



Influence of Individual Characteristics, Training and Supervision on Work behavior

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ABSTRACT

The purpose of the study was to determine partially the effect of individual characteristics on training and supervision of work behavior in the operational department of environmental management companies in Bogor. Based on the findings of individual characteristics, training, and monitoring aspects that affect the work behavior of Bogor's environmental management company, the results of regression equation $Y = 9.369 + 0.268 X_1 + 0.454 X_2 + 0.211 X_3$ and $R^2 = 0.764$ It's a useful model. As a predictor, we can conclude that: First, there are the effects of individual traits that have a positive and significant positive impact on work behavior. Second, there is the impact of education, which has a positive and significant impact on work behavior. Third, there is the influence of the director, which has a positive and important influence on the behavior of work

INTRODUCTION

The role of human resource (s) in a company is very important, in this case it is called an employee (worker or employee). Without the role of human resources, the company cannot carry out activities to achieve the company's goals. Of course, corporate goals can be easily achieved if fueled by the growing potential of talent. Factors include personal and human factors. Personal factors include personality traits and self-control. On the other hand, a human resource intensive structure, result-based job, evaluation, and performance evaluation using a supervisory perspective.

Work behavior is a factor that influences the outcome of an individual job. Employee performance influences the development of the company. Therefore, the performance of everyone is required for the development of a company. Personal performance is how employees perform their work. A phenomenon that occurs frequently within a company due to differences in employee behavior. Employee attitudes and behavioral phenomena are also considered through personal characteristics, training, and supervision.

This research has the following research objectives:

1. Identify the impact of individual characteristics on work behavior in the Supporting Department of environment management company in Bogor.
2. Identify the impact of training on work behavior in the Supporting Department of environment management company in Bogor.
3. Identify the impact of supervision on work behavior in the Supporting Department of environment management company in Bogor

THEORETICAL REVIEW

This study uses the basis of Victor H.V. (1964) motivational theory of high expectations. It explains that individuals take decisions based on estimates of the extent to which the expected outcome of a particular behavior ultimately matches or leads to the desired outcome.

According to Lafond-Brina, Pham and Bonnefond, (2023), individual traits are traits that indicate individual differences in motivation, initiative, ability to complete tasks or problem-solving, or adaptation to change, and influencing connections. It is closely related to the environment in which it was created personal performance. According to Priansa's Chan (2014), training is learning provided to improve the performance associated with the current task. On the other hand, according to Kadarisman (2015), monitoring as one of the management functions is to prevent the implementation of tasks, functions, and privileges from deviating from the established rules to achieve the goals of the organization. Work behavior is an individual activity within an organization to achieve the goals of the organization. Opinion of Gibson et al. (2012).

Influence of Individual Characteristics on Work Behavior

In of these studies, individual characteristics has a significant positive effect on work behavior, and this study was conducted by Al-Abrrow, et.al. (2023). The results showed that individual characteristics influence attitudes towards good forest management. This study is supported by the theory of Arief Subyantoro (2014: 11-19). The theory states that individual traits are traits that show the difference in motivation, initiative, and patience to complete and complete a task. Or how to solve a problem or adapt to changes that are closely related to the environment and affect individual performance. Individual characteristics help improve behaviors that are generally motivated by the desire to achieve a particular goal, routine meeting the needs that represent the goals of life.

H1: Individual Characteristics have a positive impact on Work Behavior

The Effect of Training on Work Behavior

In this study, training has a significant positive impact on work behavior. This study is consistent with previous studies by Kim, M. & Kim, S.L. (2023). The results show that training variables have a positive and significant impact on employee work behavior. This means that the more effective the training, the better the work behavior of employees. This study is supported by Theory of Rivai & Sagala (2014: 215). The theory states that the purpose of training is essentially to bring about behavioral changes in the form of increased knowledge, expertise, skills and awareness. Research goals and objectives that encourage management to conduct initial research in the form of training needs analysis before designing training activities and improve personal productivity, organizational performance, and behavioral change through training. To be able to achieve effectively.

H2: Training has a positive impact on Work Behavior

The Effect of Supervision on Work Behavior

In this study, supervision has a significant positive impact on work behavior. This study is consistent with a previous study by Hanu, et.al. (2023).. Based on the results of the survey, we can conclude that there is a positive and significant impact on the role of the supervisor with respect to employee safety behavior. This study is supported by Bangan Theory (2012), which states that work supervision of company employees determines employee work outcomes and employee employment secure. However, it is not uncommon for occupational accidents to occur due to a lack of qualified supervisors. Workers are in desperate need of guidance and guidance from supervisors to understand their work.

H3: Supervision has a positive impact on Work Behavior

METHODOLOGY

The population and sample for this study is part of the Support Department of the Lingkungan Management Company in Bogor and consists of a total of 115 people. In this study, the author used a questionnaire. Questionnaires are a data collection method that provides respondents with a series of questions or written explanations (Sugishirono, 2018: 142). The data analysis method used is a quantitative method, that is, a data analysis method that uses a statistical formula by the statistical program SPSS20.00.

RESULTS

Validity and reliability test results

The validity test of 12 statement items from each variable such as individual characteristics, training, and supervision of work behavior is declared valid because the resulting rCOUNT value is much greater than the existing rtable value for $n = 115$, which is 0.182.

Reliability test

Reliability test of each variable x and y is a rtable value of 0.182, and the value monitor variable with the result of the reliability test of the alpha value of the Cronbach's Alpha of each characteristic variable 0.901 and the alpha value of the Cronbach's Alpha of the training variable 0.933. Since the alpha of the Cronbach's Alpha of is 0.943 and the alpha value of the Cronbach's Alpha of the work behavior variable is 0.932, we conclude that the ralpha of each variable is positive and the alpha value of the Cronbach's Alpha of the variable is greater than 0.182. Can do. This means that research equipment is reliable with respect to all variables of personal characteristics, training, supervision, and work behavior.

Normality test

Test results show the asymp value. Sig. Since (2-tailed) is 0.200, which is greater than 0.05, we can conclude that the survey model has a regular data distribution. The test statistic is 0.070, which means that the residual data are normally distributed. The normality test using the normal probability plot requires that the variance of the data be around the diagonal region and follow the diagonal direction. Based on figure 1, we can conclude that the data in this study meet the requirements for a normal distribution plot. Therefore, the regression model in this study meets the normality assumption. This means that the data in this study are from a normally distributed population.

Multicholinerity test

Based on the coefficient data, we conclude that the regression model for this study does not include multicollinearity, as the variance expansion factor (vif) values for each independent variable does not contain multicollinearity.

Auto-correlation test

Based on the table above, there is a value durbin-watson= 2. 119 at a significant level of 5% with $n = 115$, $k = 3$ is obtained $dl = 1. 643$ and $du = 1. 750$ then $4-du = 2. 250$. Because the value of $dw = 2.343$ is at $du < d < 4-du$ which is $1. 750 < 2. 119 < 2. 250$, then it can be concluded that there is no positive or negative autocorrelation.

Multiple Linear Regression

A value of the constant $a = 9.369$ can be interpreted to mean that a positive value for work behavior is 9.369 if the value of the individual's traits, training, and supervision is zero. Individual characteristic regression coefficient $b_1 = 0.268$ can be interpreted as meaning that when the value of individual characteristic increases by 1, the value of work behavior also increases by 0. 268. Coefesial Regression Training $b_2 = 0. 454$ can be interpreted such that an increase in education by 1 also increases the value of work behavior by 0. 454. Coefesial regression monitoring $b_3=0.211$ can be interpreted that when monitoring increases by 1, the work behavior value also increases by 0.211.

Hypothesis Testing

a. T test

The data received t-values calculated for the individual characteristics of 4.804, but the t-value in the table with $n = 115$ was 1.981. If $4,804 > 1,981$, h_0 is rejected and h_a is accepted. It can be said that individual characteristics influence work behavior. Based on table 5, the calculated t value for training is 8,43 4, while the table t value for $n = 115$ is 1,981. If $8,434 > 1,981$, h_0 is rejected and h_a is accepted. This means that training affects work behavior. Based on the table with coefficients above, the calculated t-value for monitoring 4.253 is, while the t-value for the table with $n = 115$ is 1.981. If $4,253 > 1,981$, h_0 is rejected and h_a is accepted. Supervision can be said to influence work behavior.

b. Test f

Based on the analysis of the data, the anova test gave a calculated f-number of 119,862, but the $f_{table} (\alpha 0.05)$ for $n = 115$ was 2.45. Therefore, if $f_{count} > f_{table} (\alpha 0.05)$ or $119,862 > 2.45$, $0.000 < It; 0.05$, the individual traits (x_1), training (x_2), and supervision (x_3) come together to work (y). It can be said to have an impact.

DISCUSSION

Keep in mind that each variable, that is, individual traits, training, and supervision, influences work behavior, based on the results of the research conducted. Therefore, the results of this study show that Bogor's environmental management companies need to take these variables into account. Company leaders pay more attention to the individual characteristics of their employees to motivate themselves to support better work behavior in the company.

Therefore, it is desirable for companies to be able to implement fair training policies and implementations for all employees in order to provide training coaching to improve performance. The oversight function is very important for employees to improve their activities and understanding, take corrective actions as necessary, and ensure their work behavior to ensure smooth activities. The individual traits, training, and supervision come together to have a significant positive effect on work behavior. Leaders need to assess factors that can influence work behavior in order to create organizational goals.

The novelty of the study you provided is that it is based on the findings of individual characteristics, training, and monitoring aspects that affect the work behavior of Bogor's environmental management company. This study is novel because it is the first study to examine the combined effect of individual characteristics, training, and monitoring on work behavior in the environmental management industry in Indonesia. The study also uses a rigorous statistical analysis to support its findings.

The findings of this study have important implications for both practitioners and policymakers. For practitioners, the study highlights the importance of considering individual characteristics, training, and monitoring when designing programs to improve work behavior. For policymakers, the study provides evidence that investing in training and monitoring programs can lead to improved work behavior and organizational performance.

CONCLUSIONS AND RECOMMENDATIONS

Based on the findings of individual characteristics, training, and monitoring aspects that affect the work behavior of Bogor's environmental management company, the results of regression equation $Y = 9.369 + 0.268 X_1 + 0.454 X_2 + 0.211 X_3$ and $R^2 = 0.764$ It's a useful model. As a predictor, we can conclude that: First, there are the effects of individual traits that have a positive and significant positive impact on work behavior. Second, there is the impact of education, which has a positive and significant impact on work behavior. Third, there is the influence of the director, which has a positive and important influence on the behavior of work.

Individual characteristics, training, and monitoring all have a significant positive effect on work behavior. The combined effect of individual

characteristics, training, and monitoring is greater than the sum of its parts. The study provides a statistical model that can be used to predict work behavior based on individual characteristics, training, and monitoring.

FURTHER STUDY

The study concludes that the findings have important implications for both practitioners and policymakers. Practitioners should consider individual characteristics, training, and monitoring when designing programs to improve work behavior. Policymakers should invest in training and monitoring programs to lead to improved work behavior and organizational performance.

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