

The Impact of Job Training, Education and Work Motivation on Employee Performance

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ABSTRACT

An organizational unit's success depends on the variables that affect it, such as job training, education, and work motivation, according to efforts to increase employee performance. Management must play a part in carrying out successful and efficient work. The goal of this study is to examine the variables that can raise employee performance. Employee performance serves as the dependent variable in this study, with training, education, and motivation serving as the three independent variables. Using the census method, this study acquired 34 employees from the Brangkal Mojokerto printing company's objects. Primary data, which were gathered by giving out questionnaires to participants, were the type of data used in this study. Multiple linear regression is a data analysis technique. The test results demonstrate that education, training, and motivation all significantly impact employee performance.

Keywords: job training, education, work motivation and employee performance

INTRODUCTION

The need for qualified human resources is growing quickly because it is determined by the kind of training received, the level of education received by the workforce, and employee motivation. Training activities cannot be neglected, particularly as we enter an age of globalization that is full of problems. Training is a vehicle for developing human resources for this challenging period. The successor of Mr. H. Achmad Fanani, B.A. Brangkal, also known as Haji Fanani Brangkal and whose full name is H. Achmad Fanani Banadji, has established himself as one of the printing firms in Mojokerto. The business provides printing and publishing services. The greatest and most reputable service provider in the printing industry, Brangkal Printing offers high output and quality that is in line with client preferences. With the values of family, trust, and honesty, Brangkal Printing consistently offers printing services that are simple, affordable, and welcoming while preserving professionalism, dedication, and client satisfaction. Calendars, bulletins, magazines, tabloids, books, brochures, leaflets, posters, agendas, business cards, stickers, certificates, letterhead, envelopehead, notes, block notes, stofmaps, invitations, and other service products are all printed by Brangkal Printing Services using offset printing techniques on paper and bontaq. Whether we are aware of it or not, the placement of workers in a field of work cannot ensure that they will succeed in their work automatically; job needs and employee talents must be matched via orientation and training programs, both of which are very important and ongoing. Employee performance, according to Mangkunegara (2009:9), is the outcome of the quality and quantity of work that an employee completes while carrying out his tasks in line with the

obligations assigned to him. The level of an employee's performance is determined by a variety of factors, including features of training, education, and motivation, in addition to discipline and incentive. Training may provide workers new abilities to use in their work. Siagian (2008:175) (2008:175) Employee behavior is changed over time via training in order to fulfill corporate objectives. Training affects an employee's knowledge and capacity to do their duties. Also, each employee has completed a greater level of education according to their level of understanding. According to Harjanto (2012: 69), education is connected to overall development, comprehension of the human world as a whole, and the process of acquiring knowledge, mental abilities, character, and other qualities. Moreover, motivation has a big impact on how well services are provided. According to Maslow's theory of motivation, which is shaped like a cone, persons will be motivated if their needs—which range from physiological demands to wants for self-actualization—are appropriately addressed. In order to carry out the numerous tasks that are their duty and complete their commitments, Siagian (138:2002) defines motivation as the force that prompts a member of the organization to be willing and willing to mobilize talents in the form of expertise or skills, energy, and time. Predetermined (Mranani et al., 2019). The success of the Mojokerto Brangkal Printing Office relies on the things that impact it, which is why management must play a part in carrying out effective and efficient work as part of efforts to increase staff performance. These elements include education, work motivation, and job training. Researchers will investigate if these variables have an impact on employee performance. The study's characterization of the issue is how training, education, and motivation all have an impact on how well workers at Brangkal Mojokerto Printing function in part and concurrently. In Brangkal Printing, Mojokerto city, with the intention of learning the clausal connection between one variable and another in this research both partly and concurrently.

RESEARCH METHODS

All of the personnel and employees of the Brangkal Mojokerto Printing office in Mojokerto city were counted as members of the population for this study. Instead of conducting a sample effort, the researchers in this study decided to carry out a census in order to make the most efficient use of their resources in terms of both money and time. In addition, the population size in question was not very large. As a result, the complete population of this research, which was 34 persons, was represented by the same number of samples. According to Suharsimi Arikunto (2010: 112), the subject should be taken in its entirety if there are fewer than one hundred persons involved, but if there are more than one hundred people involved, it is OK to take 10-15%, 20-25%, or even more of the whole.

This study is put to the test in a number of different ways, including the use of multiple linear regression analysis, the partial test T test, and the simultaneous F test. Additionally, the

testing procedure for this research makes use of validity and reliability tests, as well as the traditional assumption test, which is used to establish whether or not this research is even possible.

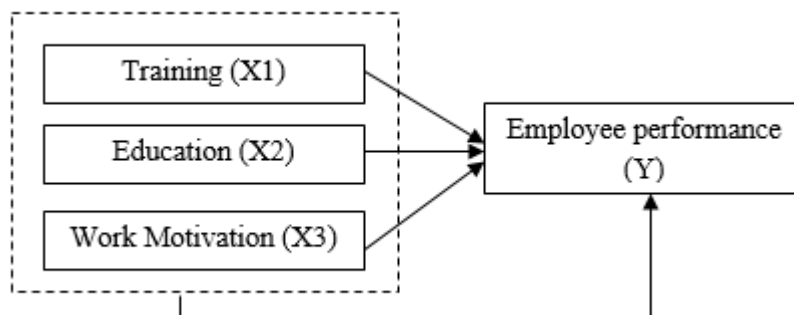


Figure 1. Conceptual Framework

RESULTS AND DISCUSSION

The following is a description of the respondents who have returned surveys and who will be included in further analyses:

The proportion of male respondents was much higher than the proportion of female respondents, with 64.7% (22 individuals) being male and 35.3% (12 people) being female. According to the age of the respondents, employees made up 55.8% (19 people) of the total, the two groups of respondents with an age range of 25-30 years made up 29.5% (10 people), the third group of respondents with an age range of 20-25 years made up 11.7% (4 people), and the four groups of respondents with an age range 20 years made up 3% of the total. These percentages are broken down as follows: based on the age of the respondents, employees made up 55.8% (19 people), the two (1 person). According to their most recent degree of education, the respondents had either completed only elementary school or had no schooling at all. In the meantime, the final education level of junior high school was 1, and 3% of the population had completed it. If this is the case, the SMA level is 16, and the percentage is 47.05 percent. There are as many as 6 people with a diploma level education, making up 17.6% of the population. And among the responders, there were 11 persons who had completed their bachelor's degree within the past 10 years, making up 32.35% of the total.

Research result

Validity and Reliability

Because the findings are significant at a level of 0.05 or 5%, and each variable item is connected with a total score that is more than 0.40, the results of the validity and reliability tests indicate that all of the items in the statement may be considered valid. If the value of Cronbach's alpha for an

individual statement is more than 0.6 or .600, one can draw the conclusion that the statement can be considered trustworthy.

Multicollinearity

Table 1. Multicollinearity Test

No	Research variable	Tolerance	VIF
1	Job Training (X1)	0.528	1,896
2	Education (X2)	0.475	2.014
3	Work motivation (X3)	0.395	2,529

Since the Tolerance value of the independent variable is larger than 0.10 ($X1=0.528$, $X2=0.475$, and $X3=0.395$), and the VIF value is less than 10 ($X1=1.896$, $X2=2.014$, and $X3=2.529$), one may conclude that the three variables do not exhibit multicollinearity. This can be shown by looking at the values of $X1$, $X2$, and $X3$, which are shown below.

Heteroscedasticity

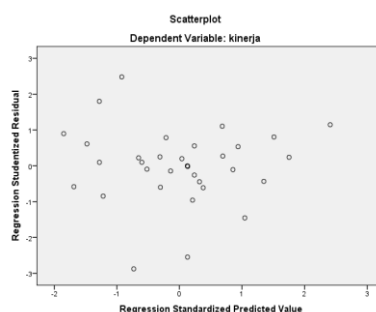


Figure 2. Heteroscedasticity Test

On the Y axis, it is clear that the data are strewn about in a random fashion both above and below the value 0 (zero). It is possible to draw the conclusion that heteroscedasticity is free based on the image that was just presented, which means that the regression model may be used to forecast employee performance variables (Y) based on the input of independent or independent factors, namely training variables ($X1$), education ($X2$), and work motivation variable. ($X3$).

Normality

In this investigation, the PP Plot Normal Graph may be utilized to examine the spread of the data in order to determine whether or not the data are normally distributed. Using SPSS version 21.0 and the Kolmogorov-Smirnov test (KS), one may determine whether or not the data are normal by observing whether or not the distribution of the data on the graph follows a straight line pattern. In this case, the data are considered to be normal. If the p-value is more than 0.05, it can be argued that the data follows a normal distribution. On the other hand, if the p-value is less than 0.05, it can be stated that the data does not follow a normal distribution. The p-value is the test criterion that is utilized.

Table 2. Normality Test

	QtyX1	QtyX2	QtyX3	Qty
Kolmogorov-Smirnov Z	0.974	0.788	0.960	0.921
asympt. Sig (2-tailed)	0.298	0.564	0.315	0.365

The table above uses the Kolmogorov Smirnov test is said to be normal because all data from the number of variables > 0.05 , it can be concluded that the data is normal.

Autocorrelation

Table 3. Autocorrelation Test

Model	R	R Square	Adjusted R Square	std. Error of the Estimate	Durbin-Watson
1	0.921 ^a	0.848	0.832	0.16255	1.818
a. Predictors: (Constant), motivation, job training, education b. Dependent Variable: performance					

Shows that the Durbin-Watson value is 1.818 while from the Durbin-Watson table with a significant 0.05 and the amount of data (n) = 34, and k = 3 (number of independent variables) the value of d_L is 1.2707 and the value of d_U is 1.6519. So this value lies at $d_U < d < 4 - d_U$, namely $1.6519 < 1.818 < 1.6519$, thus it can be concluded that the regression model has no autocorrelation.

Multiple Regression Analysis

Table 4. Multiple Regression Test

	Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Beta		
	(Constant)	0.507	0.295		1.717	0.096
	Job Training	0.494	0.131	0.369	3.758	0.001
	Education	0.250	0.084	0.308	2.982	0.006
	Motivation	0.276	0.084	0.371	3.275	0.003

From these results, the research model for performance in this study can be formed as follows:

$$Y = 0.507 + 0.494X_1 + 0.250X_2 + 0.276X_3 + e$$

According to the table that was just presented, the significance value of the variable training is 0.001, the significance value of the variable education is 0.006, and the significance value of the variable motivation is 0.003. Since ($p < 0.05$), the total regression test is considered significant to the variable performance. Aside from that, it is common knowledge that if $t_{\text{count}} > t_{\text{table}}$ (2.042), then the null hypothesis is accepted and the alternative hypothesis is rejected. In addition, it is known that the significance value for each variable is less than 0.05, which indicates that the variables education (X2), job training (X1), and motivation (X3) have some influence on performance. (Y).

F test

Table 5. F test

Model		Sum of Squares	df	F	Sig.
1	Regression	4,408	3	55,610	.000 ^b
	residual	.793	30		
	Total	5.201	33		

Based on the calculation of these values, it can be said that H_0 is rejected, because $F_{\text{count}} > F_{\text{table}}$ or $55.610 > 2.69$. It can be seen in the sig column in the table that there is a value of 0.000 or a probability of less than 0.05 . Because the value of $F_{\text{count}} > F_{\text{table}}$ or $55.610 > 2.69$ then H_0 is rejected and H_a is accepted. Therefore, the second hypothesis has been demonstrated to be correct, which states that the factors of training, education, and work motivation all have a substantial influence on the variables of employee performance at the Brangkal Printing Mojokerto.

Determination Test (R^2)

Table 6. Determination Test

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	0.921 ^a	0.848	0.832	0.16255

Based on the table above, it is known that the coefficient of determination or R Square is 0.848. The R Square value is 0.848 derived from the squaring of the correlation coefficient or “R” value, which is $0.921 \times 0.921 = 0.848$, the magnitude of the coefficient of determination (R Square) is 0.848 or equal to 84.8%, this figure means that the variables of job training (X1), education (X2), and work motivation (X3) have an effect on employee performance variables (Y) of 84.8%, while the remaining 15.6 % is explained by other variables besides the three independent variables .

DISCUSSION

The Influence of Partial Job Training on Employee Performance

The value of t count for the training variable is 3.758, while the value of t table is 2.042. There is a substantial difference between these two values ($0.001 < 0.05$). The value of the coefficient is 0.494, and the direction of the coefficient is positive, which indicates that the employee's performance will improve in proportion to the frequency and quantity of training that they receive. These findings provide credence to earlier study conducted by Anggraeni Sri Eka (2018), who said that the findings of his research had a positive and substantial relationship between training and employee performance. Specifically, he found that the results of his research indicated that the more the frequency of training, the higher the performance of the employees. These findings validate his findings. According to Handoko's theory (2002), which claims that the

purpose of training is to increase one's mastery of a variety of skills and procedures in order to carry out specific, precise, routine tasks, this finding is consistent with the theory.

The Partial Effect of Education on Employee Performance

The findings of this research provide credence to the first hypothesis, which proposes that education does, in fact, influence the performance of workers at the Brangkal Printing in Mojokerto. The fact that the t-count value is higher than the t-table demonstrates that this hypothesis is supported by the findings of this research. The t count for the education variable is 2.982, whereas the t table has a value of 2.042, and the significant value for this variable is $0.006 < 0.05$. The value of the coefficient is 0.250, and its direction is positive, suggesting that the direction of the relationship is such that the employee's performance will improve in proportion to the higher degree of education that they have acquired. It was necessary to review employee recruitment standards in order to increase employees with higher education levels in order to continue to maintain the existence of the company by having qualified human resources as well as experts i. The findings of this study support the findings of previous research conducted by MP Dareho, P.kindangen, and C. Kojo (2017) who stated that the findings of his research contained a positive and significant influence between education and employee performance. The researchers stated that the findings of his research contained a positive and significant influence between education and employee According to Ardana, et al. (2012), the idea states that education, with all of its many programs, plays a significant part in gaining and developing the quality of an individual's professional talents. This finding is consistent with that theory, and it explains why the previous statement is true.

The Effect of Partial Work Motivation on Employee Performance

The findings of this research lend credence to the first hypothesis, which states that workers of the Brangkal Printing Mojokerto's level of performance is somewhat influenced by their level of work motivation. The fact that the t-count value is higher than the t-table demonstrates this finding conclusively. The t value for the work incentive variable is 3.275, which is more than the t table value of 2.042, and the significant value is $0.003 < 0.05$. The value of the coefficient is 0.276, and its direction is positive, showing that a positive relationship exists between the level of work motivation and the performance of the employee. These findings complement prior study by Kuswandari Roselina (2019), from the results of his research that motivation in a job may impact an employee's performance in that work. His research was based on the findings of his research.

The Simultaneous Effect of Job Training, Education, and Work Motivation on Employee Performance

The findings of this research lend credence to the first hypothesis, which proposes that the employee performance (Y) is simultaneously influenced by three distinct factors: job training (x1), education (x2), and work motivation (x3). This is demonstrable by the fact that the estimated F

value is higher than the one found in the F table. The estimated value of F is 55,610, which is more than the Ftable value of 2.69, and the significance value is $0.000 < 0.05$. The result of the regression coefficient for the training variable is 0.494, while the value for the education variable is 0.250, and the value for the work motivation variable is 0.276, all of which have a direction that is positive. This demonstrates that the employee performance will be improved by education and motivation to a greater degree the more training that is attended by the employee. The findings of this investigation provide credence to the conclusions of a study that was conducted in 2017 by Gana Dayanto Putro and titled "The Influence of Education, Training, and Motivation on Employee Performance at PT PLN (Persero) Lampung Distribution." According to the findings of a study that was carried out by Gana Dayanto Putro, education, training, and motivation all had a good and substantial influence on the overall performance of the workforce.

CONCLUSION

Based on the research above with the title "The Influence of Training, Education, and Work Motivation on employee performance of Brangkal Printing Employees at Mojokerto City, the following conclusions can be drawn. The results of this study show that (1) Training, Education, Work motivation have a significant effect on simultaneously on the performance of Brangkal Printing employees at Mojokerto City, the results of the F test calculation were obtained from Fcount 55.610 with a significant value of 0.000 (Sig <0.05) . (2) training, education, and work motivation have a partial effect on the performance of employees of the Brangkal Printing at Mojokerto City . The training variable has a significant value of 0.001, meaning Sig <0.05 , this indicates that there is a positive influence between the training variables on employee performance. The education variable has a significant value of 0.006, meaning Sig <0.05 , this indicates that there is a positive influence between education variables on employee performance. The work motivation variable has a significant value of 0.003, meaning Sig <0.05, this indicates that there is a positive influence between work motivation variables on employee performance.

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