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**Submission date:** 06-May-2024 10:32AM (UTC+0700)

**Submission ID:** 2371865478

**File name:** Agung\_Yatiningrum.pdf (190.99K)

**Word count:** 2412

**Character count:** 13230

# Influence of work discipline and training on the performance of social service employees, women's empowerment and child protection in Probolinggo

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## Article Info

### Article history:

Received : Jan 08, 2024  
Revised : Feb 25, 2024  
Accepted : Mar 25, 2024

### Keywords:

Work Discipline;  
Training;  
Employee Performance.

## ABSTRACT

This research was conducted at the Social Service on Jalan Raya Dringu No. 13 Pabean Village, Dringu District, Probolinggo Regency. The purpose of this study was to determine the effect of work discipline (X1) and training (X2) on employee performance (Y). The type of research used is quantitative research, with a population of 57 employees using data analysis methods, including validity testing, reliability testing, classical assumption testing, multiple regression analysis, analysis of determination (R<sup>2</sup>) and hypothesis testing using the SPSS 22 statistical program. The results showed that all the validity test results of all variables were valid with results greater than the r table 0.261 and the reliability test results of all variables produced reliable results with results greater than the Cronbach Alpha value of 0.60. The results of this test show that the variable the value of tcount ttable (2.026 > 1.673) (sig. 0.048 < 0.05) which means that the X2 variable affects the Y variable. The independent variable that has the most dominant influence on the dependent variable with the largest tcount value is the work discipline variable (X1) of 7.486 which is greater than the tcount value of the training variable (X2) of 2.026. This means that the work discipline variable (X1) has the most dominant effect on employee performance.

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## 1. INTRODUCTION

In increasingly tight company competition, the existence of reliable human resources plays an important role in strategic planning compared to other resources. Human resources are the most important assets and assets owned by an organization, while effective management is the key to the success of an organization, because of its role as the subject of implementing company policies and operational activities. The resources owned by the company such as capital, methods and machines cannot produce optimal results if they are not supported by human resources that have optimal performance. To get optimal performance results, human resources must be managed and arranged as well as possible, so that human resources in a company feel comfortable in carrying out their duties and get maximum results. To obtain achievements that are in line with what the company expects, a leader is required to have a policy or program aimed at employees in order to achieve higher levels of achievement. high satisfaction so that they can contribute optimally to the company where the employee works.

Then the company leadership provides ways to achieve its goals, including providing motivation to employees so that employees feel motivated in carrying out their work so that an employee has high work morale and makes a big contribution to the company. Work motivation will of course also provide job satisfaction for employees, one of which is to always be present at the office and make maximum contributions to their place of work. Motivation is the result of a person's interaction with the particular situation they face. For this reason, there are differences in the strength of motivation shown by someone in facing a certain situation compared to other people who face the same situation. The motivation given is by giving a promotion if you are able to work according to what determined by the company.

Based on the above, the researcher wants to conduct research with the title "The Influence of Work Discipline and Training on the Performance of Social Service Employees, Women's Empowerment and Child Protection in Probolinggo City".

## 2. METHOD

The type of research used in this research is quantitative research with causal relationships. A causal relationship. So there are independent variables (variables that influence) and dependent (influenced). Used to determine the relationship between Work Discipline, Training and Employee Performance. (Sugiyono, 2014) Population is a generalized area consisting of objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn. (Sugiyono, 2014).

In this research the population used is all employees of the Social Service, Women's Empowerment and Child Protection of Probolinggo City, totaling 57 people. So in this research, the researchers took a sample of 57 employees of the Social Service, Women's Empowerment and Child Protection of Probolinggo City. The sampling technique used in this research is a nonprobability sampling technique, namely saturated sampling. Data analysis carried out, Validity, Reliability, Normality, Multicollinearity, Heteroscedasticity, Autocorrelation, Multiple Linear Regression Analysis, R<sup>2</sup> Determination Coefficient Analysis, Partial Test.

## 3. RESULTS AND DISCUSSION

### 3.1 Validity test

Table 1. Validity Test Results

Item No	Work Discipline (X1)	Training (X2)	Employee Performance (Y)	R table 5% df = (40-2) = 38	Information
1	0.433	0.295	0.531	0.261	Valid
2	0.614	0.586	0.711	0.261	Valid
3	0.481	0.558	0.509	0.261	Valid

Source: Data processed by SPSS, 2024

Based on the table above, it can be said that all the variables used in this research with several statement items are declared valid because the calculated r has a value greater than the r table of 0.261.

### 3.2 Reliability Test

Table 2. Reliability Test Results

Variable	Cronbach's Alpha	Provision	Information
Work Discipline	0.645	> 0.60	Reliable
Training	0.611	> 0.60	Reliable
Employee Performance	0.650	> 0.60	Reliable

Source: Data processed by SPSS, 2024

Based on the table above, all the variables used have Cronbach's Alpha numbers > 0.60 so they are said to be reliable.

### 3.3 Multicollinearity Test

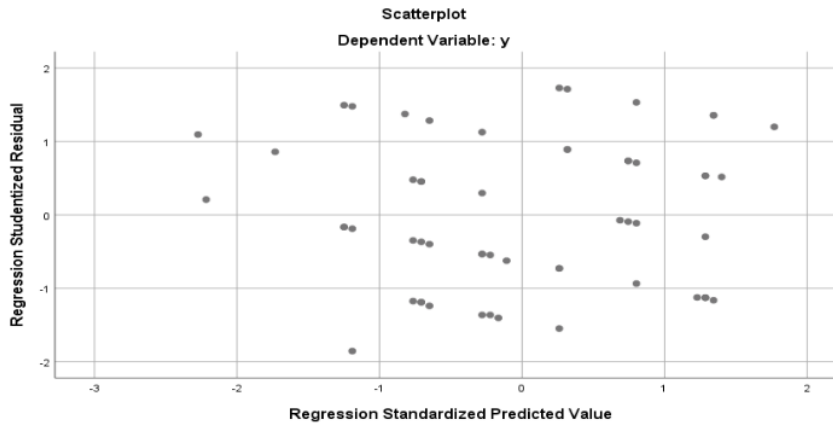
Table 3. Multicollinearity Test Results

Variable	VIF	Provision	Information
Work Discipline	1,022	>10	Multicollinearity does not occur
Training	1,022	>10	Multicollinearity does not occur
Employee Performance	1,022	>10	Multicollinearity does not occur

Source: Data processed by SPSS, 2024

The results obtained from multicollinearity can be seen in the Tolerance value of the variable Work Discipline and Training (1,022). Using the tolerance amount ( $\alpha$ ) and variance inflation factor (VIF). By using  $\alpha$  or tolerance = 10% or 0.10 then  $VIF = 10$ . From the large output VIF calculate ( $VIF$  Work Discipline and  $VIF$  Training =  $1.022 < VIF 10$  and all independent variable tolerances (Work Discipline and Training = 0.978 or 97.8%) above 10% or  $> 10\%$ . So it can be concluded that there is no multicollinearity between the independent variables.

**3.4 Heteroscedasticity Test**



**Figure 1.** Heteroscedasticity Test Results  
Source: Data processed by SPSS, 2024

Based on the output in Figure 1 above, it is known that the points form an unclear pattern, and the points are spread above and below the numbers 0 and Y, so in the regression model it can be concluded that there is no significant disturbance or heteroscedasticity.

**3.5 Multiple Linear Regression Analysis**

**Table 4.** Multiple Linear Regression Test Results

Variable	Unstandardized Coefficients B	Information
	11,157	
Work Discipline	0.571	Positive Relationships
Training	0.221	Positive Relationships
Employee Performance	0.221	Positive Relationships

Source: Data processed by SPSS, 2024

$$Y = 11.157 + 0.571X_1 + 0.221X_2 + e$$

The results of this linear regression equation produce a constant value of 11,157, meaning that if work discipline (X1) and training (X2) have a value 0, then Employee Performance (Y) has a value of 11,157. The Work Discipline coefficient value ( $\beta_1$ ) is 0.571 with a positive value. This means that for every 1 unit increase in work discipline, performance will increase by 0.571 assuming the other variables are constant. The Training coefficient value ( $\beta_1$ ) is 0.221 with a positive value. This means that for every 1 unit increase in training, performance will increase by 0.221 assuming the other variables are constant.

**3.6 Analysis of the Coefficient of Determination**

**Table 5.** Coefficient of Determination Test Results

Model	R Square	Information
1	0.783	(78.3%) is influential

Source: Data processed by SPSS, 2024

These results use multiple linear regression analysis, so from the data it can be seen that the Adjusted R square coefficient of determination is 0.783 (78.3%) rounded to (78%). This means that 78% of the dependent variable of employee performance is influenced by the independent

variable Work Discipline, Training. Meanwhile, the rest is influenced by other variables not included in the research.

### 3.7 Hypothesis testing

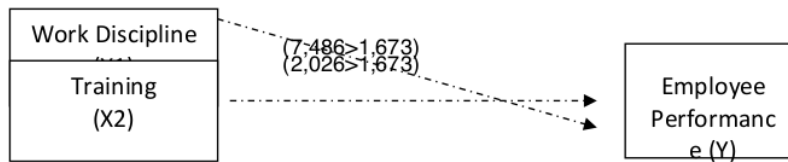
**Table 6.** T Test Results

Variable	T count	Sig.	Sig Terms.	Information
Work Discipline	7,486	0,000	0.05	Influential
Training	2,026	0.048	0.05	Influential
Employee Performance	1,673	0,000	0.05	No effect

Source: Data processed by SPSS, 2024

The results of the T test for the work discipline variable obtained a value of  $t_{count} \geq t_{table}$  (7.486 > 1.673) (sig.  $0.000 \leq 0.05$ ) so  $H_0$  is rejected. This means that the Work Discipline variable (X1) has a partial effect on Employee Performance (Y), while the training variable has a value of  $t_{count} \geq t_{table}$  (2.026 > 1.673) (sig.  $0.048 \leq 0.05$ ), so  $H_0$  is rejected. This means that the Training variable (X2) has a partial effect on Employee Performance (Y)

So the framework for thinking about the research results described previously is as follows



**Figure 2.** Results of the Thinking Framework

Source: Data processed by SPSS, 2024

Work Discipline has a significant effect on Employee Performance, this is proven by the calculated t value > t table (7,486 > 1,673) and significance value < 0.05 (0.000 < 0.05). Training has a significant effect on employee performance, this is proven by the calculated t value > t table (2.026 > 1,673) and significance value < 0.05 (0.048 ≤ 0.05).

## 4. CONCLUSION

There is a simultaneous influence of Discipline and Training Variables on the Performance of Social Service Employees, Women's Empowerment and Child Protection in Probolinggo City. There is a partial influence of Discipline and Training Variables on the Performance of Social Service Employees, Women's Empowerment and Child Protection in Probolinggo City. The Work Discipline variable is proven to have a dominant influence on the performance of Social Service Employees, Women's Empowerment and Child Protection in Probolinggo City.

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