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by Tumini Mbk

THE EFFECT OF TRAINING, MOTIVATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE IN CV. BATIK TULIS PRABULINGGIH TEGALSIWALAN PROBOLINGGO

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Abstract.

This study aims to determine the effect either simultaneously or partially between the following variables; training, motivation and work discipline on the performance of the employees of Batik Tulis CV Prabulinggih Tegal Siwalan, Probolinggo Regency. This research uses quantitative methods, with the variables used are training, motivation and work discipline as independent variables and employee performance as the dependent variable. The population used by all employees of CV. Prabulinggih Tegalsiwalan, Probolinggo Regency. The sampling technique was saturated sampling because the number of permanent employees was only 50 people. Methods of data analysis in this study using validity test, reliability test, classical assumption test, multiple regression analysis, hypothesis testing, and correlation of determination.

Furthermore, this study provides results which state that the training variable, motivation variable and work discipline variable simultaneously influence the results of employee performance by obtaining a positive Fcount value of 24,289 with a significance level of 0,000. And then compared with Ftable (3.20), it can be concluded that H1 is accepted. Thus, it is proven that training, motivation and work discipline variables have a positive effect on employee performance. While the test results show that training, motivation and work discipline partially influence employee performance that training (X1) on employee performance obtained tcount = 1.539 with a significance of 0.131 and ttable (2.011) So it can be concluded that and H2 are rejected. Results of motivation testing (X2) on employee performance. From the results of multiple regression analysis, it can be seen that the regression coefficient b1 (0.168) from the regression coefficient b2 (0.245) and the regression coefficient b3 (0.568), means that H3 is accepted so it is proven that work discipline has a dominant influence on the work performance of employees of CV Prabulinggih Tegalsiwalan Regency. Probolinggo.

Keywords: Training, Motivation, Work Discipline and Employee Performance

PRELIMINARY

The success of an organization is inseparable from human resources, superior and quality human resources must be processed and emphasized by the organization to achieve the expected performance, therefore the increase in human resources is greatly expanded for employees so that employees have attitudes and behaviors that are able to provide well-being.

Training is aimed at implementing staff in order to increase knowledge and skills, to be able to carry out their responsibilities better in accordance with their respective capacities.

Every organization wants to achieve its goals. To achieve this goal, the role of humans involved in it is very important. To move people to fit that the organization wants, it is important to understand the motivation of the people who work in the organization, because this motivation determines people's behavior to work, or in other words, behavior is the simplest reflection of motivation. Sutrisno (2012: 109).

Employee discipline can be seen from the attitude they have. Attitudes and behaviors and behavior of an employee are based on the compliance and discipline that is applied to the company. Complying with the regulations means providing positive support to the organization in implementing predetermined programs, so that it will be easier to achieve organizational goals.

Employee work results or performance are generated by comparing the level of success of the employee's work with several points of assessment, including the standard operating procedures that have been established.

In this study, the formulation of the problem was taken, namely, whether there was an effect simultaneously and partially between training, motivation and work discipline on the performance of written batik employees at CV Prabulinggih Tegalsiwalan, Probolinggo Regency. And which variable has the dominant influence? And based on the problems that have been formulated, the purpose of this study is to analyze the effect of each variable either simultaneously or partially, using quantitative data analysis methods.

LITERATURE REVIEW

Training

According to Mangkunegara (2015: 44) indicators in training include:

a. Purpose: training and development goals and objectives must be clear and measurable.

b. Trainers or instructors: must have sufficient qualifications

c. Training materials: must be adjusted and the objectives to be achieved.

d. Training method: must be in accordance with the competency level of the participating employees.

e. Training participants: must meet the specified requirements.

Motivation

According to Sperling in Mangkunegara (2013: 93), "Motivation is defined as a tendency to be active, starting from a drive in oneself (drive) and ending with adjustment. Adjustment is said to satisfy motivation ".

According to Hasibuan (2016: 154) indicators in motivation include:

a. Physical and biological needs

This need to sustain life and to maintain life from death

b. Safety and security needs

Always provide information so that employees at work are careful and alert

c. Social needs

The need to live together with other people and the need to be loved, loved and accepted by others

d. Need for appreciation

The need for appreciation is that every normal person needs self-esteem and prestige awards from the environment

e. Self-actualization

Self-actualization needs are the highest level of needs

Work Discipline

According to Hasibuan (2013: 193), "Discipline is the awareness and willingness of a person to obey all company regulations and prevailing social norms".

According to Sinambela (2016: 335), "Work discipline is the awareness and willingness of employees to obey all organizational regulations and applicable social norms".

Thus work discipline is a tool used by leaders to communicate with employees so that they are willing to change their behavior according to predetermined rules of the game. discipline must be enforced in an organization. This means that without the support of good employee work discipline, it is difficult for the organization to realize its goals, so discipline is the key to the success of an organization in achieving its goals. (Sinambela, 2016: 335)

Performance

According to Armstrong in Edison (2016: 118), "Performance is the result of a process that is referred to and is measured over a certain period of time based on predetermined terms or agreements".

According to Armstrong in Wibowo (2015: 8), "Performance as a system through as an organization sets work goals, considers performance standards, provides and evaluates work, provides performance feedback. Take into account training and development needs and share rewards ".

Performance appraisals help managers identify the people who will be rewarded for their adequate or superior performance

Performance appraisals that often cause problems are whether the assessment standards used can be interpreted differently or which assess using feelings.

Thus it can be interpreted that optimal and stable performance is not a coincidence. Of course, it has gone through stages with good performance management and maximum efforts to achieve it.

RESEARCH METHODS

Object of research

Place of research conducted at CV. Prabulinggih Batik Written Tegalsiwalan, Probolinggo Regency, East Java. With the object of research to determine the effect simultaneously and partially as well as the dominant influence of the variables of training, motivation and work discipline on employee performance in the company Batik CV. Prabulinggih, Tegalsiwalan District, Probolingo Regency

. Population and Sample

According to Sugiyono (2016: 80), "Population is a generalization area consisting of objects / subjects that have certain qualities and characteristics that are determined by researchers to study and draw conclusions." The population in this study were all permanent employees of Batik Tulis CV. Prabulinggih Tegal Siwalan, Probolinggo Regency, totaling 50 employees.

The sample technique used in this research is saturated sampling method. According to Sugiyono (2016: 85), "Saturated sampling is a sampling technique when all members of the population are used as samples. On the basis of this opinion, the sample taken by the researcher on the object of this study is all the number of existing permanent employees who are Batik Tulis CV. Prabulinggih Tegal Siwalan, Probolinggo Regency, totaling 50 employees

Data collection technique

Data collection techniques used in this study include: 1). Interview / Interview, the interview is applied as a technique of collecting various data if you want to do preliminary research to find problems that must be researched, and if the researcher wants to know various things from the respondents who are more in-depth or the number of respondents is small or small.

2). Questionnaire / Questionnaire. The questionnaire is a data collection technique by giving a set of questions / written statements to respondents to be answered. This technique is used to collect data to determine the effect of all independent variables on the dependent variable.

3). Observation. Observation is the best way to observe behavior in certain space, time and circumstances. Through observation, researchers learn about behavior and the meaning of these behaviors.

Data analysis technique

This study uses quantitative descriptive statistical techniques. Quantitative descriptive statistics are statistics used to analyze data by describing phenomena, events, symptoms and events that occur factually, systematically and accurately and describe the collected data as it is without making general / generalized conclusions. The data analysis techniques used in answering the problem formulation were: 1). Validity Test, 2). Reliability test, 3). Classic assumption test, 4). Multiple regression analysis, 5). Hypothesis testing, and 6). Correlation of determination.

DISCUSSION

RESEARCH RESULT

The results of the calculations in this study are as follows:

Respondent Characteristics

Respondents were male with a total of 20 respondents (40%), while respondents who were female were 30 respondents (60%) of the total sample.

Validity test

The validity test used in this study is the person moment product correlation test. The significant level is 0.05 with a 2-way test. If the value of rcount> rtabel then the item is declared valid, and if rcount <rtable is the opposite.

Reliability Test

Reliability testing uses the Cronbach's Alpha (α) method using the IBM SPSS Statistics 22 program. According to Staninback in Sugiyono (2016: 267), states that "Reliability is related to the degree of consistency and stability of data or findings. The test results for each variable are as follows:

Reliability Test Results

Variabel	Cronbach Alpha	Cut of value	Ket
Pelatihan	0,757	0.2787	Reliabel
Motivasi	0,733	0.2787	Reliabel
Disiplin Kerja	0,575	0.2787	Reliabel
Kinerja	0,577	0.2787	Reliabel

Source: Secondary data processed, 2018

Based on the test, it is known that the variable has a Cronbach Alpha value greater than r table (0.2787). So it can be concluded that all data in this study are reliable.

Classic assumption test

Normality test
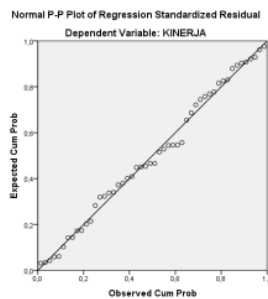
Source: Secondary data processed, 2018

From the results of the Normal Probability plots test above, it shows that the data has a normal distribution, this is because the data still follows the center line (diagonal) or the linear regression model has a normal distribution.

Multicolonierity Test

The use of this test is to determine the relationship between the independent variables.

Multicolonierity Test

Coefficients[a]

Model	Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.	Collinearity Statistics Tolerance	Collinearity Statistics VIF
1 (Constant)	4,496	3,549		1,267	,212		
PELATIHAN	,118	,076	,168	1,539	,131	,709	1,410
MOTIVASI	,154	,069	,245	2,233	,030	,699	1,431
DISIPLIN	,444	,078	,568	5,693	,000	,846	1,182

a. Dependent Variable: KINERJA

From the table, the VIF output value count <10 or between 1 - 10, it can be concluded that there is no multicollinierity between the independent variables.
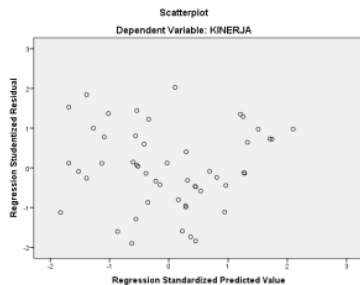
Heteroscedasticity Test

Figure 4: Scatterplot of Heteroscedasticity Test

From the image above, it gives the result of a random distribution of dots across the area. The conclusion is that there is no heteroscedasticity.

Autocorrelation Test Results

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics R Square Change	Change Statistics F Change	Change Statistics df1	Change Statistics df2	Change Statistics Sig. F Change	Durbin-Watson
1	,783[a]	,613	,588	1,483	,613	24,289	3	46	,000	1,860

a. Predictors: (Constant), PELATIHAN, MOTIVASI, DISIPLIN
b. Dependent Variable: KINERJA

Source: Primary data processed, 2018

The table above states that the Durbin Watson test result is 1,860. Autocoleration does not occur if the value of du <d count <4-du and in this study, the value of du table is 1.5849 and the value of d is calculated as 1.860, then the autocorrelation value is between 1.5849 <1.860 <2.4151. So that there is no autocorrelation.

Multiple Regression Analysis

According to Nugroho (2011: 93) Multiple regression analysis is to determine the functional relationship between several independent variables together with the dependent variable.

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	4,496	3,549		1,267	,212
PELATIHAN	,118	,076	,168	1,539	,131
MOTIVASI	,154	,069	,245	2,233	,030
DISIPLIN	,444	,078	,568	5,693	,000

a. Dependent Variable: KINERJA
Source: Primary data processed, 2018

The multiple regression equation model from these results in the form of the regression equation is as follows:

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

$$Y = 4.496 + 0.118X1 + 0.154X2 + 0.444X3$$

Coefficient of Determination

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,783[a]	,613	,588	1,483

Source: Primary data processed, 2018

In the above calculation, the correlation value (R) is 0.783, and the coefficient of determination (R Square) is 0.613. This means that 61.3% of performance can be influenced by training, motivation and work discipline. The value of 38.7% was caused by other influences not found in the research model.

Hypothesis testing

Hypothesis testing is carried out on the significance of each variable, carried out as follows:

Simultaneous Test (F)

ANOVAᵃ

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	160,169	3	53,390	24,289	,000ᵇ
	Residual	101,111	46	2,198		
	Total	261,280	49			

a. Dependent Variable: KINERJA
b. Predictors: (Constant), PELATIHAN, MOTIVASI, DISIPLIN

      The calculation of the table above obtained a positive Fcount value of 24,289 where the significance is at a value of 0,000. And when compared with Ftable df 1 = number of variables - 1 (df1 = 3-1 = 2) and df 2 (n - k -1) 50-2-1 = 47 (3.20) it can be concluded that training, motivation and work discipline positive effect on performance. So H1 is accepted, meaning that the variables of training, motivation and work discipline jointly affect the performance of Batik Tulis employees at CV Prabulinggih, Probolinggo Regency.

Partial Test (t)

Coefficientsᵃ

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,496	3,549		1,267	,212
	PELATIHAN	,118	,076	,168	1,539	,131
	MOTIVASI	,154	,069	,245	2,233	,030
	DISIPLIN	,444	,078	,568	5,693	,000

a. Dependent Variable: KINERJA

From table 20 it can be interpreted that the results of training testing (X1) on employee performance obtained tcount = 1.539 with a significance of 0.131. When compared with T table df 1 = number of variables - 1 (df1 = 3-1 = 2) and df 2 (n - k -1) 50-2-1 = 47 (2011). So H2 is rejected, meaning that the training variable has no partial effect on employee performance variables in Batik Tulis at CV Prabulinggih, Probolinggo Regency.

The results of testing motivation (X2) on performance obtained T table = (2.011) and tcount = 2.233 with a significance of 0.030. So H2 is accepted, meaning that the motivation variable has a partial effect on employee performance at Batik Tulis at CV Prabulinggih, Probolinggo Regency. And the results of work discipline testing (X3) on performance obtained T table = (2.011) and tcount = 5.693 with a significance of 0.000. So H2 is accepted, meaning that the work discipline variable has a partial effect on employee performance at Batik Tulis at CV Prabulinggih, Probolinggo Regency.
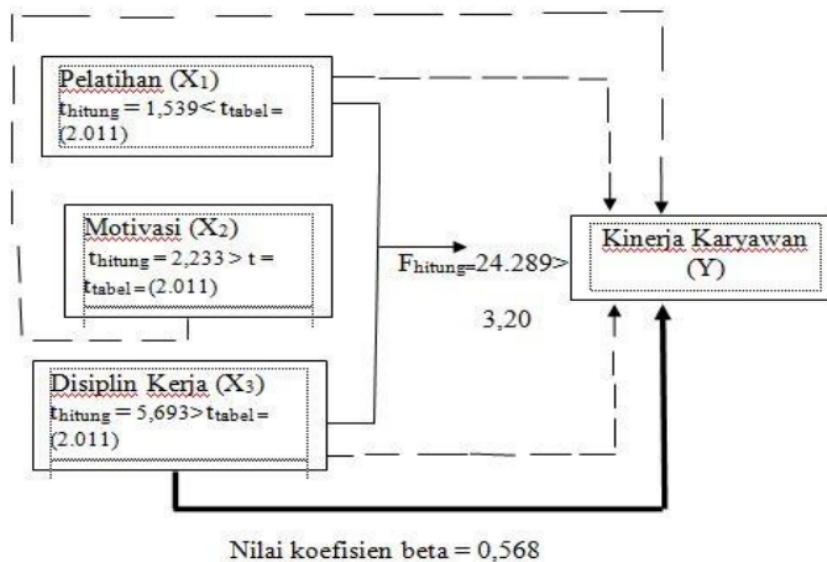
Dominant Test

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,496	3,549		1,267	,212
	PELATIHAN	,118	,076	,168	1,539	,131
	MOTIVASI	,154	,069	,245	2,233	,030
	DISIPLIN	,444	,078	,568	5,693	,000

a. Dependent Variable: KINERJA

From the results of multiple regression analysis, it can be seen that the regression coefficient b1 (0.168) regression coefficient b2 (0.245) and the regression coefficient b3 (0.568), so it is evident that "the variable of work discipline has a dominant effect on work discipline of Batik Tulis employee performance at CV Prabulinggih, Probolinggo Regency. ". The results of the work discipline test (X3) on performance obtained the value of B3count = 0.568 B1count = 0.168 and B2count = 0.245. So it can be concluded that H3 is accepted.

Results of Thinking Framework

Pelatihan (X₁)
$t_{hitung} = 1,539 < t_{tabel} = (2.011)$

Motivasi (X₂)
$t_{hitung} = 2,233 > t_{tabel} = (2.011)$

Disiplin Kerja (X₃)
$t_{hitung} = 5,693 > t_{tabel} = (2.011)$

$F_{hitung} = 24.289 >$ 3,20

Kinerja Karyawan (Y)

Nilai koefisien beta = 0,568

Discussion

1. Simultaneous influence of training, motivation and work discipline on performance.

Statistical calculations using SPSS in table 19 obtained a positive Fcount value of 24.289 with a significance level of 0.000. If seen from the F significance value, it is found that the F significance value is smaller than 0.05. And when compared with Ftable (3.20), it can be

concluded that H1 is accepted. Thus, it is proven that training, motivation and work discipline variables have a positive effect on performance.

2. The effect of training, motivation and work discipline partially on performance.

From table 20 it can be interpreted that the results of the training test (X1) on the partial value obtained tcount = 1.539 with a significance of 0.131. So it can be concluded that H2 is rejected. And the results of testing motivation (X2) on performance obtained tcount = 2.233 with a significance of 0.030. Then it can be concluded that H2 is accepted. And the results of work discipline testing (X3) on performance obtained T table = (2.011) and tcount = 5.693 with a significance of 0.000. Then H2 is accepted, so the work discipline variable has a partial effect on the performance variable in Batik Tulis at CV Prabulinggih, Probolinggo Regency

The t-count value for each of the independent variables shows a positive number, with a significance value smaller than 0.05 and when compared with the t-table, it is found that the tcount of each independent variable is greater than the t table.

3. The dominant influence of training, motivation and work discipline on performance

The calculation of multiple regression analysis shows that the regression coefficient b1 (0.168) regression coefficient b2 (0.245) and the regression coefficient b3 (0.568), so it is evident that "work discipline variables have a dominant effect on the performance of Batik Tulis employees at CV Prabulinggih, Probolinggo Regency". The results of the work discipline test (X3) on performance obtained the value of B3hitung = 0.568> B1hitung = 0.168 and B2hitung = 0.245. So it can be concluded that H3 is accepted. In addition, the t count of the work discipline variable is the biggest, which is 5.693, it is proven that the work discipline variable has a dominant influence.

CONCLUSION

Based on the descriptions and analyzes that have been carried out, there are several conclusions: 1). There is an influence between training, motivation and discipline simultaneously on employee performance in Batik Tulis at CV Prabulinggih, Probolinggo Regency. 2). There is an influence between training, motivation and work discipline partially on employee performance at Batik Tulis at CV Prabulinggih, Probolinggo Regency. 3). Work discipline variables have a dominant influence on employee performance at Batik Tulis at CV Prabulinggih, Probolinggo Regency

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