



## The Influence Job Training and Work Discipline Regarding the Performance of Employees in the PT. Integra Indocabinet Sidoarjo

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### ABSTRACT

Human resources are crucial to a company's success in achieving its objectives. and success. One step that can be taken is to implement job training and work discipline to have high worker productivity. The purpose of this study is to ascertain how PT Integra Indocabinet Sidoarjo employees perform in relation to job training and work discipline. The approach is quantitative in nature and data collection uses a questionnaire with a Likert scale measuring instrument. This population consists of the production employees of PT Integra Indocabinet, with a total of 100 employees. The sampling techniques used are probability sampling technique and simple random sampling technique. Structural Equation Modeling (SEM) is used in data analysis with SmartPLS software. Based on the findings of the research that was done: 1. Job training makes a substantial contribution to and has the potential to improve employee performance at PT. Integra Indocabinet Sidoarjo. 2). Discipline contributes greatly to employee performance at PT Integra Indocabinet Sidoarjo and can have a positive impact on employee performance.

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## **INTRODUCTION**

In the current era of globalization, the business world is developing increasingly rapidly, and competition between companies in creating superior products is very tight, requiring companies to develop strong competitive strategies. Human resources play an important role in determining the rise and fall of a company. To achieve goals and success, companies need competent human resources. Several aspects need to be considered in managing human resources to produce high-quality and highly capable employees to achieve company goals. The most important thing in human resource management is employee performance. According to (Arisanti 2019:106), employee performance is the availability of individuals or groups to carry out tasks and develop them according to their role with the expected results. The employee's ability to work to carry out and improve their work and responsibilities to achieve the targets and goals that have been set.

PT. Integra Indocabinet is a business that works in the wood processing (Furniture). The main product of PT. Integra Indocabinet is a company operating in the furniture sector designed to produce wooden doors, wooden window frames and other products made of wood or rattan for household, office or hotel consumers. Based on the achievement of production results, it must be achieved optimally with the specified target amount, but at the company PT Integra Indocabinet, one phenomenon was found, namely the amount of production which fluctuated concerning production realization.

Based on target and realization data, it is known that in the last 4 years, the company has experienced fluctuations in achieving production targets. During this period, it was found that each year there was an increase or even a decrease in the realization of the targets set. One of the reasons for the decline in production numbers is the decline in employee performance. The causes of decreased employee performance can occur from many factors, one of which is job training and work discipline. This research looks at the existence of job training activities and employee work discipline which can influence worker productivity.

Drawing from preliminary observations, scientists discovered several phenomena, including inconsistent implementation of company job training, which could progress and regress not according to the schedule issued. At the same time, development is not equipped with strong competency assessors and is limited to observing needs rather than a structured development concept, so the training program also does not run optimally if there is no development program within the company.

Then apart from job training, there is another factor, namely Work Discipline. Every year the percentage of employee absenteeism tends to increase, this percentage increase can also influence non-optimal employee performance. Based on the data obtained by researchers, it shows that there is still a high level of employee absenteeism and the level of work discipline violations over the 4 years starting from 2019-2022 as a whole has experienced a continuous increase. The high level of employee absenteeism in this company needs attention so that the performance obtained does not meet the desired expectations. Of all

employees, both those with permission, without information, and those who are sick, the number shows an increase, this indicates that there are still many employees who lack discipline so the obligation given is less than optimal. Apart from the level of employee attendance, problems were also found regarding work discipline, namely the level of violations of company work discipline.

According to researchers, training and work discipline in human resources are important variables that can determine the level of performance of an employee in carrying out their duties. Training can determine the course of the company's roles and goals. Optimal job training will create maximum performance, making it easier for the company to achieve its goals. Then work discipline has the same big influence on improving performance in order to ensure the maintenance of order and smooth implementation of company performance, so as to obtain optimal results. Seeing the problems that occur with employee performance, job training and work discipline need to be paid attention to so that the company can run according to the planned goals. Based on this background description, researchers are interested and need to carry out research with the title "**The Influence Job Training and Work Discipline Regarding the Performance of Employees in the PT. Integra Indocabinet Sidoarjo**".

## **THEORETICAL REVIEW**

### **Theoretical Basis**

#### *Job Training*

According to Ranupandojo (Iskandar, 2018: 99), training is an activity to increase a person's general knowledge, including increasing decision-making mastery of theory and skills on issues related to activities in achieving goals. Also stated by Edwin B. Flippo in (Larasati, 2018: 111), explaining that "training is an effort to increase the knowledge and skills of an employee to implement certain work activities" . Through the training program, it is hoped that all potential can be increased in accordance with the company's wishes and expectations. Training is provided to employees who lack skills and knowledge or operate new skills.

H1: It is believed that employee performance is improved by work training at PT Integra Indocabinet Sidoarjo.

#### *Work Discipline*

According to (Agustini, 2019), Work Discipline is complying with all regulations and standards applicable to the company increases the determination of workers To achieve the company's or organization's objectives. Because of this, the use of labor discipline is useful in helping educate employees to follow and comply with existing company rules, procedures and policies. Therefore, companies must pay attention to work discipline and allow employees to work in accordance with company regulations. In this way, the company environment will run safely, orderly and smoothly, and company goals will be easily achieved.

H2: Workplace discipline may have a beneficial impact on employees' performance at PT. Integra Indocabinet Sidoarjo.

### *Employee Performance*

According to Hanah (2019: 323), explains that performance as a general concept is about the effectiveness of the company, company operations and its employees which is based on predetermined standards and guidelines. Thus, performance can be defined as the outcome of workers' efforts to fulfill their responsibilities in compliance with the authority and responsibility given to employees so that they can realize the company's vision and mission in accordance with the goals designed by a company.

### **Research Model**

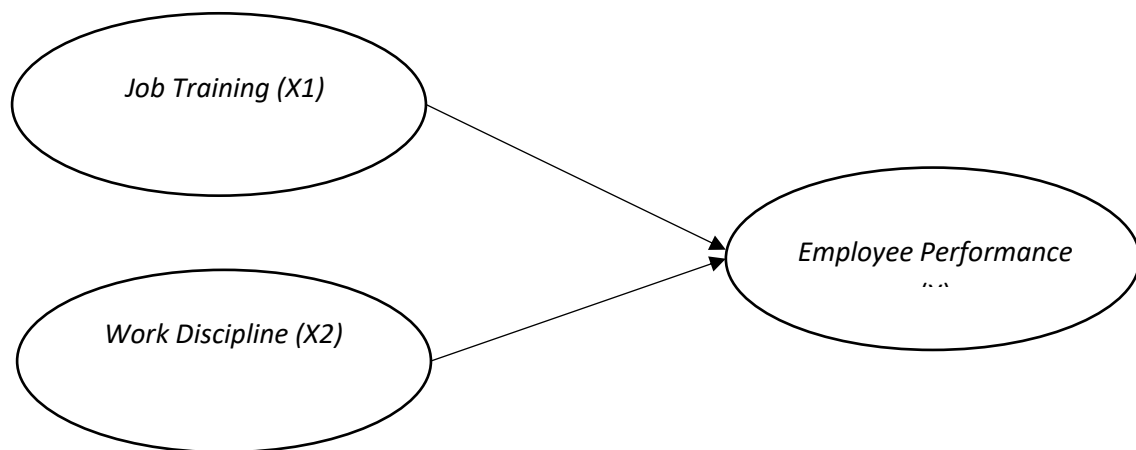


Figure 1. Conceptual Framework

### **HYPOTHESIS**

Based on Using the previously mentioned problem formulation and conceptual framework, the researcher came up with the following hypothesis:

H<sub>1</sub>: There is a possibility that job training improves employee performance at PT Integra Indocabinet Sidoarjo

H<sub>2</sub>: At PT, it's thought that work discipline improves employee performance. Integra Indocabinet Sidoarjo

### **METHODOLOGY**

In this study, researchers chose to use independent variables consisting of Job Training (X1) and Work Discipline (X2). The dependent variable is Employee Performance (Y). Then, this study uses data sources directly from the related object, namely PT. Integra Indocabinet Sidoarjo. The research method used is a quantitative research method with primary data and researchers collect data using a questionnaire instrument which is distributed directly to company employees. The questionnaire in this research uses a Likert scale, consisting of a series of questions regarding answers from respondents or others related to the object under study. Then, the data collection techniques in this study used two types, namely primary data and secondary data. The sampling technique used Probability Sampling with the Simple Random Sampling technique to obtain a research population of 100 rich people. Use of PLS-SEM through the SmartPLS approach for data analysis techniques.

## RESULTS

From the results of the tests carried out by the researcher, calculations were obtained for data analysis. The measurement model in this research uses exogenous variables with reflecting indicators, such as the variables for work discipline (X2) and job training (X1), in addition to the endogenous variable, employee performance (Y). Since this modeling uses just reflecting indicators, one approach to assess the validity of the indicators is to base them on the outer loading table's output, specifically by examining the loading factor value's size. Outer Loadings.

The validity of an indicator is measured by looking at the Factor Loading value of the variable to the indicator. If the Z value at  $\alpha = 0.05$  is larger than 1.96 and/or the T-Statistic value is greater than 0.5, then it is considered to have sufficient validity. A correlation between an indicator and a variable, known as factor loading, is deemed to exist if it is less than 0.5. that its validity has not been met, likewise, A T-Statistic value is considered significant if it is less than 1.96. has not been met.

Based on the results of the Outer Loadings data, Convergent validity, also known as good validity, has been met by the estimation results for every indicator. because all reflective indicators on the Job Training and Work Discipline variables and the Employee Performance variable show factor loading (original sample) greater than 0.50 and/or significant (T-Statistic value more than the Z  $\alpha$  value = 0.05 (5%) = 1.96).

**Table 1. Average Variance Extracted (AVE)**

	<b>Average Variance Extracted (AVE)</b>
<b>Work Discipline (X2)</b>	<b>0.6207</b>
<b>Employee Performance (Y)</b>	<b>0.7114</b>
<b>Work Training (X1)</b>	<b>0.6348</b>

Source : PLS data processing, 2023

The indicator variance is represented by the Average Variance Extracted (AVE) value. that the latent variable contains, is the next measurement model. Good validity for the latent variable is shown by a convergent AVE value greater than 0.50. The Average Variance Extracted (AVE) value for every construct (variable) shows reflective indicator variables. If The AVE value of each construct is greater than 0.50, a good model is needed. The outcomes of the AVE test for the Job Training Other factors related to work discipline, in addition to employee performance, thirdly show that all research variables have met good Convergent Validity.

**Table 2. Composite Reliability**

	<b>Composite Reliability</b>
<b>Work Discipline (X2)</b>	<b>0.8906</b>
<b>Employee Performance (Y)</b>	<b>0.9249</b>
<b>Work Training (X1)</b>	<b>0.8965</b>

Source : PLS data processing, 2023

Construct reliability was measured using composite reliability value. When measuring the latent variable, the indicator is deemed consistent if the value of composite reliability exceeds 0.70. The findings of the thorough reliability test demonstrate that the three variables – work ethic, professional training, and employee performance show that all research variables meet comprehensive reliability and have high reliability values because the comprehensive reliability value is  $>0.7$ .

Testing of the structural model is carried out by looking at the R-Square value which is a model goodness-fit test. Testing the inner model can be seen from the R-square value in the equation between latent variables. The R<sup>2</sup> value explains how much the exogenous (independent/free) variables in the model can explain the endogenous (dependent/dependent) variables.

**Table 3. R -Square**

	R Square
Work Training (X1)	
Work Discipline (X2)	
Employee Performance (Y)	0.5836

Source : PLS data processing, 2023

R<sup>2</sup> is equal to 0.5836. With a variance of 58.36%, this can be read as meaning showing the model is able to explain the phenomenon of worker performance, which is affected by separate elements like work ethic and job training. Aside from job training and work discipline, additional factors not included in this study account for 41.64% of the remaining percentage.

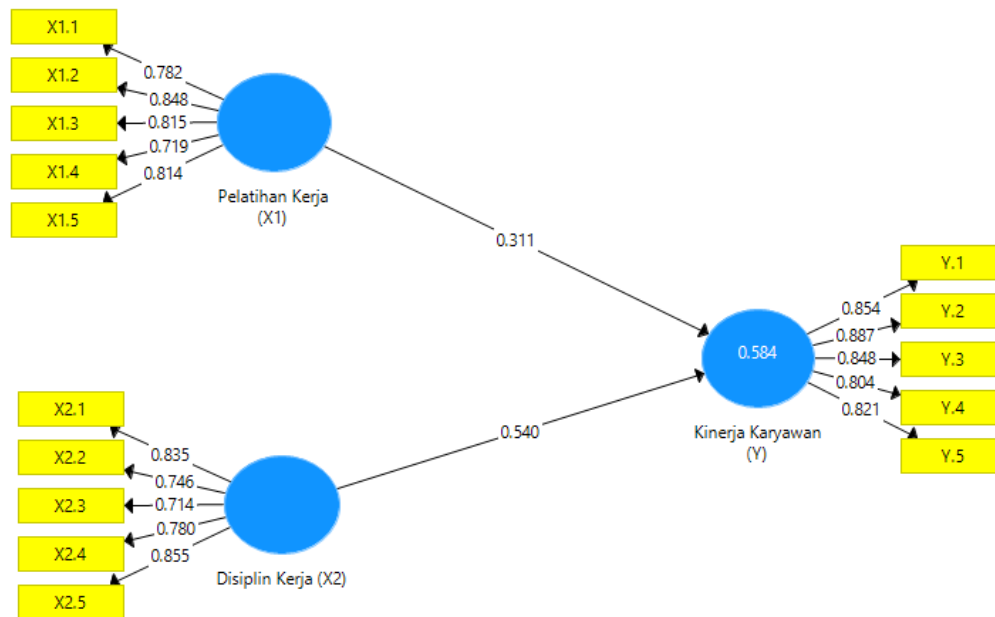
**Table 4. Path Coefficients (Mean, STDEV, T-Values)**

	Path Coefficients (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ( O/STDEV )	P Values
Work Discipline (X2) -> Employee Performance (Y)	0.5405	0.5398	0.0749	7.2110	0.0000
Job Training (X1) -> Employee Performance (Y)	0.3112	0.3155	0.0911	3.4151	0.0007

Source : PLS data processing, 2023

1. Job Training (X1) has a positive effect on employee performance (Y) which is acceptable, with path coefficients of 0.3112, and a T-statistic value of 3.4151 which is greater than the Z value  $\alpha = 0.05$  (5%) = 1.96, then significant (Positive)
2. Work Discipline (X2) has a positive effect on employee performance (Y) which is acceptable, with path coefficients of 0.5405, and a T-statistic value of 7.2110 which is greater than the Z value  $\alpha = 0.05$  (5%) = 1.96, then significant (Positive)

Figure 2. Outer Model with Factor Loading, Path Coefficient and R-Square



Source: Smart PLS (PLS data processing), 2023

The magnitude of the factor loading values for each indicator, which are situated above the arrow connecting the variable and indicator, is seen in the PLS output image above. The route coefficient's magnitude, which is located above the arrow connecting the exogenous and endogenous variables, is also visible. Furthermore, the R-squared magnitude is displayed, and it is located precisely inside the endogenous variable's (employee performance variable) circle.

From The researcher's research hypothesis test produced the following results: "At PT, employee performance (Y) is impacted by the variable for job training (X1). Integra Indocabinet Sidoarjo". With the results, "Job Training as a variable (X1) has a positive and significant effect on employee performance as a variable (Y)". So the conclusion  $H_1$  is accepted. It can be seen that with good job training in a company, employee performance will also increase and will positively affect the business. This can be known from research that has been carried out at PT. Integra Indocabinet Sidoarjo, appropriate study of research by Eka Wulandari, Nur Elfi Husda. (2020), Kirana Dwi Pangestika, Glady Olivia Astari, Mediana Silaban, Maymunah Haitami. (2019), with the statement that: "Job Training has a positive and significant effect on Employee Performance".

From the research hypothesis test that the researcher has carried out, there are findings in the form of "variables for Employee performance (Y) at PT. Integra Indocabinet Sidoarjo is impacted by work discipline (X2). According to the findings, "Work discipline as a variable (X2) has a positive and significant effect on employee performance as a variable (Y)". Thus, it is agreed that  $H_3$  is correct. It is evident that a company's success will benefit from having good work discipline implemented inside it. The finding that "Work Discipline has a positive and significant effect on Employee Performance" is supported by research conducted at PT. Integra Indocabinet Sidoarjo, the appropriate study of

Fathaniyaturriska's research, Kirana Dwi Pangestika, Glady Olivia Astari, Mediana Silaban, and Maymunah Haitami (2019).

## **DISCUSSION**

### ***The Effect of Job Training on Employee Performance***

Training will influence employee performance, as stated by (Astuti & Sari, 2018). In general, training is an increase in technical expertise and skills, an effort to advance perception abilities and competency assessment. The competency in question includes knowledge, skills or behavior that is very important to improve employee execution. Employee training aims to help them acquire the knowledge, abilities, and behaviors that are the subject of the programs and use them to daily activities. Based on the results of previous research conducted by (Wulandari & Husda, 2020), and the results of research by Kirana Dwi Pangestika, Glady Olivia Astari, Mediana Silaban, & Maymunah Haitami (2019), it is clear that Job Training has a noteworthy impact on Workers Performance.

The test's outcomes demonstrate that the training indicator, namely the qualifications of training participants, has the most significant loading factor, namely  $X1.2 = 0.8479$ . This means that this indicator is the most informative in the Job Training variable. The results of this research show that the qualifications of training participants at PT Integra Indocabinet are a key factor in shaping the success of job training. By ensuring that participants have appropriate initial knowledge and skills, high interest and talent, training can be designed effectively to improve their abilities, and provide in-depth understanding and practical application for trainees, thereby increasing their chances of success in a real work environment.

### ***The Influence of Work Discipline on Employee Performance***

According to (Sinar & Selatan, 2018), discipline is a function of a person's activities which is no less important. If employee discipline is good, the higher the performance obtained. This is said to be a factor that is no less important because discipline influences employee performance in an organization. The higher the employee's discipline, the higher the work performance that can be achieved. Considering the findings of earlier studies conducted by Kirana Dwi Pangestika, Glady Olivia Astari, Mediana Silaban, & Maymunah Haitami (2019), and the research results of Fathaniyaturriska (2022), it is clear believe The following have a favorable and significant impact on employee performance: work discipline.

Considering the outcomes of research conducted by researchers, the results showed that work discipline has a major contribution to employee performance. The results of this test show that the discipline indicator, namely Ethics at work, has the most significant loading factor, namely  $X2.5 = 0.8547$ . This means that this indicator has the highest level of information regarding the work discipline variable. The study's findings demonstrate that PT Integra Indocabinet's code of ethics is an important foundation in guiding its employees to behave honestly, fairly and responsibly. By implementing ethics, employees are expected to prioritize integrity, responsibility and professionalism in every aspect of the work they do. Good ethics will help prevent inappropriate behavior, promote effective collaboration, and build trust between fellow employees and external

stakeholders. Ethics at work not only reflects the company's values but also creates a solid foundation for the company's sustainability and good reputation in the eyes of the public.

## CONCLUSIONS AND RECOMMENDATIONS

Considering the outcomes of testing professional development and discipline at work affects PT employees' performance Integra Indocabinet Sidoarjo using PLS analysis, the researchers concluded the following:

1. Job training can contribute to the performance of PT employees. Integra Indocabinet Sidoarjo.
2. Work discipline can contribute to the performance of PT employees. Integra Indocabinet Sidoarjo.

Some suggestions can be submitted by researchers to serve as content for rewards or consideration for future evaluations:

1. To increase the effectiveness of job training, companies evaluate in more depth the results of job training obtained by employees.
2. In order to improve work discipline, It is anticipated that businesses will focus more on and strengthen work discipline, especially for employees who do not comply with company regulations. This improves employee performance and achieves shared goals.

## FURTHER STUDY

It is hoped that future research can carry out similar research using other variables such as work motivation, work environment and compensation which may have an influence on commitment variables such as employee performance.

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