



The effect of training and motivation on the performance of Medan City public works (PU) employees

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ARTICLE INFO

Received: 20-2-2022

Received in revised: 22-3-2022

Accepted: 26-4-2022

Available online: 30-4-2022

KEYWORDS

Training;

Motivation;

Performance;

Public Works Service;

ABSTRACT

This study aims to see and determine the effect of training and motivation on employee performance at the Medan City Public Works Department. The research was carried out at the Public Works (PU) department, which is located on Jalan Pinang Baris, Kampung Lalang, Medan Sunggal. Research time starts from August 2021 until completion. The population of this study were all permanent employees at the Medan Public Works Department as many as 30 people. And the sample used is the whole of the total population that is 100% with a total of 30 samples. From the results of the statistical test of the training measurement ratio carried out, the standard deviation value was 3.592. On the work motivation variable with a mean value of 43.30, the standard deviation is 3.44. on the employee performance variable with an average value of 34.10 and a standard deviation of 3.36. The results of the F test obtained that the calculated F is 10.59, which is greater than the F table, which is 2.67 with a significance level of 0.05. this means that work motivation and employee performance are significant.

INTRODUCTION

In the digital era, competition in the corporate world is getting tougher due to sophisticated technology where there are no limits in accessing information. But behind all the technological sophistication owned by the company, of course there are human resources (HR) who have good ability (performance) to operate the existing technology. So that companies and agencies must be able to evaluate and examine what can be done to advance companies and agencies that are able to encourage the desires of the individual himself. This study explains that training is seen as a means to overcome changes in which technological innovation, market competition and play a key role to improve employee performance, so if the training carried out by the company is successful, employee performance will increase by itself. One other effort to improve employee performance is by providing motivation. Motivation and performance are two elements that are constructive and correlative. Both require each other and cannot be separated from the other. Employee performance will be low if they do not have the motivation to carry out

the work. On the other hand, if the employee has high motivation to carry out the work, in general the level of employee performance will be high. The Medan City Public Works Agency (PU) which handles public works infrastructure, as part of the infrastructure sector, is obliged to support this through the implementation of integrated, effective and efficient development by taking into account the mainstreaming of sustainable development. In order to improve the efficiency and effectiveness of the programs implemented, the Medan City Public Works Department must continuously make changes towards improvement. These changes must be arranged in a consistent and continuous stage, so as to increase accountability and performance that is oriented towards achieving better results and goals.

RESEARCH METHOD

Research Location

This research will be conducted at the Department of Public Works (PU) located at Jalan Pinang Baris, Kp. Lalang,

District. Medan Sunggal, Medan City. Research Time On August 10, 2021 until Finish.

Population and Sample

The population in this study were permanent employees at the Medan Public Works (PU) with a total of 30 people. The sample used is the whole of the total population that is 100% with a total of 30 samples.

Field Testing Research

Normality test aims to test whether the regression model, confounding variables or residuals have a normal distribution. To test whether the data is normally distributed or not, the Kolmogorov-Smirnov Test was performed statistically. The residual is normally distributed if it has a significance value > 0.05. To test multicollinearity by looking at the VIF value of each independent variable, if the VIF value is < 10, it can be concluded that the data is free from multicollinearity symptoms. The test in this study uses a plot graph between the predictive value of the dependent variable, namely ZPRED and the residual SRESID. There is no heteroscedasticity if there is no clear pattern, and the dots spread above and below the number 0 on Y.

Data Analysis Techniques

Multiple Linear Regression

Multiple linear regression analysis is a regression that has 1 dependent variable and two or more independent variables. The multiple linear regression equation can be formulated as follows.

$$Y = a + \beta_1 X_1 + \beta_2 X_2$$

Y = Dependent Variable

a = Constanta

β = Multiple Regerssion

X1 = Independent Variable

X2 =Independent Variable

Coefficient of Determination

According to Ghozali (2013: 97), the coefficient of determination (R2) is used to measure how far the model's ability to explain variations in independent variables is. The coefficient of determination is used because it can explain the goodness of the regression model in predicting the dependent variable.

Partial Test (T- test)

Partial significant test (t test) or individual is used to test whether an independent variable has an effect or not on the dependent variable with a level of (0.50%).

Simultan Test (F- Test)

According to Sunyoto (2013: 54) this test was conducted to determine whether all independent variables (simultaneously) had a significant effect on the dependent variable with a level of (0.05%).

RESULTS AND DISCUSSIONS

This research was conducted on the employees of the Public Works Service (PU) at Jalan Pinang Baris Medan with the independent variables, namely training, work motivation. In this study also conducted research on the dependent variable (dependent variable). Descriptive statistics relate to how data can be described or described or can also be concluded in table 3.1. shows that the measurement ratio of the Training variable (X1) with an average value of 32.17 while the standard deviation is 3.592. On the work motivation variable (X2), the mean value is 43.30 while the standard deviation is 3.446. on the Employee Performance variable (Y) with a mean value of 34.10 with a standard deviation of 3.367:

Table 1. Statistic Descriptive Results

	Descriptive Statistics				
	N	Minimum	Maximum	Mean	Std. Deviation
	Statistic	Statistic	Statistic	Statistic	Statistic
Work Motivation	30	25,00	39,00	32,17	3,592
Training	30	33,00	49,00	43,30	3,446
Employess performance	30	25,00	40,00	34,10	3,367
Valid N (litwisw)	30				

Statistical Analysis The tests below are carried out using the Kolmogorov Smirnov. non-parametric statistical test.

Table 2. Normality Data Test Results

	Skewness		Kurtosis	
	Statistic	Std. Error	Statistic	Std. Error
Unstandardized Residual	-.987	.427	3.664	.833
Valid N (listwise)				

From the research, there are two independent variables, namely Training and Work Motivation and the dependent variable is Employee Performance. The regression equation used is: $Y = a + b_1 X_1 + B_2 X_2$.

Table 3. Linear Regression Analyze

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	-.191	7.554		-.025	.980
	Work Motivation	.438	.135	.468	3.247	.003
	Training	.466	.141	.477	3.312	.003

Based on table 3.5 above, the regression model is obtained, it can be seen that: $a = 0.191$ $b_1 = 0.438$ $b_2 = 0.466$ $e = 0.05$ Thus, the regression model is obtained, namely Employee Performance = $0.191 + 0.438 X_1 + 0.466 X_2$. Can be concluded that $a. R = 0.663$ indicates a high correlation between the variables of Training and Work Motivation on Employee Performance. $b.$ The R Square coefficient value is 44.0% which shows that the variation of the Employee Performance variable (Y) can be explained by the Training and Work Motivation variable, the remaining 56.0% is influenced by other independent variables that cannot be explained in this study.

Table 4. Partial Test (t-Test)

Model		Unstandardized Coefficients		Standardized Coefficients		t	Sig.
		B	Std. Error	Beta			
1	(Constant)	-.191	7.554			-.025	.980
	Work Motivation	.438	.135	.468		3.247	.003
	Training	.466	.141	.477		3.312	.003

Based on table 3 shows that 1). The t_{test} of the Work Motivation variable (X1) has a t_{count} of 3,247 with a significance of 0.003. Hypothesis H_1 is accepted because t_{count} is greater than t_{table} , namely $3.247 > 2.037$. And Significant 0.003 less than 0.05, meaning that the variable of Work Motivation (X1) has a positive and significant influence on Employee Performance (Y) 2). The t_{test} of the Training variable (X2) has a t_{count} of 3.312 with a Significance of 0.003. Hypothesis H_2 is accepted because t_{count} is greater than t_{table} , namely $3.312 > 2.037$. And the significance of 0.003 is less than 0.05, which means that the Job Training variable (X2) has a positive and significant impact on employee performance.

Based on the results of the Individual test or t test, it can be seen that Training (X1) has a t_{count} value of 3.312 with a significance of 0.003. Hypothesis H_1 is accepted because t_{count} is greater than t_{table} , namely $3.312 > 2.0377$ and significant $0.005 < 0.05$. The results of the study prove that the training variable has a positive and significant influence on the employee performance variable in the Public Works Department of Pinang Baris Medan, and it can be interpreted that training has a significant effect so that employee performance increases.

Based on the results of the individual test or t test, it can be seen that work motivation (X2) has a t_{count} value of 3.247 with a significance of 0.003. Hypothesis H_2 is accepted because t_{count} is greater than t_{table} , which is $3,247 > 2,037$, and significant is $0,005 < 0,05$. The results of this study prove that the work motivation variable has a positive and significant influence on the employee

performance variable at the Public Works Department of Pinang Baris Medan, and it can be interpreted that work motivation has a significant effect so that employee performance increases.

Simultaneous test results can be seen that F_{count} is worth that F_{count} is 10.593 more than F_{table} , which is 2.67 with Sig $0.000 < 0.05$. So that the research results show that is simultaneously. that simultaneously H_1 is accepted and H_0 is rejected. This shows that training and work motivation have a positive and significant influence on employee performance in the Public Works Department of Pinang Baris even though the difference lies in work motivation. But, overall the variables have a significant influence on employee performance.

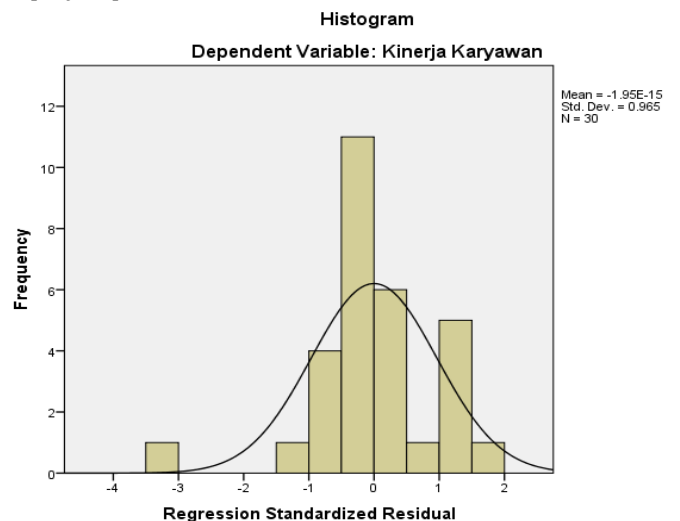


Figure 1. Research results

CONCLUSION

Based on the results of the analysis and discussion, in this study it can be concluded that: 1. Partially shows that work motivation has a positive and significant influence on employee performance at the Public Works Service (PU) of Pinang Baris Medan. 2. Partially shows if the training has a positive and significant impact on the employee performance of the Public Works Service (PU) Pinang Baris Medan. 3. Simultaneously shows that work motivation and training positively and significantly affect the performance of employees of the Public Works Department (PU) of Pinang Baris Medan.

Author's Contributions

All team members contributed equally in the writing of this article. They carry out collaborative activities according to the tasks and functions that have been mutually agreed upon, from research planning to writing articles for journals.

Conflict of Interest

All authors in this manuscript have no conflict of interest. All team members work professionally according to their expertise.

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