods based on positive philosophy used to research certain populations or samples, data collection using research instruments, quantitative / statistical data analysis, with the aim of testing predetermined hypotheses. Taking the population here is to get the whole number of which consists of Objects or Subjects that have certain characteristics and qualities for the study. According to (Sugiyono, 2013), population is a generalized region consisting of objects / subjects that have certain qualities and characteristics that are determined by researchers to study and then draw conclusions. The population in this research is all employees of PT. Torpindo Galang Beton which totals 60 people.

RESULTS & DISCUSSION

Tabel 1. Descriptive Data Review

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Kinerja Karyawan (Y)	60	16	30	23.63	3.795
Pelatihan Kerja (X1)	60	16	30	22.62	3.585
Disiplin Kerja (X2)	60	17	30	23.55	3.707
Pengembangan Karir (X3)	60	16	30	23.25	4.020
Valid N (listwise)	60				

Source: Research Results, 2023

Based on Table 1 above, it can be seen that the Employee Performance variable has a minimum value of 16, a maximum value of 30, an average value of 23.63 and a standard deviation of 3.795 with a sample of 60 employees. The variable Job Training has a minimum value of 16, a maximum value of 30, an average value of 22.62 and a standard deviation of 3.585 with a sample of 60 employees. The Working Discipline variable has a minimum value of 17, a maximum value of 30, an average value of 23.55 and a standard deviation of 3.707 with a sample of 60 employees. The Career Development variable has a minimum value of 16, a maximum value of 30, an average value of 23.25 and a standard deviation of 4.020 with a sample of 60 employees.

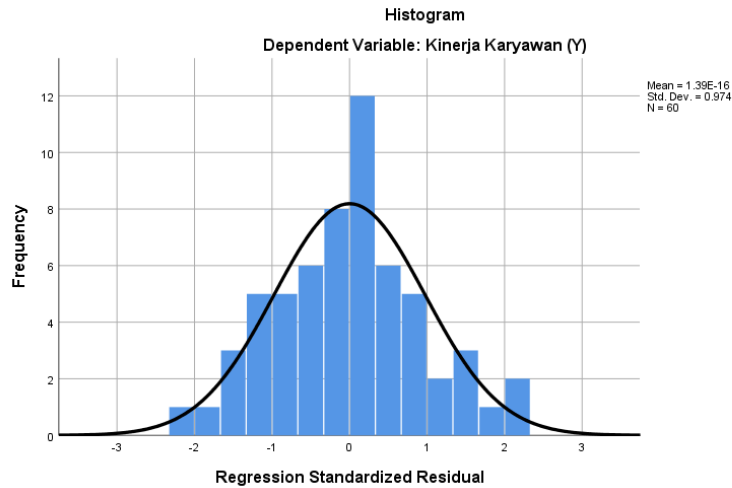


Figure 2. Histogram Chart
Source: Research Results, 2023

From figure 2 of the above, it can be seen that the graph of the graphic of the data distribution does not appear to the left or to the right and it does not data that is outside the curve so that it can be concluded that the data has been normally distributed.

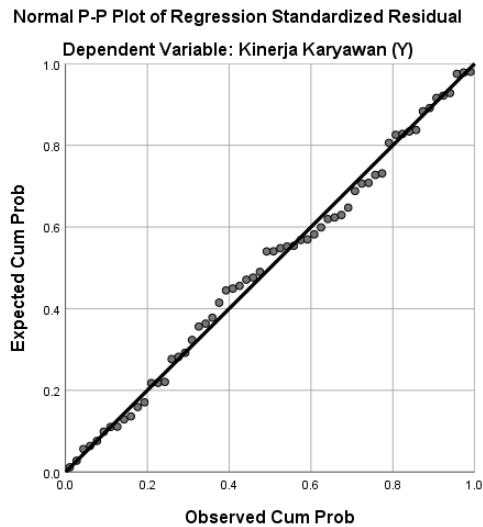


Figure 3. Normal P-Plot Graph
Source: Research results, 2023

In figure 3 of the normal graph P-Plot above, it can be seen that the point does not spread around the diagonal line and the crow is close to the diagonal line so that it can be concluded that the normal distributed and data and regression model have met the assumption of normality.

Table 2. K-S Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		60
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.55544190
Most Extreme Differences	Absolute	.060
	Positive	.051
	Negative	-.060
Test Statistic		.060
Asymp. Sig. (2-tailed)		.200 ^{c,d}
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Source: Research Results, 2023

Based on Table 2 of the K-S test results above, the value of Asymp. Sig. (2-tailed) obtained is 0.200, and test statistic at 0.060, because the significant value obtained is greater than 0.05 then it can be concluded that means H1 is accepted, it means that data has a normal distribution where the value of sig K-S > 0.05 (0.200 > 0.05).

Table 3. Multicollinearity Test Results

Coefficients ^a			
Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Pelatihan Kerja (X1)	.831	1.203
	Disiplin Kerja (X2)	.833	1.200
	Pengembangan Karir (X3)	.752	1.329
a. Dependent Variable: Kinerja Karyawan (Y)			

Source: Research Results, 2023

From the test results of table 3 above shows that job training has a tolerance value of > 0.1 (0.831 > 0.1) and a VIF value of <10 (1.203 < 10). Work discipline has a tolerance value of > 0.1 (0.833 > 0.1) and a VIF value of <10 (1.200 < 10). Career development has a tolerance value of >0.1 (0.752 > 0.1) and a VIF value of <10 (1.329 < 10), so it can be concluded that there is no multicollinearity.

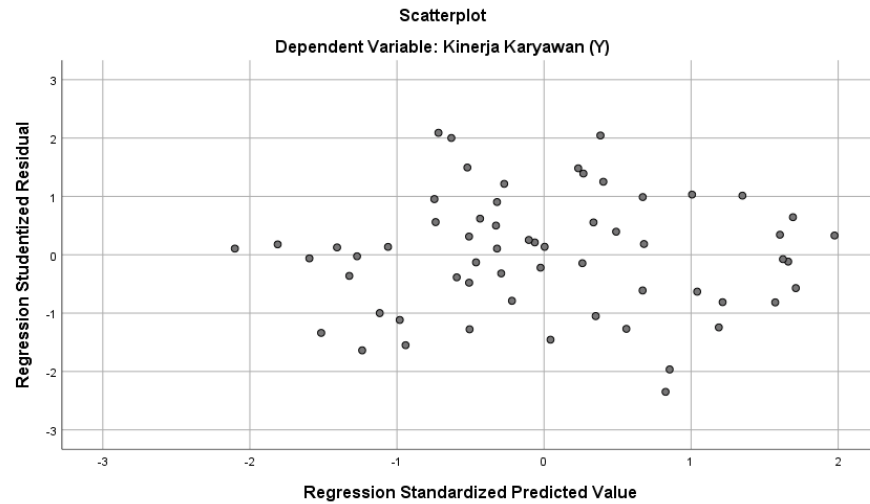


Figure 4. Scatterplot Graph
 Source: Research Results, 2023

From the figure 4 of the graph above, it can be concluded that heteroskedesticity does not occur because it does not have a clear pattern and the point spreads above the number 0 g on the Y axis.

Table 4. Glejser Test Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.103	1.726		.639	.525
	Pelatihan Kerja (X1)	.020	.064	.045	.308	.759
	Disiplin Kerja (X2)	.044	.061	.105	.723	.473
	Pengembangan Karir (X3)	-.025	.060	-.065	-.423	.674

a. Dependent Variable: Abs RES

Source: Research Results, 2023

From Table 4 it can be seen that the value of probability (Sig.) for the variable of work training is 0.308, the work discipline is 0.723 and the career development is 0.423. It can be seen that the significance value is above the confidence level of 5% (0.05), so the regression model does not contain heteroskedesticity.

Table 5. Gregression Analysis

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.930	2.839		.328	.744
	Pelatihan Kerja (X1)	.437	.105	.412	4.179	.000
	Disiplin Kerja (X2)	.246	.101	.240	2.437	.018
	Pengembangan Karir (X3)	.303	.098	.320	3.089	.003
a. Dependent Variable: Kinerja Karyawan (Y)						

Source: Research Results, 2023

From table 5 above, the first row is a constant and the next row shows an independent verifiable constant. Based on the table above, the regression equation is obtained as follows: Employee Performance = 0.930 + 0.437 Job Training + 0.246 Work Discipline + 0.303 Career Development.

Information:

1. The constant of 0.930 indicates that if the value of the independent variable (job training, work discipline and career development) is 0, then the employee's performance is 0.930.
2. The coefficient of job training is 0.437 and positive value means that each increase in the variable of work training is 1 unit followed by an increase in employee performance of 0.437 with assuming other variable is fixed.
3. The coefficient of labor discipline is 0.246 and positive value means that each increase in the variable of work discipline is g1 1 unit of work followed by an increase in employee performance of g0.246 with the assumption of a fixed other variable.
4. The coefficient of Career Development is 0.303 and positive value means that each increase in variable career development is 1 unit followed by an increase in employee performance of 0.303 with assuming a fixed other variable.

Table 6. Results of the Coefficient of Determination

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.739 ^a	.547	.522	2.623
a. Predictors: (Constant), Pengembangan Karir (X3), Disiplin Kerja (X2), Pelatihan Kerja (X1)				

Source: Research Results, 2023

Based on Table 6, the Adjusted R Square value of 0.522 means that the ability to vary in variables of Work Training (X1), Work Discipline (X2) and Career Development (X3) can explain the variation in Employee Performance

by 52% and the remaining 48% is explained by independent variable variables such as intellectual capital, leadership, cooperation with and others.

Table 7. F Test Results

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	464.647	3	154.882	22.512	.000 ^b
	Residual	385.287	56	6.880		
	Total	849.933	59			
a. Dependent Variable: Kinerja Karyawan (Y)						
b. Predictors: (Constant), Pengembangan Karir (X3), Disiplin Kerja (X2), Pelatihan Kerja (X1)						

Source: Research Results, 2023

From table 7 above, the F value is calculated to be 22.512 g with a significant level of 0.000, while F table is 2.77 g with a significant level of 0.05. Or that the F value is calculated > F is table (22.512 > 2.77) and the level of significance is less than 0.05 (0.000 > 0.05).

Table 8. Test Results t

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.930	2.839		.328	.744
	Pelatihan Kerja (X1)	.437	.105	.412	4.179	.000
	Disiplin Kerja (X2)	.246	.101	.240	2.437	.018
	Pengembangan Karir (X3)	.303	.098	.320	3.089	.003
a. Dependent Variable: Kinerja Karyawan (Y)						

Source: Research Results, 2023

From table 8 above, it shows that:

1. The amount of t calculate for variable job training is 4.179 with a significant value of 0.000, so that it can be concluded t calculate is 4.179 and t table g is 2.003. The test results show t count > t table (4.179 > 2.003). Judging from the significance, the significant value of the job training variable is 0.000, more than the significant value of 0.05.
2. The magnitude of gt calculate for the variable discipline work is 2.437 g with a significant value of 0.018, so that it can be concluded t calculate 2.437 and t table g is 2.003. The test result shows t count > t table (2.437 > 2.003). Judging from its significance, the significant value of the variable discipline of work is 0.018, less than the significant value of 0.05.
3. The magnitude of t count for variable career development is 3.089 g with a significant value of 0.003, so that it can be concluded t calculate 3.089 and t

table t is 2.003. The test results show t count $>$ t table ($3.089 > 2.003$). Judging from its significance, the significant value of the variable of career development is 0.003, smaller than the significant value of 0.05.

CONCLUSIONS AND RECOMMENDATIONS

Based on the results of the research and discussion that have been described in the previous chapter, a conclusion can be drawn as follows: Partially, variable job training (X1) has a positive and significant effect on employee performance (Y) at PT. Torpindo Galang Beton. Partially, work discipline variable (X2) has a positive and significant effect on employee performance (Y) at PT. Torpindo Galang Beton. Partially, g-variable career development (X3) has a positive and significant effect on employee performance (Y) g in GPT. Torpindo Galang Beton. Simultaneously, variables job training (X1), work discipline (X2) and career development (X3) have a positive and significant effect on employee performance (Y) at PT. Torpindo Galang Beton.

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