



The Influence of Training, Work Environment and Discipline on Performance and Job Satisfaction

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ABSTRACT

Previous research or relevant research is very important in research or scientific articles. Previous research or relevant research functions to strengthen theories and phenomena of the relationship or influence between variables. This article reviews the Influence of Job Satisfaction and Performance: Analysis of Training, Work Environment and Discipline, a Study of Human Resource Management Literature. The purpose of writing this article is to build a hypothesis of the influence between variables to be used in further research. The results of this literature review article are: 1) Training influences job satisfaction; 2) The work environment influences job satisfaction; 3) Discipline influences job satisfaction; 4) Training influences performance; 5) The work environment influences performance. 6) Discipline influences performance and 7) Job satisfaction influences performance

INTRODUCTION

Students from both Strata 1, Strata 2 and Strata 3 must carry out research in the form of a thesis, thesis and dissertation. Likewise for teachers, researchers and other functional employees who actively research and compile scientific work for publication in scientific journals. Scientific work is one of the prerequisites for graduating from most universities in Indonesia. This rule mostly applies to Strata 1, Strata 2, and Stratum 3.

Based on empirical experience, many students or researchers find it difficult to find articles that support scientific work that is in accordance with the hypothesis that will be built and to strengthen the theory being studied, confirming the relationship between variables, this article discusses the influence of Training (X1), Work Environment (X2), and Discipline (X3) on Performance (Y2) through Job Satisfaction (Y1), a literature review article in human resource management.

Formulation of the Problem

Based on the description of the problem context, it can be concluded that the problem formulation is as follows:

1. Does training (X1) have an effect on job satisfaction (Y1)?
2. Does the work environment (X2) influence job satisfaction (Y1)?
3. Does discipline (X3) have an effect on job satisfaction (Y1)?
4. Does Training (X1) affect Performance (Y2)?
5. Does the work environment (X2) affect performance (Y2)?
6. Does Discipline (X3) affect Performance (Y2)?
7. Does job satisfaction (Y1) affect performance (Y2)?

Job Satisfaction

According to Bakan et al. (2014), job satisfaction is defined as a comfortable or positive emotional state resulting from an assessment of work or work experiences, as well as emotional reactions to work or aspects of the situation. According to Inuwa (2016), job satisfaction is considered a combination of the psychological environment and physiological conditions, and one can honestly admit that one is grateful for a job well done.

And also according to Carvalho et al. (2020), Job Satisfaction is also defined as referring to an employee's positive attitude towards the tasks assigned by the organization so that employees carry out as many tasks as possible to maximize the desired satisfaction.

Performance

According to Hermina & Yosepha (2019), employee performance is the actions taken by an employee in carrying out work assigned by the company or organization. Performance in carrying out a job is not the only thing, but is always related to the satisfaction and evaluation of an employee's job and is influenced by the individual's skills, abilities and personality traits. (Sudiantini et al., 2019)

Carvalho et al. (2020), employee performance is a work result that can be achieved qualitatively and quantitatively by an individual or group of individuals in an organization.

Sugianingrat et al. (2019), employee performance contributes to the type of work carried out to achieve organizational goals effectively and efficiently and is the result of the work of related employees. (Sudiantini, 2020)

Dimensions of Performance Indicators

According to Sopiah (2008), Performance Indicators can be seen from:

- a) Quality, is the maximum level of process or results in carrying out activities that approach the expected integrity or goals.
- b) Quantity, the amount produced (rupees, units, activity cycles completed).
- c) Timeliness, the time period in which an activity is completed at the desired time, taking into account the amount of other output and what is available for other activities.
- d) Cost Effectiveness, the extent to which organizational resources are used to maximize or minimize losses from each unit of resource use.
- e) Need for Supervision, the employee's ability to perform work functions without supervisor supervision to prevent undesirable behavior.
- f) Interpersonal Impact, self-esteem, employee's ability to maintain a good reputation, and ability to work with colleagues and subordinates.

Performance Factors

The factors that influence employees according to Mahmudi (2007) in the journal Firdaus (2018) are:

- a. Personal/private factors: knowledge, skills, self-confidence, motivation and individual commitment
- b. Leadership factors: quality in providing encouragement, enthusiasm, guidance and support from managers and team leaders.
- c. Team factors: quality and enthusiasm of teammate support, teammate trust, and unity and cohesiveness between team members.
- d. System factors: work systems, work facilities or infrastructure provided by the organization, organizational processes, and performance culture in the organization.
- e. Contextual factors: pressure and changes in the external and internal environment.

Training

Abdullahi et al. (2018), Training and development is a must in every organization to avoid fraudulent activities in the future. Training and development refers to the practice of providing training, workshops, coaching, mentoring, or other learning opportunities to employees to inspire, challenge, and motivate them to perform the functions of their position to the best of their abilities and within the standards established by the company or organization. (Sudiantini & Dewi Shinta, 2018)

According to Sasidaran (2018), Training refers to planned interventions aimed at improving individual elements of job performance, it is all about improving skills that seem necessary for the achievement of organizational goals. Ali & Ngui (2019) Employee training is one of the vital tools that helps improve the effectiveness of organizational performance and at the same time helps to promote organizational stability index. It is very important for an organization to put in extra effort and invest a lot in employee training if it wants to achieve its goals in the most economical way.

Training Objectives

According to Elfrianto (2016), unskilled jobs (employees) become competent and knowledgeable workers to give them more responsibility, the objectives of training can be formulated as follows:

- a) Improve employee skills in line with technological developments.
- b) Increase the productivity of the organization's workforce.
- c) Reduce the learning time that new employees must complete in order to become competent.
- d) To support operational issues.
- e) Provide insight to employees to better understand the organization.
- f) Increase the ability of trainees to perform current tasks.
- g) The ability to develop empathy and see things through the eyes of others.
- h) Improve employee abilities in interpreting data and employee discussions.
- i) Improve people's skills and abilities to analyze problems and make decisions.

Benefits of Training

Some of the benefits of training that employees and organizations are aware of according to Rohmah (2018) are:

- a) Benefits for the organization: increasing the productivity of the organization's workforce, creating a harmonious relationship between superiors and subordinates, faster and more accurate decision making processes, increasing the morale of all workers in the organization with higher organizational commitment, promoting an open management attitude, streamlining processes effective communication, functionally resolving conflicts.
- b) Benefits for employees: help make better decisions, increase the ability to solve various problems faced, the emergence of internalization and the impact of motivational factors, create incentives for continuous improvement, increase the ability to reduce stress, frustration and conflict to increase self-confidence, use information about various programs that can improve technical and intellectual skills, increase job satisfaction, increase recognition of the abilities of others.

Types and Methods of Training

Training for staff or employees of an organization or institution is generally divided into two parts, namely:

- a) Pre-Service Training (Pre-Service Training)

Workers must complete training before they can perform their duties or jobs. New employees or prospective new employees of an institution or organization will take part in this training.

- b) In-Service Training (In-Service Training)

Training is aimed at employees who have worked in different units or divisions within an organization or establishment, so it is called in-service training or "In-Service Training". The aim of this training is to improve the performance of the employees involved.

Work Environment

Setiyanto & Natalia (2017), the work environment includes physical and non-physical work environments, namely conditions around the workplace that directly or indirectly affect workers. This physical work environment shows several of these factors, such as workplace temperature, work space, noise,

crowding, and difficulty. The non-physical work environment is something that cannot be seen but can be felt.

Pawirosumarto et al. (2017), the work environment is the place where employees work and can have both positive and negative impacts on results. A comfortable work environment has a positive impact on work continuity, and a comfortable work environment has a negative impact on the continuity of work efforts.

Discipline

Nugrohadi et al. (2019), Discipline is a person's awareness and willingness to obey the rules and social norms that apply in all organizations. Awareness is the attitude of a person who voluntarily follows all the rules and is aware of his obligations and responsibilities, preventing someone from obeying/carrying out all obligations by force. Preparation is one of a person's attitudes, actions and actions that comply with the written and written rules of the organization, comply with all the rules and make them want to fulfill their obligations voluntarily and obligatory.

Supriyanto et al. (2020), Work discipline is employee awareness and willingness to comply with all company regulations and social norms. Work discipline is a tool managers use to communicate with employees, change their behavior, and increase awareness and readiness to comply with all company regulations.

Table 1. Previous Research

No	Autor	Research Results	Similarities with this Research	Differences with this Research
1	(Ensour et al., 2018)	Supervision was found to have a positive and significant value, which shows that employee satisfaction with their superiors influences employee motivation to attend training.	Job satisfaction with superiors will influence employee motivation in carrying out training.	Employee satisfaction with colleagues has the smallest value but has a positive and significant effect on employee training motivation.
2	(Chaudhary & Bhaskar, 2016)	Researchers found that there are many Training and development programs available for Faculty to enhance and enhance their skills. Training and	The research results show that there is a significant relationship between training and development and job satisfaction.	The results prove that Training and development leads to employment Satisfaction among faculty The University also promotes

		development programs include Seminars, Faculty Development Programs, and Workshops, Conferences, Short Term Programs, Orientation and reference courses.		Training and Development programs for them faculty.
3	(Osewe & Gindicha, 2021)	Results implies that employee training and development is a good thing predictors of employee satisfaction.	training and development has a positive correlation with employee satisfaction.	training analysis and employee satisfaction have a positive influence and significant relationship. the relevance of training and employee satisfaction has a positive and significant relationship training supports employee work and employee satisfaction has a positive influence and that relationship signifikan
4	(Tio, 2014)	From this research it can be confirmed that there is is a significant influence of the work environment on employee job satisfaction.	physical environment and human environment are significant to job satisfaction	physical work environment, human work environment, and organizational work environment simultaneously influence job satisfaction employee.

5	(Raziq & Maulabakhsh, 2015)	The study concludes with some simple perspectives that companies need to realize the importance of a good work environment to maximize levels job satisfaction.	The research results show that there is a positive relationship between the work environment and employee job satisfaction.	
6	(Hakim et al., 2020)	Motivational variables and work environment have a positive and significant influence on job satisfaction. Although the work discipline variable has a negative effect, it is not significant on job satisfaction at Bank BRI Syariah KC Jakarta Wahid Hasyim.	The work environment has a positive and significant effect on job satisfaction at Bank BRI Syariah KC Jakarta Wahid Hasyim.	Motivation has a significant effect on job satisfaction and work discipline has a negative but not significant effect on job satisfaction at Bank BRI Syariah KC Jakarta Wahid Hasyim.
7	(Ardiansyah et al., 2020)	The results of statistical survey testing show that compensation and work discipline have a significant effect on employee job satisfaction at PT Pos Indonesia (Persero) Bekasi City.	Work discipline has a significant effect on employee job satisfaction at PT Pos Indonesia (Persero) Bekasi City.	Compensation has a significant effect on job satisfaction of PT Pos Indonesia (Persero) employees in Bekasi City.

8	(Abdullahi et al.,2018)	the study concluded that training methods increased employee productivity levels among the academic staff of Kano State Polytechnic, Nigeria.	The results of this research show that training design has a positive effect on work productivity.	The survey results show that training methods, training design, and training style have a significant influence. Positive effects on labor productivity of academic staff at Institutes of Technology Kano State in Nigeria.
9	(Sasidaran, 2018)	Trained employees well-trained employees tend to work longer hours than well-trained employees.	Training has significant and positive influence on employee performance	Skills, Perception and Training Facilities Have a Very Positive Relationship Significant to Employee Performance
10	(M. R. H. Ali & Ngui, 2019)	The study established and established evidence that job training and job orientation improve employees' ability to carry out their duties and this has a positive influence on performance organization.	Job training is positively related to organizational performance.	Work orientation has a positive impact on organizational performance.
11	(Samson et al., 2015)	The findings show that psychosocial aspects are an important factor in improving	The work environment has a significant impact on employee	When studying the results, physical aspects do not have a significant effect

		employee performance compared to the other two variables. (Physical aspects and work-life balance aspects) on Nakuru City public bank.	performance.	on employee performance, but psychosocial aspects and work-life balance factors are significant.
12	(Anggreni et al., 2018)	Leadership and work environment have a positive and significant effect on employee morale; work environment and work morale have a positive and significant effect on employee performance; employee morale can completely mediate between leadership and performance; and employee morale can be a mediator between the work environment and employee performance.	The work environment has a positive and significant effect on employee morale, and the work environment has a positive and significant effect on employee performance.	Leadership has a positive and significant effect on employee morale, and work morale has a positive and significant effect on employee performance.
13	(Suparman Dadang H, 2020)	The work environment does not have a significant effect on employee performance, however knowledge and burden work has a significant effect on employee performance.	The work environment does not have a significant effect on employee performance.	Knowledge and workload have a significant influence on employee performance.
14	(Nugrohadi et al., 2019)	The existing and applicable level of	Work discipline has a significant	Organizational culture has a

		Work Discipline and Organizational Culture still needs to be improved due to the current conditions of work discipline and organizational culture still very worrying.	positive relationship with employee performance at Type D General Hospital in East Jakarta.	significant positive relationship with employee performance in General Type D Hospital in East Jakarta.
15	(Hidayati et al., 2019)	Work environment at Dr. Mohammad Hosein Palembang on the performance of capable employees provide work facilities and working atmosphere the good one.	Work discipline has a positive and significant effect on employee performance at Dr. Mohammad Hosein Palembang.	The work environment has a positive and significant effect on employee performance at Dr. Mohammad Hosein Palembang.
16	(Cedaryana et al., 2018)	The results show that Work discipline, career development, and job satisfaction are determinants of employee performance	Work discipline has a positive effect on employee performance	Career development and job satisfaction have a positive effect on employee performance. Work discipline and career development have a positive effect on job satisfaction. And work discipline has an influence positive for career development.
17	(Inuwa, 2016b)	The results of this research will serve as a policy guide for management University of Nigeria in the field of improving	The hypothesis results show that job satisfaction has a positive and significant relationship	The study will provide relevant information for University management in terms of employee

		employee performance through job satisfaction. It will also further advance the fields of organizational behavior and resource management human power.	with employee performance	motivation and performance levels, one of which will also have a positive impact overall University performance.
18	(Egenius et al., 2020)	Loyalty moderates job satisfaction on employee performance.	The results of the analysis show that job satisfaction has a significant effect on employee performance.	Job satisfaction has a significant effect on loyalty. Besides that, loyalty matters
				Significant impact on employee performance. And work satisfaction has a significant effect on employee performance through loyalty.
19	(Alromaihi et al., 2017)	This study reveals a dual direction of the relationship that forms a cyclical cause and effect relationship, so that satisfaction leads to performance and performance leads to satisfaction through a number of mediating factors.	Job satisfaction has a significant effect on employee performance.	Employee performance has a significant influence on job satisfaction.
20	(Asshidiq, 2018)	This research focuses on the influence of training	Training has a significant effect on performance,	There is an influence of training on

		and work environment on performance with job satisfaction as an intervening variable.	mediated by job satisfaction	performance, work environment on performance, training on job satisfaction, job satisfaction on performance. There is no influence of the work environment on job satisfaction and the work environment on performance with the mediation of job satisfaction.
21	(Gede & Gunapatra, 2017)	Leadership has a positive and significant impact on job satisfaction. Leadership has a positive impact on performance. Job satisfaction has a significant positive effect on performance. The work environment has a positive and significant effect on job satisfaction. The work environment has a positive impact on performance. Job satisfaction can be complete convey the impact of leadership and	Job satisfaction is able to perfectly mediate the influence of the work environment on performance by 0.463.	Leadership has a positive and significant effect on job satisfaction. Leadership has a positive and insignificant effect on performance. Job satisfaction has a positive and significant effect on performance. The work environment has a positive and significant effect on job satisfaction. The work environment has positive effects and can ignored towards
		work environment		performance. Job

		on performance.		satisfaction can perfectly differentiate influences leadership on performance.
22	(Ramadhi & Amri, 2021)	The significant positive influence of organizational communication on organizational commitment and work discipline on job satisfaction. Organizational communication, organizational commitment, and work discipline have a significant positive effect on employee performance. Job satisfaction cannot influence the influence of organizational communication, organizational commitment and work discipline on employee performance.	Job satisfaction cannot mediate the influence of work discipline on employee performance at Radio Republik Indonesia (RRI) Padang.	Significant positive influence of organizational communication, organizational commitment and work discipline on job satisfaction. Organizational communication, organizational commitment, and work discipline have a significant positive effect on employee performance. Job satisfaction cannot mediate organizational communication variables and organizational commitment on performance employee.

METHODOLOGY

The method for writing this scientific article is the Quantitative method and library research. Examining theories and relationships or influences between variables from books and journals both offline in the library and online sourced from Mendeley, Google Scholar and other online media.

In quantitative research, methods based on the philosophy of positivism (Sugiyono, 2015) are used to study certain populations or samples, collect data using research tools, and analyze quantitative or statistical data for the purpose of testing certain hypotheses.

RESULT AND DISCUSSION

Based on theoretical studies and relevant previous research, the discussion of this literature review article in the field of Human Resource Management is:

1. The Effect of Training on Job Satisfaction

Training is the most important thing in creating job satisfaction because the practical process carried out will help the work become easier to understand and become efficient in carrying out the tasks carried out, so the level of satisfaction will increase, based on previous research according to (Osewe & Gindicha, 2021), where training and development has a positive correlation with employee satisfaction.

2. The Influence of the Work Environment on Job Satisfaction

The work environment is the most important thing in doing work where there are non-physical and physical things to support the work so that it is better. This will have an impact on the level of job satisfaction of the members which will become faster in carrying out their work in research (Raziq & Maulabakhsh, 2015), where there is a positive relationship between the work environment and employee job satisfaction.

1. The Effect of Discipline on Job Satisfaction.

Someone who has high work discipline will work well without supervision. Discipline that is formed in employees without coercion creates good things by obeying all the regulations that apply in the organization and will reach psychological maturity so that it creates a sense of satisfaction in a person. rise slowly to the discipline carried out. This is also in line with research (Ardiansyah et al., 2020), where work discipline has a significant effect on the job satisfaction of employees of PT Pos Indonesia (Persero), Bekasi City.

2. Effect of Training on Performance.

Training can increase experience and improve work skills and has the most direct impact on performance. Through training, performance will also be formed in the implementation, this is also in line with research (Sasidaran, 2018), where training has a significant and positive effect on employee performance.

1. Influence of the Work Environment on Performance.

A comfortable work environment that supports work facilities causes employee concentration levels at work to increase, and these conditions cause employee work productivity levels to increase. Based on research according to (Samson et al., 2015), the work environment has a significant influence on employee performance.

2. The Effect of Discipline on Performance.

Discipline greatly influences employee performance in a company or organization, because discipline is a form of training for employees in implementing company rules. The more disciplined the higher the employee's work productivity and company performance. Also similar to research (Nugrohadi et al., 2019), where work discipline has a significant positive effect on employee performance at Type D General Hospital in East Jakarta.

3. The Effect of Job Satisfaction on Performance.

Job satisfaction is a general attitude toward one's job that shows the difference between the amount of reward a worker receives and the amount they believe they should receive. Through visible job satisfaction, performance will also become more enthusiastic in carrying out the work carried out by members or employees in the organization. According to previous research (Inuwa, 2016b), job satisfaction has a positive and significant relationship with employee performance.

Conceptual Framework

Based on the problem formulation, theoretical studies, relevant previous research and discussion of the influence between variables, the framework for this article is as follows.

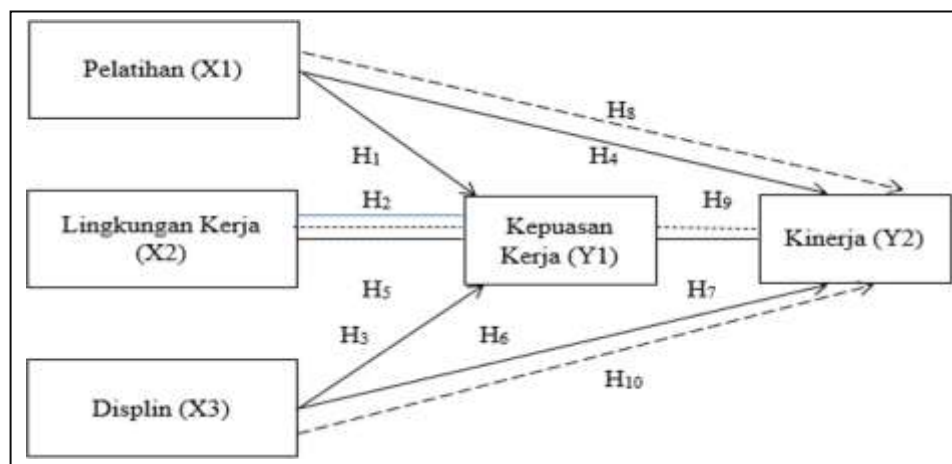


Figure 1. Framework of Thinking

Based on the conceptual framework image above, then: Training (x1) and Work Environment (x2) and Discipline (x3) influence Performance (y2) through Job Satisfaction (y1).

Apart from the variables Training (x1), Work Environment (x2), Discipline (x3) which influence Performance (y2) through Job Satisfaction (y1) there are many other variables that influence it, including the variables:

1. Motivation: (Ensour et al., 2018), (Prayetno & Ali, 2017), (Chauhan et al., 2019), (Prayetno & Ali, 2017), (Munawar & Saputra, 2021), (Masydzulhak et al., 2016), (Putra & Ali, 2022).
2. Leadership: (Anggraeni et al, 2018), (Munawar & Saputra, 2022), (Gede & Gunaputra, 2017), (Rajab & Saputra, 2021), (H. Ali et al., 2016), (Chauhan et al. al., 2019), (Arifin & Hermawan, 2022).
3. Organizational Culture: (Nugrohadi et al., 2019), (Sari & Ali, 2022), (Ismail et al., 2022), (Elsa Nurahma Lubis & Dwi Fahmi, 2021), (Saputra, 2022b).

4. Work Environment: (H. Ali & Sardjijo, 2017), (Kasman & Ali, 2022), (Saputra & Ali, 2021), (Harahap & Ali, 2020), (Widodo et al., 2017), (Hermawan, 2022).
5. Employee Skills: (Putra & Ali, 2022), (Saputra, 2022a), (Kasman & Ali, 2022), (Elmi & Ali, 2017), (Fahmi & Ali, 2022), (Ikhsani & Ali, 2017).

CONCLUSION AND RECOMMENDATION

Based on theory, relevant articles and discussion, a hypothesis can be formulated for further research:

- 1) Training influences job satisfaction.
- 2) The work environment influences job satisfaction.
- 3) Discipline influences job satisfaction.
- 4) Training influences performance.
- 5) The work environment influences performance.
- 6) Discipline influences performance.
- 7) Job satisfaction influences performance

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