



## The Effect Of Training Program And Motivation On Employee Performance At Incorporation Company Indokarlo Perkasa Otoparts

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**Abstract:** This study aims to know the effect of training programs and motivation on employee performance at Corp. Indokarlo Perkasa Otoparts. The method used is Explanatory Research with analysis technique using statistical analysis with regression testing, correlation, determination and hypothesis test. The results of this study is the training program which has a significant effect on employee performance of 42.1%, the hypothesis test obtained is  $t_{count} > T_{table}$  or  $(8,596 > 1,985)$ . Motivation has a significant effect on employee performance of 36.9%, hypothesis test obtained  $t_{count} > T_{table}$  or  $(7,419 > 1,985)$ . Training program and motivation simultaneously have significant effect on employee performance with regressive equation  $Y = 11,158 + 0.406x_1 + 0.325x_2$  and contribution of influence by 50.8%, hypothesis test obtained  $F_{Count} > F_{table}$  or  $(40,078 > 2,700)$ .

**Keywords:** Training Program, Motivation, Employee Performance.

### INTRODUCTION

#### 1. Background of the problem

The Indonesian automotive industry has an important role in the manufacturing sector in this country, as lots of a famous car companies established its factory and increased its product capacity in Indonesia.

Car manufacturing company has sold more than a half from number of car domestically which is produced by Japan. (Gaikindo.2019)

The founding of the car industry is encouraging to increase the supporting industry to produce components, which will eventually open job opportunities..

The needed labor to meet the job field absolutely is human resources (SDM) which has certain competency which is needed to support the success of the work

Corp. IndoKarlo Perkasa is the company which manufactures of rubber parts of OEM and brake for automotive and business industry. Maintain customer qualification standards,

all products are manufactured based on international standard system ISO TS 16949: 2009.

All products have been tested through a qualified laboratory to be able to compete in the industry of automotive component in Indonesia. Management of Inc. Indokarlo Perkasa Otoparts needs to utilize and strengthen the quality of produced product so that it will bring differences between circulating products in market, preference and customer satisfaction can bring changes in larger market share.

Manager leads larger scales such as the department of the company. The challenge of facing the development of the industrial world has resulted a demand for high human resource performance. There are three main factors that affect individual in work and improving their performance.

These factors are the ability of individuals to do the work, effort level and organizational support. (Mathis and Jackson, 2003). Individual performance will increase when individual abilities are increasing, there is a boost or effort of individuals and the support of its organization.

The first observation result, company faces the problem like unconfident leader in teaching the member so work incident happened which doesn't affect to the lost of day for work for 3 days and after being analyzed the accident happened because unsafe behavior. product is not in keeping with standar of 2% from the total of production for july-december 2015 and the number of production is not in keeping with the plan.

A leader has a special task and responsibility to train and teach its members. Therefore, the company provides training to leaders about the basic steps to teach effectively and efficiently because basically the leader should be able to manage its members to be able to do the work well.

Training Program for Leader at Inc. Indokarlo Perkasa Otoparts is Tico Job Instruction Training (Ti-ji), this training is implemented for eight hours. Through this training the company expects to improve work motivation. Tabassi et al. (2012) stated that training has a significant effect on motivation.

Work motivation is a wish that makes the employees to work well and achieves a particular goal. Motivation is a very important part of employee performance (Nawab et al, 2011). Performance is the work achievement by an employee in performing its duties in accordance with the responsibilities given (Mangkunegara, 2005)

Based on the background, employee performance study at Inc. Indokarlo Perkasa Otoparts needs to be done to analyze how much training and motivational factors affect employee performance. This research is conducted on employees who have a position as leaders and have obtained TI-JI training (TICO Job Instruction).

Corp. Indokarlo Perkasa Otoparts has created a training program to the Leader about the basic steps to teach effectively and efficiently because basically the leader should be able to manage its members to be able to do the work well. training and work motivation are expected to be helpful in improving a skilled and qualified work capability. so employees can work effectively and efficiently expected to improve employee performance.

The purpose of this study is to analyze the effect of training on employee motivation at Inc. Indokarlo Perkasa Otoparts, to analyze the effect of training on employee performance at Inc. Indokarlo Perkasa Otoparts, and to analyze the effect of motivation on employee performance at Inc. Indokarlo Perkasa Otoparts.

## 2. The formulation of problem

A. Is there the effect of training program on employee performance at Inc. IndoKarlo Perkasa Otoparts?

B. Is there the effect of motivation on employee performance at Inc. IndoKarlo Perkasa Otoparts?

C. Is there a simultaneous effect between training programs and motivation on employee performance at Inc. IndoKarlo Perkasa Otoparts?

### 3. The research purpose

A. To know the effect of training program on employee performance at Inc. Indokarlo Perkasa Otoparts.

B. To know the effect of motivation on employee performance at Inc. Indokarlo Perkasa Otoparts.

C. To know the simultaneous effect of training program and motivation on employee performance at company. Indokarlo Perkasa Otoparts.

## REVIEW OF LIBRARY

### 1. Training Program

According to Gomes (2017: 197) defining training is every effort to improve work performance at a particular work that is being his responsibility. Ideally, the training should be designed to realize organizational goals, which at the same time also realize the objectives individuals.

Training is often considered as the most common activity and the leader supports the training, through the training, the workers will become more skilled then they will be more productive even when these benefits must be thought repetitively because seizing the time when the employee are trained.

### 2. Motivation

Motivation becomes important because the motivation is expected every employee willing to work hard and enthusiastic to achieve high work productivity. A person's behavior is influenced and stimulated by the desire, the fulfillment of the needs and its goals and satisfaction. Stimulus comes from within and from outside.

This stimuli will create a boost to someone to do activities. According to Maslow and Sutrisno (2017: 55), stated that motivation is a giving of momentum which creates someone's working desire, so they want to cooperate, work effectively and integrated with all efforts to achieve satisfaction in work.

### 3 Employee performance

In implementing a job, the Company needs to evaluate the performance (performance appraisal) in order to be known to the effectiveness and success of performance employees. According to Mangkunegara (2016: 75) The performance is work result either quality or quantity achieved by an employee in carrying out its duties in accordance with the responsibilities given to him

## THE RESEARCH METHOD

### 1. Population

The Population of this study is amount of 96 respondents at Corp. indokarlo Perkasa Otoparts

### 2. Sample

The sample in this study is amounted to 96 respondents

### 3. The type of Research

The type of research used is associative, where the goal is to know the effect between

free variable to the variable both partial and simultaneous bounds

#### 4. The data analysis method

In analyzing data used instrument test, classical assumption test, regression, coefficient of determination and hypothesis test.

### THE RESULT OF RESEARCH

#### 1. Descriptive analysis

this test is used to know the minimum and maximum score, mean score and standard deviation from each variable.

The result is As the following :

Table of statistical descriptive analysis result

	Descriptive Statistics				
	N	Minimum	Maximum	Mean	Std. Deviation
Training Program (X1)	9 6	31	48	37.9 1	4.003
Motivation (X2)	9 6	31	44	37.8 8	3.501
Work Performance(Y)	9 6	32	46	38.8 3	3.478
Valid N (listwise)	9 6				

The training program was obtained by a minimum variance of 31 and the maximum variance of 48 with mean score of 3.791 with standard deviation of 4.003.

Motivation is obtained a minimum variance of 31 and the Maximum variance of 44 with mean score of 3.788 with standard deviation of 3.501. Motivation is obtained a minimum variance of 31 and the maximum variance of 44 with mean score of 3,788 with standard deviation of 4.003

Employee performance is obtained a minimum variance of 32 and the Maximum variance of 46 with mean score of 3.883 with a standard deviation of 3,478.

#### 2. Verification Analysis

this analysis is intended to determine the effect of independent variable on dependent variable. The test results is the following :

##### A. Multiple Linear Regression Analysis

This regression test is intended to determine the change of dependent variable if independent variables change. The results of the following tests:

The table of multiple linear regression testing result.

Model	Coefficients <sup>a</sup>		Standardized Coefficients	t	Sig.
	Unstandardized Coefficients				
	B	Std. Error			
			Beta		

1 (Constant)	11.158	2.903		3.844	.000
Training Program(X1)	.406	.079	.467	5.129	.000
Motivational (X2)	.325	.090	.327	3.591	.000

a. Dependent Variable: Employee Performance (Y)

Based on the testing results on the table above, obtained regression equation  $Y = 11,158 + 0.406x_1 + 0.325x_2$ . Its equation is described as follows:

1. The constant of 11,158 means if the training program and motivation are not exist, so there has been an employee performance value of 11,158 points.

2. Coefficient of training program regression by 0.406, this figure is positive that every increase in training program is by 0.406 then employee performance will also increase by 0.406 points.

3. The coefficient of motivational regression of 0.325, this figure positively means any increase in motivation of 0.325 then employee performance will also increase by 0.325 point

## B. Analysis of correlation coefficient

The analysis of correlation coefficient is intended to know the level of relationship power of independent variable to dependent variable both partially and simultaneously. The results test is the following :

Table of the correlation coefficient test of training program on employee performance.

**Correlations<sup>b</sup>**

		Training Program (X1)	Employee Performance (Y)
Training Program (X1)	Pearson Correlation	1	.663**
	Sig. (2-tailed)		.000
Work Performance (Y)	Pearson Correlation	.663**	1
	Sig. (2-tailed)	.000	

Based on the testing results obtained correlation value of 0.663, it means that the training program has a strong relationship to employee performance.

Table of testing result of motivational coefficient Correlation on employee performance.

**Correlations<sup>b</sup>**

		Motivation (X2)	Employee Performance (Y)
Motivation (X2)	Pearson Correlation	1	.608**
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.608**	1
	Sig. (2-tailed)	.000	

Based on the testing results obtained correlation value of 0.608, it means that

motivation has a strong relationship to employee performance.

Table of the correlation coefficient testing result of training program and simultaneous motivation on employee performance.

<b>Model Summary</b>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.713 <sup>a</sup>	.508	.498	2.465

a. Predictors: (Constant), Motivation(X2), Training Program(X1)

Based on the test results obtained correlation value of 0.713, It means training programs and simultaneous motivation have a strong relationship to employee performance.

### C. Determination Coefficient Analysis

The analysis of the determination coefficient is intended to know the percentage of influence from independent variable to dependent variable both partially and simultaneously. The test results is the following :

The table of Determination coefficient testing result of training program on employee performance

<b>Model Summary</b>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.663 <sup>a</sup>	.440	.434	2.616

a. Predictors: (Constant), Training Program (X1)

Based on Training program obtained determination value of 0.440, It means that Training Program has contribution influence of 44.0 Percent on employee performance

Table 7. the testing result of motivational Determination coefficient on employee performance

<b>Model Summary</b>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.608 <sup>a</sup>	.369	.363	2.777

a. Predictors: (Constant), Motivation(X2)

Based on the testing result obtained the determination value of 0.369, It means that motivation has a contribution impact of 36.9% on employee performance.

Table of testing result of determination coefficient of training program and motivation on employee performance

<b>Model Summary</b>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.713 <sup>a</sup>	.508	.498	2.465

a. Predictors: (Constant), Motivation (X2), Training Program(X1)

Based on the test results obtained the determination value of 0.508, It means the training program and motivation simultaneously have an effect contribution of 50.8% on employee performance, while the remaining 49.2% is influenced by other factors.

## D. Hypothesis test

### The test of partial hypothesis (T test)

The hypothesis testing with t test is used to know which partial hypothesis is accepted. First hypothesis: there is significant effect between training program on employee performance

Table of hypothesis testing result of training program on employee performance.

Model		Coefficients <sup>a</sup>			t	Sig.
		Unstandardized Coefficients		Standardized Coefficients Beta		
		B	Std. Error			
1	(Constant)	16.981	2.556		6.644	.000
	Training Program (X1)	.576	.067	.663	8.596	.000

a. Dependent Variable: Employee Performance (Y)

Based on the test result on the above table, obtained of t count > T table or (8,596 > 1.985), thus the first hypothesis is proposed that there is a significant effect of the training program on the employee's performance accepted.

Table of testing result of motivational hypothesis on work performance.

Model		Coefficients <sup>a</sup>			t	Sig.
		Unstandardized Coefficients		Standardized Coefficients Beta		
		B	Std. Error			
1	(Constant)	15.968	3.095		5.159	.000
	Motivation(X2)	.604	.081	.608	7.418	.000

a. Dependent Variable: employee performance (Y)

Based on the test result on the above table, the value of t count > T table or (7.419 > 1.985), thus the second hypothesis is proposed that there is a significant effect of motivation on employee performance received.

### Simultaneous hypothesis test (F test)

The hypothesis testing with f test is used to know which hypothesis is received. Third hypothesis has significant effect between training program and motivation on employee performance

Table of hypothesis testing result of training program and motivation on employee performance

Model		ANOVA <sup>a</sup>			F	Sig.
		Sum of Squares	df	Mean Square		
1	Regression	584.223	2	292.112	48.	.000 <sup>b</sup>

				073
Residual	565.110	9 3	6.076	
Total	1149.333	9 5		

Based on the test results on the above table, the value of F Count > F table or (40,078 > 2,700), thus the third hypothesis is proposed that there is a significant effect of the training program and motivation on employee performance received.

## THE DISCUSSION OF RESEARCH RESULT

### 1. The effect of training program on employee performance

The training program has a significant effect on employee performance by correlation of 0.663 or has a strong relation with the contribution of influence by 44.0%. Hypothesis testing obtained the value of t count > T table or (8,596 > 1.985). Thus the first hypothesis proposed that there is a significant effect between training programs on employee performance received.

### 2. motivational effect to the employee performance

Motivation has a significant effect on employee performance by correlation of 0.608 or has a strong relation with the contribution of influence by 36.9%. Hypothesis testing obtained the value of t count > T table or (7.419 > 1.985). Thus the second hypothesis proposed that there is a significant effect between motivation on employee performance received.

### 3. The effect of training program and motivation on employee performance

Training program and motivation significantly influence to employee performance by obtained regression equations  $Y = 11,158 + 0.406x_1 + 0.325x_2$ , correlation value of 0.713 or have a strong relation with the contribution of effect by 50.8% while the remaining 49.2% influenced by other factors. Hypothesis testing obtained the value of F Count > F table or (40,078 > 2,700). Thus the third hypothesis is proposed that there is a significant effect between training program and motivation on employee performance accepted.

## CONCLUSION AND SUGGESTION

### 1. Conclusion

A. The training program has a significant effect on employee performance with the contribution of influence by 44.0%. Hypothesis test obtained the value of t count > T table or (8,596 > 1.985).

B. Motivation has a significant effect on employee performance with an effect contribution of 36.9%. Hypothesis test obtained is the value of t count > T table or (7.419 > 1.985).

C. Training program and motivation significantly influence to employee performance with the contribution of effect of 50.8% while the remaining 49.2% influenced by other factors. Hypothesis test obtained is the value of F Count > F table or (40,078 > 2,700).

### 2. SUGGESTION

A. The Company must create work training program constantly in supporting of employee capability in carrying out their work.

B. Companies must support and appreciate to ensure employees having high-working spirit.



C. Company performance can be improved by empowering employees by enforcing good rules and giving more intense motivation.

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