The Influence of Leadership and Training on Employee Performance PT Prima Karya Sejahtera

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A R T I C L E I N F O

A B S T R A C T

This research turned into carried out to recognize leadership and education on worker performance at PT Prima Karya Sejahtera. This examine uses a descriptive quantitative method of analysis with a survey technique, questionnaires, and interviews. The populace in this have a look at were all employees of PT Prima Karya Sejahtera, totaling 50 people using a saturated pattern. The evaluation method makes use of a validity test, reliability take a look at, multiple linear regression analysis, a couple of correlation coefficient, t-take a look at and f-test, and analysis of the coefficient of determination. based on the calculation consequences of multiple regression evaluation acquired Y = eleven.461 + zero.006 X1 + 0.711 X2, where is the employee overall performance (Y), management (X1), and schooling (X1) were examined using the t-take a look at indicating that the 2 impartial variables affect worker performance (Y) because the based variable. Then through the take a look at, the coefficient of determination suggests an R of zero.470 which means that there is a superb and robust relationship among leadership and training on worker overall performance. The coefficient of dedication is 0.202. This suggests 20.2%, while 79.8% is prompted by way of different elements inclusive of worker placement, paintings stress, paintings surroundings, and others. primarily based at the hypothesis checking out that changed into finished the usage of the f test, it become determined that remember = 21.980 and after consulting with the desk at a giant level of 5% and n = (-three) showed stable = 3.20, which means that that there may be a high-quality affect among management and education on performance employees because count number (21.980) > (3.20)

INTRODUCTION

System to improve worker competence and to teach the abilties, talents, information, and information of employees to perform paintings successfully and correctly to obtain goals in a process. employee training is an vital role for an agency that has did not acquire its desires. Human assets need to obtain training in an effort to work higher to reap top performance as nicely. in addition, the extent of understanding and competencies of PT Prima Karya Sejahtera employees in enhancing their performance can have an effect on the company's potential to boom productiveness. those understanding and capabilities are values that should be communicated to all personnel so that personnel realize that they're professional people needed for the progress of the business enterprise. employee overall performance is veryvital for the enterprise. due to the fact thru properly worker overall performance, the agency can be capable of continue to exist in all competitions, and in performance, the employer can even benefit in attaining employer goals. performance is the result of work in exceptional and quantity achieved with the aid of an worker in wearing out his duties with the aid of the duties given to him, Mangkunegara, 2002:67). overall performance in quality is the end result of labor visible from the pleasant of an employee in wearing out his obligations and responsibilities. meanwhile, performance in quantity is the result of the paintings of the range of personnel in the corporation. So, performance is the paintings of personnel in phrases of excellent and amount primarily based on predetermined paintings standards. One very important attempt in watching for competition and the needs of a pluralistic society in presenting the fine viable carrier, personnel must be capable of paintings as anticipated by the agency, and one of the techniques accomplished via the organisation to enhance worker overall performance is to have a management aspect. and accomplishing schooling applications for Gramedia Centra Park personnel. this is one effort this is considered very crucial in improving worker performance. With proper management and this training application, personnel are predicted to enhance their competence. personnel who have already got high competence may be seen from the boom in paintings mindset, understanding, abilties, and duty at work. inside the initial observations that the author made, there have been still issues that came about in the implementation of management at PT Prima Karya Sejahtera.

LITERATURE REVIEW
Theoretical Basis
Management

Management is the method of influencing or placing an example by a leader to his followers so that it will reap organizational desires. The clinical way of studying leadership is to do it in practical phrases such as the apprenticeship of a skilled artist, craftsman or practitioner. According to Handoko (2014: 249), suggests that leadership is the ability that a person has to influence other people to work to achieve goals and objectives.

According to Peter G Northouse (2013: 5), argues that leadership is a process in which individuals influence a group of individuals to achieve common goals. Leadership includes influence, influence is an important element in

leadership. Leadership contains a pattern of behavior from someone who tries to influence others. It includes command behavior (tasks) and support behavior (relationships). In addition, leaders must also provide motivation to other people or subordinates as a form of concern for a leader in terms of influence.

Training

Training is any effort to improve work performance in a particular job that is being responsible. Training should be designed to achieve organizational goals, while at the same time realizing the goals of individual employees. Manpower training for an organization or company is an activity that is quite important to do, where this will be able to affect the level of work productivity and work performance for the manpower itself and the organization or company where the manpower works. Because according to Bernadian and Russell quoted by Cardoso in Danang Sunyoto (2015:

According to Byars and Rue in Siti

Alfajar and Tri Heru (2015: 100). Training is a learning process that involves mastering skills, concepts, rules, or attitudes to improve employee performance. Meanwhile, according to Desler in Siti Alfajar and Tn Heru (2015: 100) training is a process of learning the basic skills needed by new employees to carry out their work. In principle, the two meanings are the same, namely training is a learning process aimed at employees so that the execution of their work is satisfactory.Training is often considered a short-termeducational

process utilizing systematic and organized procedures, where non-managerial personnel learn skills and technical knowledge for specific purposes according to Andrew E, Sikula (2013: 164) quoted from Sedarmayanti's book.

According to Wilson Bangun (2012: 201) training is a process to maintain or improve employee skills to produce effective work. Therefore, it can be concluded that training is one of the efforts to improve the quality of human resources in the business world. Old and new employees need to attend training because of job demands that can change due to changes in the strategic work environment and so on.

METHODOLOGY

Research Place

This research was conducted at PT PRIMA KARYA SEJAHTERA which is located at Warung Buncit Raya No.75, RT.4/RW.5, Kalibata, Kec. Pancoran, City of South Jakarta, Special Capital Region of Jakarta 12790.

Research time

This research was conducted from April to August 2023.

Population and Sample

Population

In the study the population was employees of PT Prima Karya Sejahtera, totaling 50 employees.

Sample

Based on the research location that has been determined, the samples used as objects in this research are all employees at PT Prima Karya Sejahtera, totaling 50 employees.

RESULTS AND DISCUSSION
The Effect of Leadership Variable (X1) on Employee Performance (Y)

Respondents' responses to the leadership variable questionnaire (X1) for PT Prima Karya Sejahtera employees obtained an average value of 3.60 which is included in the scale3.40-4.19 with good criteria. That means that leaders are good enough at making decisions for the good and progress and performance of employees, leaders are able to communicate well with employees in order to create harmony between employees and superiors, leaders are able to control subordinates quite well, leaders are responsible for their work, and leaders are able to control emotions. well with employees.

For the leadership variable (X1) it has a t count value of 0.032 which is smaller than the t table 2.010 and has a significant value of 0.974 which is greater than 0.05. Thus the leadership variable has a partial effect on the performance of employees of PT Prima Karya Sejahtera but not significant

Effect of Training Variable (X2) on Employee Performance (Y)

Respondents' responses to the training variable questionnaire (X2) for PT Prima Karya Sejahtera employees obtained an average value of 3.55 which is included in the scale3.40-4.19 with good criteria. That means that in the training the material delivered is enough to help employees for their performance after the training, the training method is good enough and helps employees to understand the contents of the training, the instructor or teacher is good enough to deliver the material, the trainees have enough willingness to take part in the training, as well as training facilities and infrastructure sufficient to support the course of the training.

The training variable (X2) has a significant value of 0.000, which is less than 0.05. We can also see from the calculated t value of 3.743 which is greater than the t table of 1.677. Thus the training variable has a partial effect on the performance of employees of PT Prima Karya Sejahtera. These results are supported by previous research conducted by Tengku Rizka Harida (2015), where the results of the study show that research variables have a positive and significant influence on employee performance.

The Effect of Leadership (X1) and Training (X2) Variables on Employee Performance (Y)

Based on ptesting using the F test,it is known that the probability value (sig.) is smaller than 0.05 or 0.000<0.05. And the value of F table ≤ F count or 3.20 ≤ 21.980. So it can be concluded that Ho is rejected and Ha is accepted or leadership (X1) and training (X2) jointly affect employee performance. The results of this study are supported by research (Rizky Amelia, 2017), whichthe results of this study simultaneously have a positive and significant effect where the value of F table = 3.25.

Research Result

Table 1. Leadership Variable Validity Testing

Items	Sig (2-tailed)	R count	R table	information
	0.000	0.717	0.278	Valid

2	0.000	0.744	0.278	Valid
3	0.000	0.629	0.278	Valid
4	0.000	0.767	0.278	Valid
5	0.000	0.727	0.278	Valid
6	0.000	0.716	0.278	Valid
7	0.000	0.821	0.278	Valid
8	0.000	0.680	0.278	Valid
9	0.000	0.769	0.278	Valid
10	0.000	0.614	0.278	Valid

Table 2. Testing the Validity of Training Variables

Items	Sig (2-tailed)	R count	R table	information
1	0.000	0.731	0.278	Valid
2	0.000	0.751	0.278	Valid
3	0.000	0.763	0.278	Valid
4	0.000	0.735	0.278	Valid
5	0.000	0.763	0.278	Valid
6	0.000	0.711	0.278	Valid
7	0.000	0.648	0.278	Valid
8	0.000	0.712	0.278	Valid
9	0.000	0.816	0.278	Valid
10	0.000	0.748	0.278	Valid

Table 3. Testing the Validity of Employee Performance Variables

Items	Sig (2-tailed)	R count	R table	information
1	0.000	0.532	0.278	Valid
2	0.000	0.627	0.278	Valid
3	0.000	0.583	0.278	Valid
4	0.000	0.757	0.278	Valid
5	0.000	0.707	0.278	Valid
6	0.000	0.798	0.278	Valid
7	0.000	0.736	0.278	Valid
8	0.000	0.798	0.278	Valid
9	0.000	0.777	0.278	Valid
10	0.000	0.792	0.278	Valid

Reliability Test

Table 4. Reliability Test Results

Variable	Cronbach's Alpha	Information
Leadership(X1)	0.771	Reliable
Training (X2)	0.774	Reliable
Employee Performance (Y)	0.771	Reliable

Quantitative analysis

Table 5. Simple Linear Regression Analysis Simple Linear Regression Results of Leadership Variable (X1)

	Coefficients^a				
	Unstandardized Coefficients		Standardized Coefficients		
Model	B	std. Error	Beta	t	Sig.
(Constant)	16,348	4,219		3,875	.000
X1	.570	.116	.579	4,928	.000

Based on the results of these calculations, a simple linear regression equation can be obtained as follows:

Y = 16.348 + 0.570

Where X1 = Leadership

Y = Employee Performance

If the value X = 0 will be obtained Y =16.348 This means that the value (x) or a constant of 16.348 this value indicates that when leadership (X1) is worth 0 or does not increase, then employee performance (Y) will still be worth 16.348. The value regression coefficient (B) is 0.579 (positive) which shows a unidirectional effect, which means that if leadership is increased by one unit, it will increase employee performance by 0.579 units.

Simple Linear Regression Results Training Variable (X2)

Table 6. Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Beta		
1	(Constant)	11.16	3,807		2,8 72	000
	X2	.725	.108	.097	6,7 39	.000

a. Dependent Variable: Y

Based on the results of these calculations, a simple linear regression equation can be obtained as follows:

Y = 11.107 + 0.725

Where X1 = Training

Y = Employee Performance

If the value X = 0 will be obtained Y =11.107 This means that the value (x) or a constant of 16.348 this value indicates that during the Training (X2) the value is 0 or does not increase, then the employee's performance (Y) will still be worth 11.107. The value regression coefficient (B) is 0.725 (positive) which shows a unidirectional effect, which means that if training is increased by one unit, it will increase employee performance by 0.725 units.

Multiple Linear Regression Analysis

Results of Multiple Linear Regression Analysis

From the results of the data above, the regression equation in this study can be obtained:

Y = 11.461 + 0.006 X1 + 0.711 X2 The results of the regression equation above can be interpreted as follows:

a) a constant of 11.461 means that if the value of Leadership (X1) and Training (X2) is 0, then the value of Employee Performance is 11.461 assuming the other variables are considered constant.

b) Leadership (X1) is positive, this explains that if leadership increases it will be accompanied by an increase in employee performance of 0.006.

c) Training (X2) is positive, this explains that if training increases it will be accompanied by an increase in performance of 0.711.

Multiple Correlation Coefficient Analysis

Results of Multiple Correlation Coefficient Analysis

Table 7. Summary Modelb

Model	R	R Square	Adjusted R Square	std. Err or of the Estimate	Dur bin- Wat son
1	.47 0a	.22 1	.202	4,2 20	1.162

Based on the results of the table above, it can be seen that the correlation coefficient (r) is 0.470 or 47.0%. This indicates that the magnitude of the influence of employee performance (Y) is 47.0% which is influenced by leadership (X1) and training (X2). And the remaining 53.0% is influenced by other factors such as placement of employees, discipline, compensation and others.

T Test T Test Results

Table 8. Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	std. Error	Betas			tolerance	VIF
(Constant)	11,461	3,976		2,88 2	006		
X1	006	.180	006	032	974	.323	3,094
X2	.711	.190	.690	3,743	.000	.323	3,094

Based on the table above, the results of testing the independent variables (leadership and training) separately by means of the t test are as follows:

Test the First Hypothesis

Based on the table above, the following results can be obtained:

a) The t-count value is smaller than the t-table of 0.032 < 1.677 and the significance value is greater than 0.974 > 0.05.

b) From the results of the X1-Y partial test above, it is answered that H0 is accepted and Ha is rejected

c) This shows that there is an influence of leadership variables on performance but not significant

Test the Second Hypothesis

Based on the data output table above, the following results can be obtained:

a) The t-count value is greater than the t- table of 3.743 > 1.677 and a smaller significance value of 0.000 <0.05.

b) From the results of the X2-Y partial test above, it is answered that H0 is rejected, Ha is accepted.

c) This shows that there is a significant effect of the training variable on performance.

F Test

Table 9. F Test Results ANOVAa

Model	Sum of Squares	df	Mean square	F	Sig.
Regression	732,322	2	366,161	21,980	.000b
residual	782,958	47	16,659		
Total	1515.280	49			

Testing the hypothesis about the influence of Leadership (X1) and Training (X2) on Performance (Y) is simultaneously carried out to compare the size of the p-value in the sig column. < level of significance, equal to 0.05 and compares f-count > f-table with the following acceptance criteria:

The F table value is 3.20, obtained by looking at the F table with df = k-1 (3-1=2) and df = nk (50-3=47) at a significance level of 0.05.

- The f-count value is 21.980 > f-table

3.20 then rejects H0, accepts Ha.

- Sig 0.000 < 0.05 then, reject H0, accept Ha.

Based on the data above, the independent variables namely Leadership (X1) and Training (X2) have an effect and are significant on the dependent variable Performance (Y).

Analysis of the Coefficient of Determination Results of Analysis of the Coefficient of Determination

Table 10. Summary Modelb

odel	R	R Square	Adjusted R Square	std. Error of the Estimate	Durbin-Watson
1	.470a	.221	.202	4,220	1.162

Table data can be seen that the value of the coefficient of determination (Adjusted R2) is 0.202 or 20.2%. This indicates that the magnitude of the influence of employee performance is 20.2% which is influenced by leadership and training, and the remaining 79.8% is influenced by other factors such as employee placement, work stress, work environment and others.

CONCLUSIONS AND RECOMMENDATIONS
Conclusion

1. Leadership has a importance stage of zero.974. wherein the significance degree of 0.974 is more than zero.05. but now not widespread to employee overall performance. This suggests that management is an critical issue to recollect in integrating or aligning the relationships of the diverse stakeholders of PT Prima Karya Sejahtera. so that strategic choices in human aid management can be applied within the destiny in a dynamic marketplace competition.
2. Schooling has a significance stage of 0.000. where the significance level of zero.000 is much less than zero.05. This proves that schooling is an important component in improving the performance of employees of PT Prima Karya Sejahtera so that it could carry PT Prima Karya Sejahtera into future market opposition and reap organization dreams.
3. Leadership and schooling have an effect on PT Prima Karya Sejahtera. this may be established from the regression equation, specifically Y =

eleven.461 + 0.006 X1 + 0.711 X2. The consequences of this regression evaluation show a regular of 11.461. similarly, the regression coefficient values of the variables X1 and X2 are wonderful, which means that that if there's an boom within the variables management (X1) and education (X2) (X1 = zero.006 , X2 = zero.711) or taken into consideration steady, the employee's overall performance will increase.

Recommendations

1. For PT Prima Karya Sejahtera

- In the desk of respondents at the leadership variable, the respondents' solutions to the KS declaration (disagree) get a fairly large percent of answers, namely 39.2%. Which means that there must be an increase in management at PT Prima Karya Sejahtera.

- Therefore PT Prima Karya Sejahtera needs to assess crucial components of management, specifically on responsibility and emotional control where in the table of respondents' calculations in bankruptcy four, it could be visible that these aspects get the bottom average rating, particularly 3 each ,forty eight.

- Inside the table of respondents at the education variable, on the training method indicator the assertion "The schooling technique is enough to assist personnel understand the education cloth" become ruled through 25 KS answers, and at the training player indicator the declaration "individuals are continually keen to take part in training" became ruled via KS' solutions through 23 human beings. Which means that that at these points there's a want for evaluation. Therefore, PT Prima Karya Sejahtera desires to enhance in making education techniques which are less difficult for employees to apprehend, and consciousness of enthusiasm for participating in training ought to be multiplied so that personnel can expand themselves at work in the destiny.

- Leadership and education have an effect on PT Prima Karya Sejahtera. Consequently, PT Prima Karya Sejahtera is anticipated so that it will improve various crucial factors associated with leadership and education, so that the overall performance of personnel can convey PT Prima Karya Sejahtera to market competition and obtain organization dreams.

- For the educational subject

- For in addition research, it's miles encouraged to re-analyze the variables used in this have a look at at distinctive locations. For future research, it is necessary to feature or include different variables that may have an effect on overall performance, specifically motivation, compensation, paintings strain and other variables in order that the cost of the coefficient of determination can boom drastically.The addition of the use of facts analysis techniques is also important, due to the fact it is nonetheless no longer various in processing data and in order that it is able to better.

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