

TRANSFORMATIONAL LEADERSHIP ROLES IN ENHANCING THE PASSION AND PERFORMANCE OF WORKER STUDENTS

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Abstract

The purpose of this study was to determine the effect of training and work discipline employee performance at PT Indo Boga Sukses Makmur Jakarta (Korbeq Indonesia), either partially or simultaneously. The research method used in this research is quantitative research. The population used in this study were employees of PT Indo Boga Sukses Makmur Jakarta (Korbeq Indonesia). The sampling method used by the author in this study is the saturated sample method, where the sample is the employees of PT Indo boga Sukses Makmur Jakarta (Korbeq Indonesia), totaling 82 employees. The data collection method used in this research is primary data. The primary data taken is the data from the answers of the respondents, amounting to 82 respondents. The results of this study indicate that training has a partial effect on employee performance at PT Indo Boga Sukses Makmur Jakarta (Korbeq Indonesia) as evidenced by the value of $t_{\text{count}} > t_{\text{table}}$ or $(4,759 > 1,990)$. This is also strengthened by the value of Sig. < 0.05 or $(0.000 < 0.05)$. The work discipline has a partial effect on employee performance at PT Indo Boga Sukses Makmur Jakarta (Korbeq Indonesia) as evidenced by the value of $t_{\text{count}} > t_{\text{table}}$ or $(7,875 > 1,990)$. This is also reinforced by the value of Sig. < 0.05 or $(0.000 < 0.05)$. training and work discipline have asimultaneous effect on employee performance at PT Indo Boga Sukses Makmur Jakarta (Korbeq Indonesia) as evidenced by the value of $F_{\text{count}} > F_{\text{table}}$ or $(31,956 > 3,112)$, this is also strengthened by the value of Sig. < 0.05 or $(0.000 < 0.05)$.

Keywords: Training, Work Dicipline, Employee Performance

Introduction

Human Resource Management is an important key for an organization to achieve its goals. Improving the quality of human resources in an organization is one way to ensure the survival or existence of an organization. Performance is an overview of the level of achievement of a program, activity, or policy in realizing the goals, goals, vision, and mission of the organization as outlined through the strategic planning of an organization. Employee performance is the result of good work from an employee with criteria that have been set in a company. Korbeq Indonesia was established in 2014 which is a unit of PT Indo Boga Sukses Makmur as one of the business actors in the f&b or food and beverage industry determined to improve quality by consistently maintaining standards and taste image as one of the strategies in facing global competition to continue to exist in the world of f&b or

food and beverage. The following is Korbeq Indonesia Jakarta employee performance data for 2020-2021 measured based on Key Performance Indicators.

Theoretical Framework

Tabel 1. Data Kinerja Karyawan PT Indo Boga Sukses Makmur Jakarta (Korbeq Indonesia) 2020-2022

No	Penilaian	Standar	Realita		
			2020	2021	2022
1	Kualitas Kerja	20%	17,6%	17%	16,6%
2	Kuantitas	20%	17%	16,6%	16%
3	Ketepatan Waktu	20%	17,2%	16,8%	16,8%
4	Efektivitas	20%	16,4%	16,4%	16%
5	Kemandirian	20%	16%	15,6%	15%
Jumlah		100%	84,2	82,4	80,4

Sumber: PT Indo Boga Sukses Makmur Jakarta (Korbeq Indonesia)

Based on the data in table 1.1 above, it can be seen that the performance of employees at Korbeq Indonesia Jakarta has decreased every year. Starting from 2020 at 84.2%, then there was a decrease in 2021 to 82.4% and the following year it decreased again to 80.4%. This decline in performance is suspected to be caused by factors that affect the decline in employee performance such as training and work discipline. The purpose of the training is to improve the effectiveness of work in achieving the set work results. With training, an employee will be more disciplined wherever an employee works and can generate confidence and be able to develop his skills. Therefore, intensive training is carried out so that it can always improve employee performance. However, from the facts obtained, the training at Korbeq Indonesia has not been fulfilled according to what the company expects. Judging from the trainees who attend the training every year, it is never in accordance with the invitation given by the company. Other facts also show that the training objectives are still not realized in accordance with the company's expectations, this is due to the lack of employee participation in attending the training program so that the distribution of the material is uneven or only conveyed to the employees who attend the training, thus the purpose of holding the training program is not in accordance with the company's expectations. The following is the data on the training program at Korbeq Indonesia Jakarta. implementation of employee performance. According to Rivai (2016:332) "Improper work discipline can create problems such as low work morale, anger, and bad will among employees and supervisors". In fact, it was found that there were problems regarding work discipline, namely due to a lack of awareness of work discipline, including employees who did not obey work regulations such as in the rules for employee entry who often arrived late. In addition, the low frequency of attendance is also a factor in the problem of the weak value of the implementation of work discipline, including employees who are absent without providing any information that causes

unconducive work activities because it makes their colleagues back up work without preparation.

Method

The type of research used in this study is quantitative research, data collection using research instruments, quantitative or statistical data analysis with the aim of testing the hypothesis that has been determined. The target population in this study is employees at PT Indo Boga Sukses Makmur Jakarta which totals 82 employees. The sampling technique is carried out by notarizing sampling or saturated samples or also called census samples, which are sampling techniques that take the entire population. Since the population is 82 employees, all populations are used as samples. The sample to be studied is 82 people who are employees of PT Indo Boga Sukses Makmur Jakarta. According to Sugiyono (2016:81) explained that "samples are part of the number and characteristics possessed by the population". Meanwhile, according to Sujarweni (2018:205) "Samples are part of a number of characteristics possessed by the population used for research".

Results

Validity tests are used to ensure that the measurement results truly reflect the concepts or characteristics being studied. The test is carried out by comparing r calculations and r tables. The r -value of the table in this study with 82 respondents was $df=n-2$, which was 0.2172.

Tabel 2. Uji Validitas Variabel Pelatihan

No	R Hitung	R Tabel	Keputusan
1	0,667	0,2172	Valid
2	0,722	0,2172	Valid
3	0,624	0,2172	Valid
4	0,597	0,2172	Valid
5	0,674	0,2172	Valid
6	0,683	0,2172	Valid
7	0,604	0,2172	Valid
8	0,668	0,2172	Valid
9	0,801	0,2172	Valid
10	0,703	0,2172	Valid

Sumber: Hasil Output SPSS Versi 26

Based on table 4.10 above, the training variable obtained a value of r calculated $> r$ table (0.2172), thus eating all questionnaire items is declared valid. The questionnaire used is suitable to be processed as research data.

Tabel 3. Uji Validitas Variabel Disiplin Kerja

No	R Hitung	R Tabel	Keputusan
1	0,644	0,2172	Valid

No	R Hitung	R Tabel	Keputusan
2	0,592	0,2172	Valid
3	0,756	0,2172	Valid
4	0,729	0,2172	Valid
5	0,662	0,2172	Valid
6	0,774	0,2172	Valid
7	0,681	0,2172	Valid
8	0,760	0,2172	Valid
9	0,713	0,2172	Valid
10	0,702	0,2172	Valid

Sumber: Hasil Output SPSS Versi 26

Based on table 4.11 above, the work discipline variable was obtained with a value of r calculated $> r$ table (0.2172), thus eating all questionnaire items were declared valid. The questionnaire used is suitable to be processed as research data.

Tabel 4. Uji Validitas Variabel Kinerja Karyawan

No	R Hitung	R Tabel	Keputusan
1	0,794	0,2172	Valid
2	0,834	0,2172	Valid
3	0,858	0,2172	Valid
4	0,721	0,2172	Valid
5	0,682	0,2172	Valid
6	0,560	0,2172	Valid
7	0,727	0,2172	Valid
8	0,675	0,2172	Valid
9	0,712	0,2172	Valid
10	0,701	0,2172	Valid

Sumber: Hasil Output SPSS Versi 26

Based on table 4.12 above, the employee performance variable was obtained with a value of r calculated $> r$ table (0.2172), thus eating all questionnaire items were declared valid. The questionnaire used is suitable to be processed as research data.

After the statement item is declared valid, then a reliability test is carried out. The purpose of the reliability test is to test whether the answers from the respondents are consistent or stable.

Discussion

Tabel 5. Uji Reabilitas

Variabel	Cronbach Alpha	Standar Cronbach Alpha	Keputusan
Pelatihan	0,867	0,600	Reliabel



Disiplin Kerja	0,878	0,600	Reliabel
Kinerja	0,902	0,600	Reliabel
Karyawan			

Sumber: Hasil Output SPSS Versi 26

Based on the data in table 4.13, it shows that the variables of training, work discipline and employee performance are declared reliable. This is evidenced by each variable having a Cronbach Alpha value greater than 0.600.

Tabel 6. Hasil Pengujian Regresi Linier Berganda Variabel Pelatihan (X1) dan Disiplin Kerja (X2) Terhadap Kinerja Karyawan (Y)
Coefficients^a

Model		Unstandardized Coefficients	
		B	Std. Error
1	(Constant)	8,104	4,298
	Pelatihan	,130	,106
	Disiplin Kerja	,657	,115

a. Dependent Variable: Kinerja

Sumber: Hasil Output SPSS Versi 26

From the results of data 4.19 above, the regression equation can be obtained as follows: $Y = 8.104 + 0.130X_1 + 0.657X_2$ From the regression equation above, it can be concluded as follows:

- A constant value of 8.104 means that if the variables of training (X1) and work discipline (X2) are not considered, then employee performance (Y) will only be worth 8.104 points.
- A training value (X1) of 0.130 means that if the constant remains and there is no change in the work discipline variable (X2), then every 1 point change in the training variable (X1) will result in a change in employee performance (Y) of 0.130 points.

A work discipline value (X2) of 0.657 means that if the constant remains and there is no change in the trainee variable (X1), then every 1-point change in the work discipline variable (X2) will result in a change in employee performance (Y) of 0.657 points

Tabel 7. Hasil Pengujian Regresi Linier Sederhana Variabel Pelatihan (X1) Terhadap Kinerja Karyawan (Y)
Coefficients^a

Model		Unstandardized Coefficients	
		B	Std. Error
1	(Constant)	21,999	4,173
	Pelatihan	,483	,102

a. Dependent Variable: Kinerja



Sumber: Hasil Output SPSS Versi 26

From the results of the data in table 4.17 above, the following equations can be obtained: $Y = 21.999 + 0.483X_1$

From the regression equation above, it can be concluded as follows:

- A constant value of 21,999 means that if the training variable (X_1) does not exist, there is an employee performance value (Y) of 21,371 points.
- The value of the training regression coefficient (X_1) of 0.483 means that if the constant is fixed, then every 1-point change in the training variable (X_1) will result in a change in employee performance (Y) of 0.483 points.

Tabel 8. Hasil Pengujian Regresi Linier Sederhana Variabel Disiplin Kerja (X_2) Terhadap Kinerja Karyawan (Y)
Coefficients^a

Model		Unstandardized Coefficients	
		B	Std. Error
1	(Constant)	9,848	4,069
	Disiplin Kerja	,739	,094

a. Dependent Variable: Kinerja

Sumber: Hasil Output SPSS Versi 26

From the data results in table 4.18 above, the following equations can be obtained:

$$Y = 9.848 + 0.739X_2$$

From the regression equation above, it can be concluded as follows:

- A constant value of 9.848 means that if the work discipline variable (X_2) does not exist, there is already an employee performance value (Y) of 9.848 points.
- The value of the work discipline regression coefficient (X_1) of 0.739 means that if the constant is fixed, then every 1-point change in the work discipline variable (X_1) will result in a change in employee performance (Y) of 0.739 points.

Tabel 9. Hasil Uji Koefisien Korelasi Secara Parsial Antara Pelatihan (X_1) Terhadap Kinerja Karyawan

		Correlations	
		Pelatihan	Kinerja
Pelatihan Kinerja	Pearson Correlation	1	,470**
	Sig. (2-tailed)		,000
	N	82	82
	Pearson Correlation	,470**	1
	Sig. (2-tailed)	,000	
	N	82	82

** . Correlation is significant at the 0.01 level (2-tailed).



Sumber: Hasil Output SPSS Versi 26

Based on the results of the test in table 4.20 above, a correlation coefficient value of 0.470 was obtained where the value was in the interval of 0.499-0.500, meaning that the two variables had a moderate level of relationship. Table 10. The Results of the Partial Correlation Coefficient Test between Work Discipline (X2) on Employee Performance

		Correlations	
		Disiplin Kerja	Kinerja
Disiplin Kerja	Pearson Correlation	1	,661**
	Sig. (2-tailed)		,000
	N	82	82
Kinerja	Pearson Correlation	,661**	1
	Sig. (2-tailed)	,000	
	N	82	82

** . Correlation is significant at the 0.01 level (2-tailed).

Sumber: Hasil Output SPSS Versi 26

Based on the results of the test in table 4.21 above, a correlation coefficient value of 0.661 was obtained where the value was in the interval of 0.600-0.799, meaning that the two variable relationships have a strong relationship.

Tabel 4. 1
Hasil Uji Koefisien Korelasi Secara Simultan Antara Pelatihan (X1) dan

Model Summary									
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				Sig. F Change
					R Square Change	F Change	df1	df2	
1	,669 a	,447	,433	3,94750	,447	31,956	2	79	,000

a. Predictors: (Constant), Disiplin Kerja, Pelatihan

Disiplin Kerja (X2) Terhadap Kinerja Karyawan

Sumber: Hasil Output SPSS Versi 26

Based on the results of the test in the table above, a correlation coefficient value of 0.669 was obtained where the value was in the interval of 0.600-0.799, meaning that the variables of training and work discipline had a strong relationship with the variables of employee performance.

Tabel 9. Hasil Uji Hipotesis (Uji t) Variabel Pelatihan (X1) Terhadap Kinerja Karyawan (Y)
Coefficients



		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model		B	Std. Error	Beta		
1	(Constant)	21,999	4,173		5,272	,000
	Pelatihan	,483	,102	,470	4,759	,000

a. Dependent Variable: Kinerja

Sumber: Hasil Output SPSS Versi 26

Based on the test results in table 4.26 above, the tcal value of $> t_{table}$ or $(4.759 > 1.990)$ was also strengthened with a significant value of < 0.05 or $(0.000 < 0.05)$. So it can be concluded that H_{o1} is rejected and H_{a1} is accepted, this shows that Training (X1) has a partial effect on Employee Performance (Y).

Tabel 10. Hasil Uji Hipotesis (Uji t) Variabel Disiplin Kerja (X1) Terhadap Kinerja Karyawan (Y)

Coefficients					
		Unstandardized Coefficients		Standardized Coefficients	Sig.
Model		B	Std. Error	Beta	
1	(Constant)	9,848	4,069		,018
	Disiplin Kerja	,739	,094	,661	,000

a. Dependent Variable: Kinerja

Sumber: Hasil Output SPSS Versi 26

Based on the test results in table 4. The above is obtained with a tcal value of $> t_{table}$ or $(7.875 > 1.990)$ this is also strengthened by a significant value of < 0.05 or $(0.000 < 0.05)$. So it can be concluded that H_{o2} is rejected and H_{a2} is accepted, this shows that Work Discipline (X2) has a partial effect on Employee Performance (Y).

Tabel 11. Hasil Uji F (Simultan)

ANOVA					
Model		Sum of Squares	df	Mean Square	Sig.
1	Regression	995,936	2	497,968	,000b
	Residual	1231,039	79	15,583	
	Total	2226,976	81		

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Disiplin Kerja, Pelatihan

Sumber: Hasil Output SPSS Versi 26

Based on the test results in table 4. Above is obtained the value of $F_{cal} > F_{table}$ ($31.956 > 3.112$), this is also strengthened by the value of $sig < 0.05$ or ($0.000 < 0.05$). Thus H_{o3} was rejected and H_{a3} was accepted, this shows that there is a significant influence simultaneously between Training (X1) and Work Discipline (X2) on Employee Performance (Y).

Conclusion

Training has a partial effect on employee performance at PT Indo Boga Sukses Makmur Jakarta (Korbeq Indonesia) which is evidenced by the value of $t_{cal} > t_{table}$ or ($4.759 > 1.990$) This is also strengthened by the value of $sig. < 0.05$ or ($0.000 < 0.05$). Work discipline has a partial effect on employee performance at PT Indo Boga Sukses Makmur Jakarta (Korbeq Indonesia) which is evidenced by the value of $t_{cal} > t_{table}$ or ($7.875 > 1.990$) this is also strengthened by a significant value < 0.05 or ($0.000 < 0.05$). Training and work discipline have a simultaneous effect on employee performance at PT Indo Boga Sukses Makmur Jakarta (Korbeq Indonesia) which is evidenced by the value of $F_{cal} > F_{table}$ ($31.956 > 3.112$), this is also strengthened by the value of $sig < 0.05$ or ($0.000 < 0.05$).

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