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Analysis of the Influence of Training, Discipline and Safety on the Performance of Medan City Fire Department Officers

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A R T I C L E I N F O

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A B S T R A C T

Firefighters or abbreviated as DAMKAR are implementing elements of the government that have the responsibility to assist the community in handling fires. In the city of Medan, especially this fire fighting unit is in the Public Works Department of the Municipality of Medan which is in one of the sections and is called the Municipal Fire Prevention Unit. The research approach is a quantitative approach. Based on the results of the analysis and interpretation, the researchers concluded that the effect of training and safety on performance has a positive and significant influence. In contrast to discipline which does not have a positive influence on employee performance because discipline affects obedience to rules and norms in order to increase employee morale. In this case, we can understand that if training and safety are further improved, the performance of the Medan city fire service officers will be more efficient and by providing awareness of good discipline, they will also be able to provide a good view of the surrounding community towards Medan city fire service officers.

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INTRODUCTION

Firefighters or abbreviated as DAMKAR are implementing elements of the government that have the responsibility to assist the community in handling fires. In addition to extinguishing fires, firefighters are also trained to carry out evacuations such as rescuing victims of accidents, natural disasters and other emergency evacuations. This organization was formed during the Dutch East Indies government era which was then named de Brandweer. This organization is run in every city that stands on the downstream of the river and the coast, such as Jakarta, Semarang and Suarabaya. Based on the inscription "Brandweer Batavia Warning Sign 1919-1929" shows that the fire department was officially formed in 1919. In the city of Medan, especially this fire fighting unit is in the Public Works Department of the Municipality of Medan which is in one of the sections and is called the Municipal Fire Prevention Unit.

Performance is defined as the result of work in quality and quantity achieved by an employee in carrying out their duties in accordance with the responsibilities given to them. The performance of Medan City firefighters often lacks personnel in carrying out their duties, so that sometimes performance in the work environment is not good. In this case the performance of the Medan city firefighters has an impact on the satisfaction of the people of the city of Medan who feel when a fire occurs they tend to have a desire to be disappointed due to the delay of officers at the scene or the lack of facilities to support carrying out the duties of the Medan city firefighters themselves.

Training is an activity or exercise to improve quality, expertise, abilities and skills. Training at the fire service in order to improve the ability of officers is given knowledge about handling fires that cannot be controlled. However, there are still many officers who lack knowledge regarding handling fires that are difficult to control, so mistakes often occur in handling fire disasters. In this case, the Medan City Fire Department must be better prepared in providing good and coordinated training. So that the training provided can be applied properly in dealing with fire disasters that occur. Discipline is a person's condition in upholding obedience to a rule without any coercion. Medan City firefighters often do things that are not disciplined due to personal circumstances which are often intertwined in the work process. Timing indiscipline often occurs within the Fire Department, such as being on time at the office and also being on time to return home, which often raises concerns for the family at home. This needs to be considered so that the working officers better understand and improve work discipline which should be the guideline for each Medan City firefighter.

So that the Fire Department can serve the community well. Work safety is a condition that is safe and profitable in the work environment. Work safety can be achieved through work using work tools in accordance with the applicable Standard Operating Procedure (SOP) to minimize potential hazards in the work environment. In this statement Medan city firefighters must be supported (support) by meeting the needs of the tools that need to be used in the workforce. So Regulation Number 11 of 1998 concerning Retribution for Inspection of Fire Extinguishers needs to be adjusted. Thinking from this

statement, improving the performance of officers is a priority to be implemented at this time. So that researchers are interested in studying "Analysis of the Influence of Training, Discipline, and Performance Safety of Medan City Fire Department Officers".

The following are a number of previous studies that the researcher used as reference material for this study as follows: 1) Jon Muardi, Kwarnanto Rohmawan dan Nurminingsih (2021). Research title: The Effect of Discipline and Training on Employee Performance at the Central Jakarta Administrative City Fire Management and Rescue Agency. The results of the study namely, that discipline and training have an indirect effect on employee performance, but with discipline and training can increase professional employees; 2) Waode Toresha Aprilia Latief (2022). Research title: Performance of the Fire Service Apparatus in Fire Fighting in the City of Kendari, Southeast Sulawesi Province. The results of the study namely, the performance of the Kendari City Fire Department Apparatus in fighting fires in Kendari City is quite good even though there are still deficiencies. This is due to several factors which then affect the level of performance of the Kendari City Fire Department Apparatus; 3) Raudia Zahara (2022). Research title: The Influence of Teamwork and Standard Operating Procedures (SOP) on Occupational Safety and Health of Fire Service Employees in Koto Balingka District, West Pasaman Regency). The results of the study, namely, the results of data analysis in this study, when viewed partially the TeamWork variable has a positive and significant effect on the Occupational Health and Safety of Fire Service Employees in Koto Balingka District, West Pasaman Regency.

THEORETICAL REVIEW

Theory of the Effect of Training on Officer Performance

Based on Harsuko Riniwati's description (2016: 152), Training is an activity or exercise to improve quality, expertise, abilities and skills. Suwatno (2018: 118) argues that training means a systematic change of knowledge, skills, attitude and behavior that continues to increase in every employee so that each employee can realize the goals to be achieved by an organization or company in fulfilling the desired HR standards.

Sinambela (2016: 170) Training is a systematic process of the organization to develop individual skills, abilities, knowledge or attitudes that can change employee behavior to achieve organizational goals that have been set.

Theory of the Effect of Discipline on Officer Performance

Sutrisno, Edi (2014: 89) explains that work discipline is a person's behavior in accordance with regulations, existing work procedures, or discipline is an attitude of behavior and actions that are in accordance with organizational regulations, both written and unwritten. According to Afandi (2018: 12) states that, discipline is basically a management action to encourage members of the organization to comply with various provisions and regulations that apply in an organization. According to Siagian in Ichsan, et al (2020) that work discipline is an attitude of respect, respect, obedience and obedience to

applicable regulations, both written and unwritten and able to carry out and not avoid accepting sanctions if he violates his duties and authority given to him.

Safety Theory on Officer Performance

Sutrisno in Abu Nandir (2017: 13), "states that work safety is safety related to work tools, materials and processing processes, the workplace and the environment, as well as the ways in which employees do their jobs. According to Sibarani Mutiara (2012: 163), "Occupational Safety and Health is a thought and effort to ensure the integrity and perfection of both the physical and spiritual workforce in particular, and humans in general, the work and culture towards a just and prosperous society". According to Panggabean (2012: 163) in his book states that occupational safety and health is a thought and effort to ensure the integrity and perfection of both the physical and spiritual workforce in particular, and humans in general, the work and culture towards a just and prosperous society. According to OHSAS 18001:2007 Occupational Safety and Health (K3) are all conditions and factors that can have an impact on the safety and health of workers and other people (contractors, suppliers, visitors and guests) in the workplace.

Officer Performance Theory

According to Mangkunegara (2013) performance is defined as 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. According to Kasmir (2016: 182) states: "Performance is the result of work and work behavior that has been achieved in completing the tasks and responsibilities given within a certain period." According to Afandi (2018: 83) Performance is the result of work that can be achieved by a person or group of people in a company in accordance with their respective authorities and responsibilities in an effort to achieve organizational goals illegally, not violating the law and not contradicting morals and ethics.

METHODOLOGY

The research approach is a quantitative approach Sugiyono (2019: 17) Quantitative research methods can be interpreted as research methods based on positive philosophy used to research certain populations or samples, data collection uses research instruments, data analysis is quantitative/statistical, with the aim of testing established hypothesis.

This research was conducted at the Medan City Fire Extinguisher Service, which is located at Jl. Candi Borobudur No. 2, Petisah Tengah, Medan Petisah District, Medan City, North Sumatra. The population in this study were 50 officers. To determine the number of samples, researchers used the slovin formula, namely:

$$n = \frac{N}{1+n^2} = \frac{50}{(1+(50x0.05^2))}$$

= 44,444

= 44 Officer

n= Sample Size N= Population

In this study, the sample collection technique used was the "sampling technique". According to Sugiyono, (2016: 18) is a sampling technique, to determine the sample used. In this study the sampling technique used was based on population, by using Non-probability Sampling with purposive sampling method where this technique has predetermined considerations for respondents. Sampling of Medan City Fire Service Officers totaled 44 people.

The operational definition of a research variable according to Sugiyono (2015, p.38) is an attribute or characteristic or value of an object or activity that has certain variations that have been determined by the researcher to be studied and then conclusions drawn. The following variables and indicators are described in the table.

Table 1. Operational Definition

Variable	Definition	Indicator
Training (X1)	Training is an activity or exercise to improve quality, expertise, abilities and skills (Harsuko Riniwati, 2016: 152).	1.Training Objectives. 2. Training Materials. 3. Training Methods. Mangkunegara (2013)
Discipline (X2)	Work discipline is the attitude of one's willingness and willingness to obey and comply with the norms of regulations that apply around him (Edy Sutrisno, 2011: 86).	1. The punctuality came. 2. Accurate return home. 3. Compliance with regulations. Mangkunegara and Octorent (2015).
Safety (X3)	Occupational safety is the protection of work security experienced by workers both physically and mentally in the work environment. Wake Wilson (2012:377)	1. Feasibility of work equipment. 2. Use of personal protective equipment. 3. Implementation of work procedures. Private (2011:87)

Performance (Y)	Performance is defined as 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. Mangkunegara (2013:67)	1.Quantity 2.Quality 3. Cooperation Supriyadi (2015:313)

The data collection method that will be used by the author in this study is in the form of observation, interviews and documentation studies.

Data Processing Techniques

Validity Test

Ghozali (2018: 21), Validity test is used to measure the legitimacy or validity of a questionnaire. An instrument or questionnaire is said to be valid if the questions on the instrument or questionnaire are able to reveal something that will be measured by the questionnaire.

Reality Test

According to Priyatno (2018: 25), the reliability test is used to determine the reliability or consistency of measuring instruments which usually use a questionnaire. That is, will the measuring instrument get consistent measurements if the measurements are repeated?

Classic Assumption Test

Normality Test

According to Ghozali (2016) the normality test is carried out to test whether in a regression model, an independent variable and a dependent variable or both have a normal or abnormal distribution. If a variable is not normally distributed, the statistical test results will decrease.

Multicollinearity Test

According to Priyatno (2017: 120) the multicollinearity test is used to test whether or not there is a relationship between independent variables. The way to determine the presence or absence of symptoms of multicollinearity in general is to look at the variance inflation factor (VIF) and tolerance values.

Heteroscedasticity Test

Ghozali (2017: 47) explained that heteroscedasticity means that there are variable variants in the regression model that are not the same. If the opposite occurs, the variable variants in the regression model have the same value, then it is called homoscedasticity.

Research Data Analysis Model

The analysis model of this research is multiple linear regression analysis. The linear regression analysis method serves to determine the effect of the relationship between the independent variable and the dependent variable. The formula for calculating the multiple regression equation is:

$$Y = a + b1X1 + b2X2 + b3X3 + e$$

Information:
Y = Officer Performance
X_1 = Job Training
X_2 = Work Discipline
X3 = Work Safety
a = Constant
b1, b2, b3 = Independent Variable regression coefficients
e = standard error

Adjusted Determination Coefficient Test (R2)

Ghozali (2017: 21) the coefficient of determination aims at measuring how far the model's ability to explain the variation of the dependent variable. The small value of R2 means that the ability of the independent variables to explain the variation in the dependent variable is very limited

Partial/Individual Test (t test)

The t test is a test to determine the significance of the effect of the independent variables (work discipline, career development, and compensation) partially or individually explaining the dependent variable (officer performance). The t test testing criteria are as follows:

1. If it is significant <0.05 then Ho is rejected Ha is accepted means that there is a significant influence of the independent variables individually on the dependent variable.
2. If significant >. 0.05 then Ho is accepted and Ha is rejected, meaning that there is no significant effect of the independent variables individually on the dependent variable.

Simultaneous Test (Test F)

The F test is used to test whether the independent variables influence the dependent variable simultaneously (together). The criteria used are:

1. If probability > 0.05 and if Fcount <Ftable then Ho is accepted.
2. If probability < 0.05 and if Fcount > Ftable then Ho is rejected.

RESULTS

Validity Test

Ghozali (2018: 21), Validity test is used to measure the legitimacy or validity of a questionnaire. An instrument or questionnaire is said to be valid if the questions on the instrument or questionnaire are able to reveal something that will be measured by the questionnaire.

Table 2. Results of Training Validity (X1)

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	TOTAL
X1.1	Pearson Correlation	1	.718**	.501**	.652**	.424**	.280	.823**
	Sig. (2-tailed)		.000	.001	.000	.004	.066	.000
	N	44	44	44	44	44	44	44
X1.2	Pearson Correlation	.718**	1	.297	.640**	.467**	.300*	.779**
	Sig. (2-tailed)	.000		.050	.000	.001	.048	.000
	N	44	44	44	44	44	44	44
X1.3	Pearson Correlation	.501**	.297	1	.370*	.278	.251	.629**
	Sig. (2-tailed)	.001	.050		.014	.068	.100	.000
	N	44	44	44	44	44	44	44
X1.4	Pearson Correlation	.652**	.640**	.370*	1	.614**	.381*	.843**
	Sig. (2-tailed)	.000	.000	.014		.000	.011	.000
	N	44	44	44	44	44	44	44
X1.5	Pearson Correlation	.424**	.467**	.278	.614**	1	.663**	.752**
	Sig. (2-tailed)	.004	.001	.068	.000		.000	.000
	N	44	44	44	44	44	44	44
X1.6	Pearson Correlation	.280	.300*	.251	.381*	.663**	1	.597**
	Sig. (2-tailed)	.066	.048	.100	.011	.000		.000
	N	44	44	44	44	44	44	44
TOTAL	Pearson Correlation	.823**	.779**	.629**	.843**	.752**	.597**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	44	44	44	44	44	44	44

Source: Research Results, 2023 (Processed Data)

Table 3. Discipline Validity Results (X2)

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	Total
X2.1	Pearson Correlation	1	.370*	.102	.237	.247	.635**	.708**
	Sig. (2-tailed)		.013	.509	.121	.106	.000	.000
	N	44	44	44	44	44	44	44
X2.2	Pearson Correlation	.370*	1	-.079	.367*	.059	.085	.501**
	Sig. (2-tailed)	.013		.610	.014	.702	.584	.001
	N	44	44	44	44	44	44	44
X2.3	Pearson Correlation	.102	-.079	1	.342*	.216	.201	.531**
	Sig. (2-tailed)	.509	.610		.023	.159	.190	.000
	N	44	44	44	44	44	44	44
X2.4	Pearson Correlation	.237	.367*	.342*	1	-.026	.261	.670**
	Sig. (2-tailed)	.121	.014	.023		.866	.087	.000
	N	44	44	44	44	44	44	44
X2.5	Pearson Correlation	.247	.059	.216	-.026	1	.328*	.439**
	Sig. (2-tailed)	.106	.702	.159	.866		.030	.003
	N	44	44	44	44	44	44	44
X2.6	Pearson Correlation	.635**	.085	.201	.261	.328*	1	.695**
	Sig. (2-tailed)	.000	.584	.190	.087	.030		.000
	N	44	44	44	44	44	44	44
Total	Pearson Correlation	.708**	.501**	.531**	.670**	.439**	.695**	1
	Sig. (2-tailed)	.000	.001	.000	.000	.003	.000	
	N	44	44	44	44	44	44	44

Source: Research Results, 2023 (Processed Data)

Table 4. Results of Safety Validity Test (X3)

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	Total
X3.1	Pearson Correlation	1	.163	.139	.194	.143	.091	.457**
	Sig. (2-tailed)		.289	.369	.208	.355	.558	.002
	N	44	44	44	44	44	44	44
X3.2	Pearson Correlation	.163	1	-.021	.353*	.182	.070	.407**
	Sig. (2-tailed)	.289		.891	.019	.236	.650	.006
	N	44	44	44	44	44	44	44
X3.3	Pearson Correlation	.139	-.021	1	-.017	.833**	.730**	.753**
	Sig. (2-tailed)	.369	.891		.915	.000	.000	.000
	N	44	44	44	44	44	44	44
X3.4	Pearson Correlation	.194	.353*	-.017	1	.142	.267	.493**
	Sig. (2-tailed)	.208	.019	.915		.359	.080	.001
	N	44	44	44	44	44	44	44
X3.5	Pearson Correlation	.143	.182	.833**	.142	1	.728**	.831**
	Sig. (2-tailed)	.355	.236	.000	.359		.000	.000
	N	44	44	44	44	44	44	44
X3.6	Pearson Correlation	.091	.070	.730**	.267	.728**	1	.789**
	Sig. (2-tailed)	.558	.650	.000	.080	.000		.000
	N	44	44	44	44	44	44	44
Total	Pearson Correlation	.457**	.407**	.753**	.493**	.831**	.789**	1
	Sig. (2-tailed)	.002	.006	.000	.001	.000	.000	
	N	44	44	44	44	44	44	44

Source: Research Results, 2023 (Processed Data)

Table 5. Performance Validity Test Results (Y)

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Total
Y1	Pearson Correlation	1	.663**	.632**	.130	.000	.302*	.773**
	Sig. (2-tailed)		.000	.000	.401	1.000	.046	.000
	N	44	44	44	44	44	44	44
Y2	Pearson Correlation	.663**	1	.403**	.476**	.309*	.386**	.779**
	Sig. (2-tailed)	.000		.007	.001	.041	.010	.000
	N	44	44	44	44	44	44	44
Y3	Pearson Correlation	.632**	.403**	1	.328*	.000	.598**	.777**
	Sig. (2-tailed)	.000	.007		.030	1.000	.000	.000
	N	44	44	44	44	44	44	44
Y4	Pearson Correlation	.130	.476**	.328*	1	.577**	.309*	.579**
	Sig. (2-tailed)	.401	.001	.030		.000	.041	.000
	N	44	44	44	44	44	44	44
Y5	Pearson Correlation	.000	.309*	.000	.577**	1	.382*	.443**
	Sig. (2-tailed)	1.000	.041	1.000	.000		.010	.003
	N	44	44	44	44	44	44	44
Y6	Pearson Correlation	.302*	.386**	.598**	.309*	.382*	1	.707**
	Sig. (2-tailed)	.046	.010	.000	.041	.010		.000
	N	44	44	44	44	44	44	44
Total	Pearson Correlation	.773**	.779**	.777**	.579**	.443**	.707**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.003	.000	
	N	44	44	44	44	44	44	44

Source: Research Results, 2023 (Processed Data)

The validity test is said to be valid if the value of r count ≥ r table (test with 2 sides sig. 0.05) then the question items have a significant correlation with the total score.

(df) = n(samples) - 2

= 44-2

= 42

Then r table is 0.2973 (seen from the distribution of r table values)

The researcher took an example from table 3.1 (X1.1) with a total score of 0.823. In this case the value of r count (0.823) ≥ r table (0.2973) so that the item is said to be valid. From the table above (3.1, 3.2, 3.3, 3.4) we can see that the total value of each item (r count value) ≥ the value of r table. This means that the items above are valid.

Reliability Test

According to Priyatno (2018: 25), the reliability test is used to determine the reliability or consistency of measuring instruments which usually use a questionnaire. That is, the measuring instrument will get measurements that remain consistent if the measurements are repeated.

Table 6. Training Reliability Test Results (X1)

Reliability Statistics

Cronbach's Alpha	N of Items
.832	6

Source: Research Results, 2023 (Processed Data)

Table 7. Discipline Reliability Test Results (X2)

Reliability Statistics

Cronbach's Alpha	N of Items
.631	6

Source: Research Results, 2023 (Processed Data)

Table 8. Safety Reliability Test Results (X3)

Reliability Statistics

Cronbach's Alpha	N of Items
.693	6

Source: Research Results, 2023 (Processed Data)

Table 9. Hasil Uji Reabilitas Kinerja (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.741	6

Source: Research Results, 2023 (Processed Data)

According to Ghozali (2011), a variable can be said to be reliable if it gives a value of Cronbach alpha (α) > 0.60. From the table above (3.5,3.6,3.7,3.8) it can be explained that the value of Cronbach's alpha is greater than 0.60 which can be interpreted as reliable.

Classical Assumption Test

Researchers used 3 test characteristics namely. Normality test, multicollinearity test and heteroscedasticity test.

Normality Test

Researchers used 2 steps of testing, namely testing using graphics and statistics.

Test with Graphs

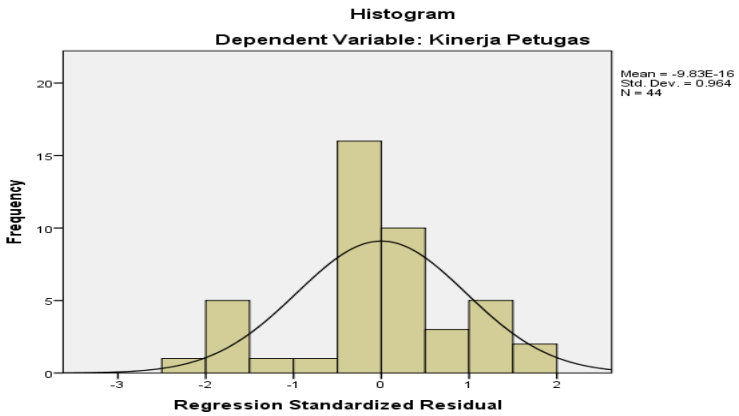

Figure 1. Histogram Graph
Source: Research Results, 2023 (Processed Data)

If the graph can be deviated to the left and right, it can be said to be normally distributed. So it can be seen from Figure 1 that the histogram graph is deviated to the left and right. So it can be said to be normally distributed.

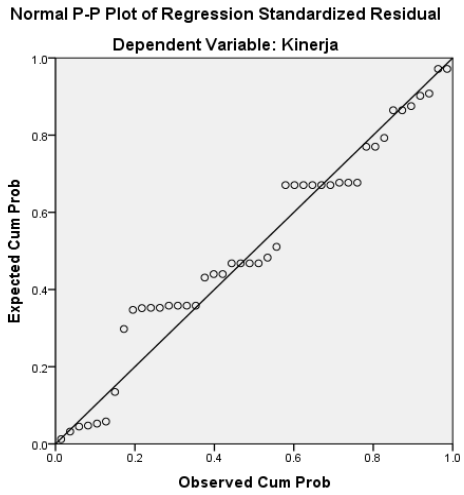

Figure 2. Normal Probability Plot
Source: Research Results, 2023 (Processed Data)

To fulfill the normality assumption of the regression model, it can be seen from the distribution of points spread around the diagonal line. From Figure III.2 it can be seen that the distribution points spread along the diagonal line. So it can be said to be normally distributed.

Test with Statistics

Table 10. The Normality Test Uses the Kolmogorov Smirnov Non-Parametric Statistical Test

One-Sample Kolmogorov-Smirnov Test

			Unstandardized Residual
N			44
Normal Parameters[a,b]	Mean		.0000000
	Std. Deviation		1.67849164
Most Extreme Differences	Absolute		.160
	Positive		.090
	Negative		-.160
Test Statistic			.160
Asymp. Sig. (2-tailed)			.006[c]
Monte Carlo Sig. (2-tailed)	Sig.		.188[d]
	99% Confidence Interval	Lower Bound	.178
		Upper Bound	.198

Source: Research Results, 2023 (Processed Data)

Basis for Decision Making from researchers. If the significant value is > 0.05, then the residual value is normally distributed and if the significant value is <0.05, then the residual value is not normally distributed. Based on the results of the normality test, it is known that the significance value is by adding the monte carlo method 0.188 > 0.05 which indicates that the data is normal. In this case the examiner uses the monte carlo method because the data they have is not suitable for using Asymptotic Only (data size is small).

According to Priyatno (2017: 120) the multicollinearity test is used to test whether or not there is a relationship between independent variables.

Table 11. Multicollinearity Test

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.818	4.092		.933	.356		
	Pelatihan Kerja	.396	.123	.424	3.217	.003	.628	1.593
	Kedisiplinan Kerja	-.109	.159	-.080	-.684	.498	.790	1.266
	Keselamatan Kerja	.522	.156	.454	3.343	.002	.590	1.695

Source: Research Results, 2023 (Processed Data)

Basis for decision making. If the Tolerance value is > 0.1 and the VIF value is < 10.00, then there are no symptoms of multicollinearity. Based on the results of the multicollinearity test, it is known that the Tolerance value is 0.628 > 0.1 and the VIF value is 1.593 < 10.00. So there are no symptoms of multicollinearity.

Heteroscedasticity Test

Researchers used 2 steps of testing, namely testing using graphics and statistics.

1. ***Scatterplot***

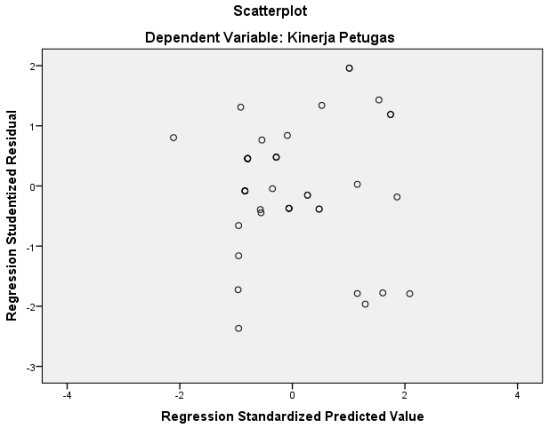

Figure 3. Scatterplot
Source: Research Results, 2023 (Processed Data)

2. ***Test with Statistics***

Table 12. Heteroscedasticity Test Using the Glejser Method

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-2.926	2.418		-1.210	.233
	Pelatihan Kerja	.037	.073	.094	.509	.613
	Kedisiplinan Kerja	-.044	.094	-.077	-.467	.643
	Keselamatan Kerja	.169	.092	.348	1.831	.075

Source: Research Results, 2023 (Processed Data)

Basis for decision making. If the significance value between the independent variables and the absolute residual is greater than 0.05, then there is no heteroscedasticity problem. Based on the results of the Heteroscedasticity test (Glejser) the significance value of job training is 0.613 > 0.05. So there is no heteroscedasticity problem.

Linear Regression Analysis

Table 13. Linear Regression Analysis

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.818	4.092		.933	.356
	Pelatihan Kerja	.396	.123	.424	3.217	.003
	Kedisiplinan Kerja	-.109	.159	-.080	-.684	.498
	Keselamatan Kerja	.522	.156	.454	3.343	.002

Source: Research Results, 2023 (Processed Data)

$$Y = a + b1X1 + b2X2 + b3X3 + e$$
$$Y = 3.818 + 0.396 - 0.109 + 0.522 + e$$

1. a = constant number. In this case the value is 3.818. This figure is a constant number which means that if there are no independent variables (job training, work discipline and work safety) then the value of the officer's performance request (Y) is 3.818.
2. b1 = Regression coefficient number. Its value is 0.396. This figure means that for every additional 1 value of job training (X1), the value of the officer's performance request (Y) will increase by 0.396.
3. b2 = Regression coefficient number. The value is -0.109. This figure means that for every addition of 1 work discipline value (X2), the value of the officer's performance request (Y) will increase by -0.109. Note: a negative value in B2 means reduced.
4. b3 = Regression coefficient number. The value is 0.522. This figure means that for every addition of 1 value of work safety (X3), the value of the officer's performance request (Y) will increase by 0.522.

Adjusted Determination Coefficient Test (R2)

Ghozali (2017: 21) the coefficient of determination aims at measuring how far the model's ability to explain variations in the dependent variable. A small R2 value means that the ability of the independent variables to explain variations in the dependent variable is very limited.

Table 14. Adjusted Determination Coefficient Test (R2)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.751[a]	.565	.532	1.740

R2 = 0.565 or 56.5%

From the results of multiple regression analysis, the coefficient of determination (R2) is 0.565, which means that the effect of the independent variables X1 (work training), X2 (work discipline), X3 (work safety) on the related variable Y (Officer Performance) is 56, 5% while the remaining 43.5% is influenced by other variables.

Partial Test (t test)

The t test is a test to determine the significance of the effect of the independent variables (work discipline, career development, and compensation) partially or individually explaining the dependent variable (officer performance).

Table 15. Partial Test (t test)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.818	4.092		.933	.356
	Pelatihan Kerja	.396	.123	.424	3.217	.003
	Kedisiplinan Kerja	-.109	.159	-.080	-.684	.498
	Keselamatan Kerja	.522	.156	.454	3.343	.002

Source: Research Results, 2023 (Processed Data)

The criteria for testing the t test are as follows:

a. If significant <0.05 then Ho is rejected Ha is accepted means that there is a significant influence of the independent variables individually on the dependent variable.
b. If significant >. 0.05 then Ho is accepted and Ha is rejected, meaning that there is no significant effect of the independent variables individually on the dependent variable.

X1 = from the results of multiple regression analysis obtained a significance value of 0.003 <0.05 meaning that there is a real (significant) influence of the independent variable (Job Training) on the dependent variable (Officer Performance) partially.
X2 = from the results of multiple regression analysis obtained a significance value of 0.498 > 0.05 meaning that there is no real (significant) effect of the independent variable (Work Discipline) on the dependent variable (Officer Performance) partially. Negative value on t count, means it has a negative direction

X3 = from the results of multiple regression analysis, a significance value of 0.002 <0.05 is obtained, meaning that there is a real (significant) effect on the independent variable (Occupational Safety) on the dependent variable (Officer Performance) partially.

So it can be said that the work discipline variable has no effect on the performance of the Medan city fire department officers. The results of this research are supported by (Satedjo, 2017) work discipline in this case talking about employee working hours, where there are still many employees who come and go home not according to company working hours. However, this problem does not affect employee performance. This means employees still able to maintain their performance even though they arrive late and go home early. To strengthen the results of this study taken from Agustini's theory. According to Agustini (2019: 89) Work discipline is an attitude of obedience to the rules and norms that apply in a company in order to increase the firmness of employees in achieving company/organizational goals. From the theories described, it can be concluded that work discipline affects the attitude of obedience to rules and norms in order to increase the morale of the officers.

With the hope, officers can work well and can increase the productivity of the Medan city fire department.

Simultaneous Test (Test f)

The F test is used to test whether the independent variables influence the dependent variable simultaneously (together).

Table 16. Simultaneous Test (Test f)

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	157.105	3	52.368	17.291	.000[b]
	Residual	121.145	40	3.029		
	Total	278.250	43			

Source: Research Results, 2023 (Processed Data)

The criteria used are:

a. If probability > 0.05 and if Fcount <Ftable then Ho is accepted.
b. If probability < 0.05 and if Fcount > Ftable then Ho is rejected.

F table = F(k;n-k) Nb : K = number of independent variables
= F(3;41) = 3
= 2.83 n = number of samples
= 44

Based on the table above, it is known that the significance value for the effect of X1, X2 and X3 simultaneously on Y is 0.000 <0.05 and the calculated f value is 17.291 > f table 2.83, so it can be concluded that there is an influence of X1, X2 and X3 simultaneously on Y.

CONCLUSIONS AND RECOMMENDATIONS

Based on the results of the analysis and interpretation, the researchers concluded that the effect of training and safety on performance has a positive and significant influence. In contrast to discipline which does not have a positive influence on employee performance because discipline affects obedience to rules and norms in order to increase employee morale. In this case, we can understand that if training and safety are further improved, the performance of the Medan city fire service officers will be more efficient and by providing awareness of good discipline, they will also be able to provide a good view of the surrounding community towards Medan city fire service officers.

Based on the results of the conclusions that have been described, the researcher provides the following suggestions.

1. Researchers suggest the company to continue to improve training for all officers so that it can become a guide in carrying out the tasks assigned. Because training is very influential for the results of the good and bad performance of officers.
2. Researchers suggest the company to provide a firm attitude towards the discipline of officers. Because the public's view of officers is seen from how the attitude of the officers' discipline towards the tasks given. Researchers suggest companies to be able to explain about safety and also prepare tools for the safety of officers, so that there are no mistakes or accidents for officers in carrying out the tasks given. This is also important for the performance of the Medan city fire department officers.

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