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## Effect of Training on Employee Productivity at PT. Bima Sentosa Trikarya in Jakarta

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### ABSTRACT

*This study aims to determine the effect of training on employee productivity at PT. Trikarya Bima Sentosa in Jakarta. The method used is explanatory research with a sample of 62 respondents. The analysis technique uses statistical analysis with regression, correlation, determination, and hypothesis testing. The results of this study of the training variable obtained an average score of 3.711 with suitable criteria. The employee productivity variable received an average score of 3.837 with applicable standards. Training has a positive and significant effect on employee productivity with a regression equation value of  $Y = 15,504 + 0.616X$ . A correlation coefficient value of 0.728 or has a strong relationship with a determination value of 53.0%. Hypothesis testing obtained a significance of  $0.000 < 0.05$ .*

*Keywords: Training, Employee Productivity*

### INTRODUCTION

In implementing company management, human resources are the main element because their existence is essential and has a significant role in the stability and continuity of the company because it is this human resource factor that utilizes other factors so that human resource capabilities must be developed continuously—resources to maintain and improve quality production for the company.

The development of employee capabilities through providing training will benefit the company where the benefits that can be obtained are an increase in the ability or skills of employees. It will undoubtedly be able to

overcome the problems that are pretty important in increasing labour productivity.

The education and training program or the term "Training" is one of the company's strategic programs to maintain and motivate employees (Jurnal Nikewati: 2011).

Employees need training programs; namely, through training, an environment will be created to acquire or learn specific attitudes, abilities, skills, knowledge, and behaviors related to work, Simamora (2010:37). Triton (2010: 84) expresses his opinion that productivity includes the integrated utilization of human resources and skills, capital goods, technology, management of information, energy, and other resources leading to the development and improvement of living

standards for the entire community through total productivity.

Thus, the productivity achieved is expected to compete and positively contribute to increasing employee productivity, so training is needed. Appropriate and programmed training is required at all times for new employees and existing employees in the company. New employees who are withdrawn from time to time by the company need the training to carry out the duties that are their obligations. In contrast, old employees need training because of the demands of their current responsibilities, or they are assigned to new positions. The training provided to employees can encourage employees to work harder because employees who already know their duties and obligations will try to achieve higher work performance.

The company's productivity is expected to increase continuously to compete with other companies. Productivity is the result of work or a group of people in it.

Productivity is also the answer to the success or failure of the training carried out by the company. Bosses often do not understand the good and the bad in their organization. Therefore, training programs for employees must be implemented in any organization to increase the productivity of each employee, which will increase the company's productivity. After the training program is implemented, it is hoped that it will bring considerable benefits to the company such as increasing employee morale, increasing time efficiency in carrying out their work.

The company must be able to choose the types of training that are by the company's conditions and weigh the benefits obtained after implementing this training program. The training program is very influential for increasing the work productivity of employees in an organization or company. Because the knowledge, skills, and creativity of an employee at work will positively impact his career. The increase in skills, knowledge, insight, and attitudes of employees on their duties through training programs that have been implemented in the company can increase the productivity of the company's employees. It is hoped that the higher the

frequency of the training will increase the productivity of its employees.

Of the several training programs implemented, not all of them produced good results; some training was in vain due to the lack of interest and awareness of the training participants about the importance of the movement.

Based on the explanation above, the authors make the study's title "The Effect of Training on Employee Work Productivity at PT. Trikarya Bima Sentosa in Jakarta."

### 1. Training

Training is often considered the most common activity. Leaders support the movement because, through training, workers will become more skilled and therefore more productive even though these benefits have to be taken into account with the time taken up while workers are being trained.

According to Gomes (2019: 197), training is defined as every effort to improve work performance in a particular job that is being his responsibility. Ideally, training should be designed to achieve the organization's goals while at the same time realizing the dreams of individual workers. Meanwhile, according to Desler in Hasibuan (2019:323)

### 2. Employee Productivity

According to Sutrisno (2020: 99), productivity is the relationship between output (goods or services) and inputs (labor, materials, money). Productivity is a measure of productive efficiency—a comparison between work and information. Inputs are often limited to labor, while outputs are measured in physical units, forms, and values.

The authors must be straightforward to present the phenomena or organization problem that triggers this research.

The preliminary presentation in the article does not include the title. It contains a variety of theories relevant to the research variables that have the indicators used to measure and the description of the relationships among the variables. The authors must identify the research

gap based on literature review and organization phenomena to highlight the novelty.

coefficient analysis, coefficient of determination analysis, and hypothesis testing.

## METHOD

The type of research used is associative; the population in this study are respondents, amounting to 62 respondents PT. Trikarya Bima Sentosa in Jakarta. The sample used also amounted to 62 respondents. The data analysis method used validity test, reliability test, simple linear regression analysis, correlation

## RESULT and DISCUSSION

The results present the results of the final data analysis instead of unprocessed raw data.

### 1. Descriptive Analysis

This test is used to determine the minimum and maximum scores, the highest scores, the rating scores, and the standard deviation of each variable. The results are as follows:

	N	Minimum	Maximum	mean	Std. Deviation
Training (X)	62	29	47	37.11	4.189
Employee Productivity (Y)	62	31	47	38.37	3,545
Valid N (listwise)	62				

The training obtained a minimum variance of 29 and a maximum variance of 47 with a rating score of 3.711 with a standard deviation of 4.189. This score is included in the scale range from 3.40 to 4.19 with good or agrees on criteria. Employee productivity obtained a minimum variance of 31 and a maximum variance of 47 with a rating score of 3.837 with a standard deviation of 3.545. This score is included in the scale range from 3.40 to 4.19 with good or agrees on criteria.

### 3. Quantitative Analysis.

This analysis is intended to determine the effect of the independent variable on the dependent variable. The test results are as follows:

#### a. Simple Linear Regression Analysis

This regression test is intended to determine changes in the dependent variable if the independent variable changes. The test results are as follows:

Model	Coefficients <sup>a</sup>		Standardized Coefficients Beta	t	Sig.
	Unstandardized Coefficients B	Std. Error			
1 (Constant)	15,504	2,797		5.543	.000
Training (X)	.616	.075	.728	8,227	.000

Based on the test results in the table above, the regression equation  $Y = 15.504 + 0.616X$  is obtained. From these equations, it is explained as follows:

- 1) A constant of 15,504 means that if there is no training, then there has been a value of employee productivity of 15,504 points.
- 2) The training regression coefficient is 0.616; this number is positive, meaning that every time there is an increase in training of 0.616

points, employee productivity will also increase by 0.616 points.

#### b. Correlation Coefficient Analysis

The correlation coefficient analysis is intended to determine the level of strength of the relationship of the independent variable to the

dependent variable. The test results are as follows:

Table 3. Results of Testing the Correlation Coefficient of Training on Employee Productivity

		Training (X1)	Employee Productivity (Y)
Training (X)	Pearson Correlation	1	.728**
	Sig. (2-tailed)		.000
Employee Productivity (Y)	Pearson Correlation	.728**	1
	Sig. (2-tailed)	.000	

The test results obtained a correlation value of 0.728, meaning that training strongly affects employee productivity.

c. Coefficient of Determination Analysis

The coefficient of determination analysis is intended to determine the percentage of the influence of the independent variable on the dependent variable. The test results are as follows:

Table 4. Results of Testing the Coefficient of Training Determination on Employee Productivity.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.728a	.530	.522	2.450

Based on the test results, a determination value of 0.530 means that training has an influence contribution of 53.0% on employee productivity. In comparison, the remaining 47.0% is influenced by other factors that are not researched.

d. Hypothesis testing

Hypothesis testing with a t-test is used to find out which hypothesis is accepted. Hypothesis formulation: There is a significant effect of training on employee productivity.

Table 5. Results of the Training Hypothesis Testing on Employee Productivity.

		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	15,504	2,797		5.543	.000
	Training (X)	.616	.075	.728	8,227	.000

Based on the test results in the table above, the value of t arithmetic > t table or (8.227 > 2.003) is obtained; thus, the hypothesis proposed a significant influence between training on employee productivity is accepted.

Based on the respondents' answers, the training variable obtained a rating score of 3.711, which is in the range of the scale of 3.40 - 4.19 with good or agree on criteria.

1. Conditions of Respondents' Answers Training Variables

2. Respondents' Answer Conditions Employee Productivity Variables

Based on the respondents' answers, the employee productivity variable obtained a score of 3.837, which is in the range of the scale of

3.40 - 4.19 with reasonable or agreed-upon criteria.

### 3. The Effect of Training on Employee Productivity

Training has a significant effect on employee productivity with the regression equation  $Y = 15.504 + 0.616X$ ; the correlation value is 0.728 or enormously relates to the contribution of 53.0% influence. Testing the hypothesis obtained the matter of  $t$  arithmetic  $> t$  table or ( $8.227 > 2.003$ ). Thus the theory proposed that there is a significant effect between training on employee productivity is accepted.

## CONCLUSION

- The training variable obtained a rating score of 3.711, in the range of the scale of 3.40 - 4.19 with good or agree on criteria.
- Employee productivity variable obtained a rating score of 3.837 in the range of 3.40 to 4.19 scale with reasonable or agreed-upon criteria.
- training has a significant effect on employee productivity with the regression equation  $Y = 15.504 + 0.616X$ , the correlation value is 0.728 or strong, and the contribution of influence is 53.0%. In comparison, the remaining 47.0% is influenced by other factors. Hypothesis test obtained value of  $t$  count  $> t$  table or ( $8,227 > 2.003$ ).

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