Influence *Training, Work Motivation* and Discipline Work on Employee Performance at PT Summit Seoyon Automotive Indonesia

Zurotun Nisa Nur Auliah [1*] **, Ida Abdul Gopar** [2]
Faculty Economics and Business , Pelita Bangsa University
ida.abdul@pelitabangsa.ac.id [2]

Abstract

In reach the goal , something organization need source Power man as manager system . Source Power humans are also factor central in management something organization . Those who become mover wheel organization in achieve and realize the goals and objectives set . Study This aim For know influence *training, work motivation* and discipline Work to Kinejra employee at PT Summit Seoyon Automotuve Indonesia. Study This use method quantitative , with sample of 60 respondents . Data analysis includes : validity test , reliability test , assumption test classic , analysis multiple linear regression and hypothesis . Test result First obtained that *training* No influential to performance employees , proven with results t $_{count}$ of 0.982 < value t $_{table}$ 2.003 and sig of 0.330. Testing second , *work motivation* influential to performance employees , with results mark t $_{count}$ amounting to 4.358 < value t $_{table}$ 2.003 and sig of 0.000. Test result third discipline Work influential to performance employees , proven with t $_{count}$ of 5.709 < value t $_{table}$ 2.003 and sig of 0.000.

Keywords : *Training* ; *Work Motivation;* Discipline Work ; Employee Performance

INTRODUCTION

In the era of globalization moment This Every organization required do dynamics change . Therefore That every organization sued capable compete . One of strategy have Source Power A good and capable human being compete . In reach the goal , something organization need source Power man as manager system . Source Power Man usually managed by the company or organization For develop company or institution with apply all over values and culture company with something management certain so -called Management Source Power Man . The more increase in companies in Indonesia, then company must capable maintain power professional and productive work so that it doesn't interested For move to more other companies promising in a way financial . PT Summit Seoyon Automotive Indonesia is companies operating in the field production as well as interior and exterior work vehicle . PT Summit Seoyon Automotive Indonesia is Joint Venture company between SUMMIT Group, Manufacturer ethnic group branch automotive largest in Thailand and various country and SEOYON E-HWA, supplier ethnic group vadang global car from Korea.

Effort in frame increase performance employee company usually will more invest in training For employees , because trusted can increase performance employees , and make it easier company For reach the goal . Training give opportunity for employee For get ability new at a time hone capabilities that have been There is with hope employee can operate his task with Good . Motivation is one of possible factors support achieved maximum performance , because motivation is internal state of oneself someone who activates and directs Act he did to target certain .

Lack of discipline employee moment Work in company very effect on performance employees , because no discipline employee will make work No finished No appropriate time , and burden the Company in reach the goal .

According to Simanjuntak in Widodo Suparno Eko (2015, p.133) Employee Performance influenced a number of Factors , namely : Quality and Ability Employees , Support Facilities , Supra Sarana. According to Bernandin and Russell are quoted in Kharis (2015) performance employee own indicator as following : Quality , Quantity , Accuracy time , Effectiveness Costs , Supervision , and Interpersonal Impact . According to Marwansyah (2012) in Khurotin Nurul and Tri Wulida Afrianty

(2018) said that there is several intermediary factors other : Support from management peak , commitment of specialists and generalists , progress technology used , complexity of the structure organization , and style Study every individual . According to Garry Dessler (2015), there are a number of indicators of necessary training attention , namely : instructor , participants , material , methods , and evaluation .

According to Wahjosumidjo (Sunyoto, 2015) influencing factors motivation between other : promotion , achievement work , work That own , reward , responsibility responsibility , recognition , and success in Work . According to Zameer , Ali, Nisar, and Amir (2014:297), As for indicators motivation Work as following : Salary , bonuses, guarantees well-being employees , feelings safe own job , promotion . According to Sinambela (2016:356) exists a number of factor affecting discipline Work employee namely : Big small giving compensation , yes or not exemplary leader in organization , yes or not rule definitely can made grip , courage leader in take decision or action , there is or or not supervision leader in every activity company , and there is or not attention to the employees . According to Jatilaksono and Indartono (2016). As for indicators discipline Work is as following : Attendance , compliance with rules work , adherence to standards work , level vigilance high , and working ethical .

Based on the problem above objective from study This that is For know influence *Training, Work Motivation* , and Discipline Work on Employee Performance at PT Summit Seoyon Automotive Indonesia.

METHOD

Method research used in study This is Descriptive with use approach Quantitative . Study This is done at PT Summit Seoyon Automotive Indonesia which is located at Greenland International Industrial Center (GIIC) – Zone D Jl. Dahlia II Block DC/1A Kota Deltamas , Desa . Sukamukti , Bojongmangu District Bekasi Regency , West Java . Research time implemented in the month October 2023 until by April 2024.

Population in research This is Employees of PT Summit Seoyon Automotive Indonesia Department production numbering 60 people. Retrieval technique sample use Saturated sampling method , ie technique determination sample if all member population used as sample . Data sources used is primary data, namely data obtained direct from respondents form answer from questionnaire .

In study This procedure this is what is used For gather information is with use method Observation , study literature , and questionnaires . Following testing analysis of research instruments namely validity test , reliability test , assumption test Classical , Normality Test , Multicollinearity Test , Heteroscedasticity Test , Autocorrelation Test , Analysis Test Multiple Linear Regression , Hypothesis Testing (T Test, Coefficient Determinant , F Test).

Results and Discussion
Results
Validity test

Test result validity to Training variable (X1) can be is known that for statement items variable *training* (X1) with n = 60, df = n – 2 or df = 60 – 2 = 58, then obtained mark rtable = 0.254 and is known mark rcount in a way overall for statement items variable *training* (X1) with level significance < 0.05 and level correlation / rcount > rtable that is of 0.254, p the means that in a way entire statement item variable *training* (X1) is valid. These results explained like table following This :

Table 1 Validity Test Results for *the Training* variable (X1)

Statement	rcount	r table	Information
1	0.559	0.254	Valid
2	0.611	0.254	Valid
3	0.535	0.254	Valid
4	0.735	0.254	Valid
5	0.726	0.254	Valid
6	0.680	0.254	Valid
7	0.779	0.254	Valid
8	0.812	0.254	Valid

9	0.689	0.254	Valid
10	0.764	0.254	Valid

Source : Data processed by SPSS v22, 2024

Test result validity to variable *Work Motivation* (X1) can is known that for statement items variable *Work Motivation* (X2) with n = 60, df = n – 2 or df = 60 – 2 = 58, then obtained mark rtable = 0.254 and is known mark rcount in a way overall for statement items variable *Work Motivation* (X1) with level significance < 0.05 and level correlation / rcount > rtable that is of 0.254, p the means that in a way entire statement item variable *Work Motivation* (X2) is valid. These results explained like table following This :

Table 2 Validity Test Results for *the Work Motivation* variable (X2)

Statement	rcount	R table	Information
1	0.675	0.254	Valid
2	0.789	0.254	Valid
3	0.612	0.254	Valid
4	0.747	0.254	Valid
5	0.616	0.254	Valid
6	0.792	0.254	Valid
7	0.742	0.254	Valid
8	0.749	0.254	Valid
9	0.715	0.254	Valid
10	0.745	0.254	Valid

Source : Data processed by SPSS v22, 2024

Test result validity to variable Discipline work (X3) can is known that for statement items variable discipline work (X3) with n = 60, df = n – 2 or df = 60 – 2 = 58, then obtained mark rtable = 0.254, and is known mark rcount in a way overall for statement items variable discipline work (X3) with level significance < 0.05 and level correlation / rcount > rtable that is amounting to 0.254 p the means that in a way entire statement item variable discipline work (X3) is valid. These results explained like table following This :

Table 3 Validity Test Results Variable Discipline Work (X3)

No	rcount	Rtable	Information
1	0.324	0.254	Valid
2	0.670	0.254	Valid
3	0.638	0.254	Valid
4	0.724	0.254	Valid
5	0.573	0.254	Valid
6	0.650	0.254	Valid
7	0.770	0.254	Valid
8	0.535	0.254	Valid
9	0.448	0.254	Valid
10	0.604	0.254	Valid

Source : Data processed by SPSS v22, 2024

Test result validity to Employee Performance variable (Y) can be is known that for statement items Employee Performance variable (Y) with n = 60, df = n – 2 or df = 60 – 2 = 58, then obtained mark rtable = 0.254, and is known mark rcount in a way overall for statement items Employee Performance variable (Y) with level significance < 0.05 and level correlation / rcount > rtable that is of 0.254, p the means that in a way entire statement item Employee Performance variable (Y) is valid. These results explained like table following This :

Table 4 Validity Test Results Employee Performance Variable (Y)

No	rcount	rtable	Information
1	0.596	0.254	Valid
2	0.480	0.254	Valid
3	0.429	0.254	Valid
4	0.736	0.254	Valid
5	0.642	0.254	Valid
6	0.654	0.254	Valid
7	0.756	0.254	Valid
8	0.755	0.254	Valid
9	0.784	0.254	Valid
10	0.697	0.254	Valid

Source : Data processed by SPSS v22, 2024

Reliability Test

Test result reliability to variable *Training* (X1), *Work Motivation* (X2), and Discipline work (X3) on Employee Performance (Y) is obtained that alpha value or *Cronbach's alpha* For all variable is >0.60 , so that can concluded that all variable has reliable . These results explained as in table 4.5 below This :

Table 5 Test Results Reliability

Variable	*Cronbach's Alpha*	Minimum Reliability	Information
Training	0.772	0.600	Reliable
Work Motivation	0.775	0.600	Reliable
Discipline Work	0.753	0.600	Reliable
Employee performance	0.766	0.600	Reliable

Source : Data processed by SPSS v22, 2024

From the table above obtained results that alpha value or *Cronbach's Alpha* For all variable is > 0.60. So that can concluded that all variable has been reliable or consistent.a From the table on obtained results that alpha value or *Cronbach's Alpha* For all variable is > 0.60. So that can concluded that all variable has been reliable or consistent .

Normality test

Normality test results with formula Kolmogrov -Smirnov obtained results ata normally distributed if value (significance) >0.05 and distributed data not normal if value (significance) <0.05

Table 6 Normality Test Results Kolmogrov -Smirnov
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residuals
N		60
Normal Parameters [a, b]	Mean	.0000000
	Std. Deviation	3.11494695
Most Extreme Differences	Absolute	,100
	Positive	,062
	Negative	-.100
Statistical Tests		,100
Asymp . Sig. (2-tailed)		,200 [c,d]

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.

Source : Data processed by SPSS v22, 2024

Based on table 6 above is known that normality test results is known mark significance 0.200 > 0.05, then can concluded that mark residual normally distributed or Can is said to be diffuse residual normally or Can is said to be distributed data normally .

Multicollinearity Test

As Regression model prerequisites must have tolerance value > 0.10 and VIF value < 10, then No happen multicollinearity , on the other hand If tolerance value < 0.10 and VIF > 10, then happen multicollinearity . Multicollinearity test results can seen in the table below This :

Table 7 TEST Results Multicollinearity

No	Variable	Collinearity Statistics		Information
		Tolerance	VIF	
1	Training	0.537	1,862	No happen Multicollinearity
2	Work Motivation	0.413	2,422	
3	Discipline Work	0.500	2,000	

Source : Data processed by SPSS v22, 2024

Based on SPSS output results are shown in table 4.7 above can seen that VIF value on the variable independent *Training, Work Motivation,* and Discipline have tolerance value > 0.1 and VIF < 10, so in study This can said No happen multicollinearity .

Heteroscedasticity Test

With base study If sig value . > 0.05 then No happen heteroscedasticity and if sig value . < 0.05 then happen heteroscedasticity For test There is or not heteroscedacity can park test and method are used scatter plot graph as following :
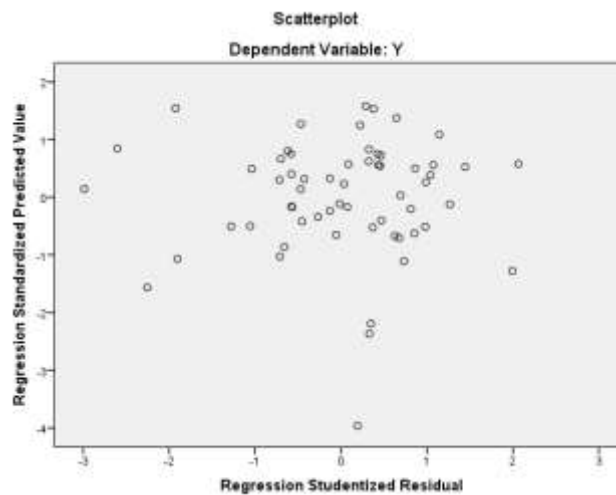

Figure 1 Heteroscedasticity Test Results
(Source : Data processed by SPSS v22, 2024)

From image 1 above can seen exists scattered dots in a way random and not form pattern certain things are clear . Dot, dot, dot It also spreads well on nor under number 0 on the Y axis . With thereby that this model No experience heteroscedasticity .

Test Analysis Multiple linear regression

Table 8 Multiple Linear Test Results
Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
1 (constant)	0.270	3,570	
Training	0.091	0.092	0.090
Work Motivation	0.416	0.096	0.457
Discipline Work	0.646	0.113	0.544

a. Dependent Variable : Y

Source : Data processed by SPSS v22, 2024

Based on table on so can The resulting model equation is Y = 0.270 + 0.091 (X1) + 0.416 (X2) + 0.646 (X3), which has meaning :

1. Constant value (a) = 0.270 p This showing that without exists Training factors (X1), Work Motivation (X2), and Discipline work (X3) then completely is considered 0 (zero), then satisfaction customer showing mark constant of 0.270.
2. Coefficient value training variable (X1) = 0.091 exists Employee performance variable (Y), meaning If training level (X1) experienced increase One unit then employee performance (Y) will increased (0.091). Coefficient worth It means training variables (X1) and performance Employee (Y) is related positive .
3. Coefficient value variable *work motivation* (X2) is present Employee performance variable (Y), meaning If level *work motivation* (X2) = 0.416 experienced increase One unit then employee performance (Y) will increased (0.416). Coefficient worth It means variable *work motivation* (X2) and performance Employee (Y) is related positive .
4. Coefficient value variable discipline work (X3) = 0.646 exists Employee performance variable (Y), meaning If level discipline work (X3) experienced increase One unit then employee performance (Y) will increased (0.646). Coefficient worth It means variable discipline work (X3) and performance Employee (Y) is related positive .

Coefficient Test Determination (R2)

Table 9 Coefficient Determination

Summary Model ^{b}

Model	R	R Square	Adjusted Square	Std. Error of the Estimate	Durbin-Watson
1	0.864	0.746	0.732	3,197	1,703

a. Predictors: (Constant), X3, X1, X2

Dependent Variable : Y

Source : Data processed by SPSS v22, 2024

From table on can is known that results coefficient determination obtained namely 0.746 or 74.6%. This matter can interpreted that donation influence variable independent *Training* , *Work Motivation* , and Discipline Work of 74.6% or variation variable free to use in the capable model explain amounting to 74.6% of the variations dependent , whereas the rest influenced by other variables that are not included in the research model This .

T test

Taking decision This done based on comparison mark significant from calculated t value each coefficient regression with level significance that has been determined , namely of 5% (α=0.05), if significant t count more big of 0.05 then hypothesis zero (Ho) is accepted which means variable the No influential to variable dependent . Whereas If significant t count more small of 0.05, then (Ho) is rejected , which means variable independent influential to variable dependent .

Table 10 T Test Results (Persial)

Model	t	Sig.
(Constant))	0.076	0.940
Training	0.982	0.330
Work Motivation	4,358	0,000
Discipline Work	5,709	0,000

a. Dependent Variable : Y

Source : Data processed by SPSS v22, 2024

Calculated t value *Training* (X1) is 0.982 < value t table (2.003) and value significant t 0.330 > α value (0.05). These results showing that training does not affecting the employee performance of PT Summit Seoyon Automotive Indonesia.

Calculated t value *Work Motivation* (X2) is 4.358 > value t table (2.003) and value significant t 0.000 < value (0.05). These results showing that *Work Motivation* affecting employee performance at PT Summit Seoyon Automotive Indonesia.

Calculated t value Discipline work (X3) of 5.709 > value t table (2.003) and value significant t 0.000 < value (0.05). These results showing that Discipline Work affecting employee performance at PT Summit Seoyon Automotive Indonesia.

F test

If the sig value < 0.05, or F count > F table so there is influence variable X against variable Y. If the sig value is > 0.05, or F count < F table so No there is influence variable X against variable Y

Table 11 F Test Results

ANOVA ᵃ

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1680.863	3	560,288	54,808	,000 ᵇ
	Residual	572,471	56	10,223		
	Total	2253.333	59			

a. Dependent Variable : Y
b. Predictors: (Constant) X3, X2, X1

From table the is known F -count value and F *sig* consecutive of 54,808 and sig value = 0.000

F- count (54,808) > F- table (3,160) then "Training, *Work Motivation* and Discipline Work influential on Employee Performance at PT Summit Seoyon Automotive Indonesia". F-sig = 0.000 < 0.05 then " *Training, Work Motivation* and Discipline Work in a way simultaneous influential on Employee Performance at PT Summit Seoyon Automotive Indonesia".

Discussion

Test result hypothesis First that training does not influential to performance employee . This matter proven with obtained t count of 0.982 < value t table 2.003 and sig of 0.330. Research result This showing that *training* no influential on Employee Performance at PT Summit Seoyon Automotive Indonesia

Test result hypothesis second that *work motivation* influential to performance employee . This matter proven with results obtained t count amounting to 4.358 < value t table 2.003 and sig of 0.000. Research result This showing that *work motivation* has an effect on Employee Performance at PT Summit Seoyon Automotive Indonesia

Test result hypothesis third that discipline Work influential to performance employee . This matter proven with obtained t count of 5.709 < value t table 2.003 and sig of 0.000. Research result This showing that Discipline Work influential on Employee Performance at PT Summit Seoyon Automotive Indonesia

CONCLUSION

Conclusions of study This :

Work motivation has an influence to performance employees of PT Summit Seoyon Automotive Indonesia. Proved with results calculated t value amounting to 4.358 < value t table 2.003 and sig of 0.000.

Discipline Work influential to performance employees of PT Summit Seoyon Automotive Indonesia. Proved with t count results of 5.709 < value t table 2.003 and sig of 0.000.

Simultaneous test (Test F) *Training, Work Motivation* and Discipline Working at PT Summit Seoyon Automotive Indonesia was influential in a way simultaneous, with calculated F test results 54.808 > F table amounting to 3,160 with mark significance 0.000 < 0.005.

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