The Effect Of Job Training, Work Motivation, And Career Development on Employee Performance at PT. Sinar Harapan Roof Kebun Tebeng Bengkulu City

Arda Pratiwi [1] ; Islamuddin [2]
[1],[2]Department of Management Faculty of Economic, Universitas Muhammadiyah Bengkulu
Email: [1] pratiwiarda813@gmail.com ; [2] islamuddin@umb.ac.id

ABSTRACT

The purpose of this study is to determine the Effect of Work Training and Work Motivation, as well as Career Development on employee performance at PT. Sinar Harapan Roof Kebun Tebeng Kota Bengkulu. This study used quantitative methods and data collection by observation, interviews and questionnaire distribution. The population in this study was all employees of PT. Sinar Harapan Roof of Bengkulu City numbered 32 people and sampling using saturated sampling method. Based on the results of multiple linear gergeration, the form of the regression equation $Y = 5.234 + 0.115 (X1) + 0.169 (X2) + 0.009 (X3)$ is obtained. This equation can be explained by the positive influence of each independent variable, namely Job Training (X1), Work Motivation (X2) and Career Development (X3) on employee performance (Y). As well as the coefficient of determination of $R^2 = 0.675$ or approximately (67.5%) through hypothesis testing together (simultaneously) and individually (partial) in this study using the f test and t test, Job Training (X1), Work Motivation (X2) and Career Development (X3) = 0.014, that means the Fsig value of < 0.05 shows together and that has a significant effect

INTRODUCTION

Human Resources (HR) has an important meaning, this is because there is an active and main role of humans in every organizational activity, where humans have a role as determinants, actors and even planners in achieving company goals. Therefore, humans become the main actors who will move various other resources, and to manage these various resources, Human Resources (HR) must be qualified. With the existence of quality Human Resources (HR), it has a very important role in answering various challenges for the success of the goals of an organization, because the development of Human Resources will also affect other aspects or fields, where how much resources the organization has but if it is not supported by quality Human Resources, of course it will not achieve maximum results. With the existence of quality Human Resources (HR), it has a

very important role in answering various challenges for the success of the goals of an organization, because the development of Human Resources will also affect other aspects or fields, where how much resources the organization has but if it is not supported by quality Human Resources, of course it will not achieve maximum results.

In simple terms, employee performance can be defined as a result or achievement obtained by an employee within a certain period of time on a job he does, and the employee has good performance, and can support the company in achieving the goals or objectives to be achieved by the company.

(Kaswan, 2013) revealed that workforce training is any effort to improve worker performance in a particular job that is being their responsibility or one job that has something to do with other jobs, while development has a wider scope, development or development is as preparing individuals to assume different and higher responsibilities in the organization.

According to (Hasibuan, 2011) Motivation is the encouragement of a series of human behavior processes in achieving goals. While the elements contained in motivation include elements of arousing, directing, maintaining, showing intensity, being continuous and having goals. Motivation has two basic forms, namely artificial (extrinsic) and intrinsic (intrinsic), in employee performance, companies need both to help improve employee performance (extrinsic and intrinsic), extrinsic is about what things the company will do to motivate employees, while intrinsic are factors or causes from within the company to motivate employees with certain goals.

Career development according to (Robbins, 1996) is a way for organizations to support or increase employee productivity, while preparing them for a changing world. An employee plays a role in doing his personal career planning.

PT. Sinar Harapan Roof Kebun Tebeng Kota Bengkulu is a company engaged in sales, industry, and production. Based on the initial visit during the company survey, information was obtained that some employees of PT. Sinar Harapan Roof is still experiencing several problems that result in decreased employee performance, which has an impact on productivity and company goals.

Training held at PT. Sinar Harapan Roof is not carried out evenly with its employees. This results in employees often making mistakes at work, thus hampering time in completing work. This is indicated by the presence of jobs that do not meet the job criteria for the company, cannot use more modern technology in work, increase or even reduce productivity at work, and poor business loyalty.

Good motivation will certainly increase employee morale and this of course will have a good impact on performance and the company. But unfortunately at PT. Sinar Harapan Roof motivation is still very lacking. This is characterized by less enthusiasm for employees in completing their work and easily feel discouraged when experiencing failure.

Then career development at PT. Sinar Harapan Roof is still not applied evenly so that employees think of the lack of attention of superiors to their employees. This also causes employees not to master the procedures or SOPs that have been set by the company, thereby reducing employees' contributions to the company to achieve company goals.

LITERATURE REVIEW

Employee Performance

According to (Wibowo, 2016), Performance comes from the word performance, some also provide an understanding of performance as a result of work or work performance. However, actually performance has a broad meaning, not only the results of work, but including how the work process takes place.

Employee Job Training

According to (Kaswan, 2011), training is a process to improve employees' knowledge and skills.
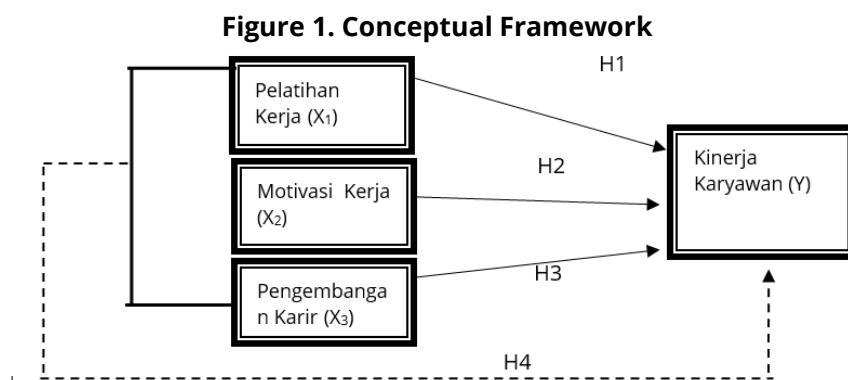
Work Motivation

(Handoko, 2009) states, "Motivation is defined as a state in a person's person that encourages individual desire to carry out certain activities to achieve goals".

Career Development

(Kadarisman, 2012) states that employee career development is the process and activity of preparing an employee to occupy a position in an organization or company, which will be carried out in the future.

Conceptual Framework

The structure of a proper investigation or thought is the hypothetical clarification of the relationship between the contemplated factors.

Figure 1. Conceptual Framework

METHODS

This study used a quantitative approach, with questionnaire methods or questionnaire collection. The dependent variable is Employee Performance (Y) and the independent variables are Job Training (X1), Job Motivation (X2), and Career Development (X3).

Population and sample

The population in this study is employees of PT. Sinar Harapan Roof Kebun Tebeng Kota Bengkulu which totaled 32 people.The sampling technique in this study uses a nonpropability sampling approach with a saturated sampling / census technique because the population is as large as the number sampled, with the entire population totaling 32 people and all populations being sampled as many as 32 people.

Data Collection Techniques

In data collection techniques, there are several that researchers use, namely: (1) observation, (2) questionnaires and (3) interviews. Respondents' responses were assessed to measure their responses on a 5-point likert scale (1= strongly disagree 5 = strongly agree).

Data Analysis Techniques

This analysis section will discuss the form of respondents' responses to questionnaires distributed to respondents. From the answers of the respondents will then be obtained a tendency of respondents' answers to each answer - each variable will be based on the average value of the score which will then be confirmed at tabe intervals. The average calculation of respondents uses the following formula:

$$X = \frac{\sum x}{N}$$

Information
X = Average numbers
N= Number of scores
ΣX= Respondent scores
The average results of respondents' answers confirmed at the research interval set about the research interval, calculated based on the following formula:

$$I = \frac{R}{k}$$

Information
I = Interval
R = Range
K = Number of categories

$$I = \frac{5-1}{5} = 0,8$$

RESULTS

PT. Sinar Harapan Roof Tebeng Garden Bengkulu City

The year 1990 was the beginning of PT. Sinar Harapan Roof started its journey which was founded by Mr. Samhoswandi. However, at the beginning of the run, PT. Sinar Harapan Roof only sells and produces tiles, concrete, and terrazzo (tiles). From the results of hard work and by continuing to maintain a commitment to always provide the best results, PT. Sinar Harapan Roof has succeeded in developing its company to increase the type of goods production where the types of goods increase to metal tiles, spanders, mild steel, paving blocks. Sinar Harapan Roof believes that trustworthiness is paramount. Therefore, prioritizing professionalism, punctuality in delivery and customer service. The resulting product is of course the best result that has been made by the company, that is one of the reasons why this company still survives in the midst of the times and is able to compete with other companies. With that, Sinar Harapan Roof continues to work hard with professionals to continue to develop its company.

Instrument Validity and Reliability Test Results
Table 1. Validity test results

Variable	Statement Item	Correted Item Pernyataan Total Correlation	R Table	Information
Employee Performance (Y)	1	0,72	0,444	valid
	2	0,807	0,444	valid
	3	0,836	0,444	valid
	4	0,799	0,444	valid
	5	0,870	0,444	valid
	6	0,787	0,444	valid
	7	0,824	0,444	valid
Job Training (X1)	1	0,729	0,444	valid
	2	0,448	0,444	valid
	3	0,621	0,444	valid
	4	0,487	0,444	valid
	5	0,707	0,444	valid
	6	0,787	0,444	valid

Variable	Statement Item	Correted Item Pernyataan Total Correlation	R Table	Information
	7	0,664	0,444	valid
	8	0,564	0,444	valid
	9	0,541	0,444	valid
Work Motivation (X2)	1	0,524	0,444	valid
	2	0,569	0,444	valid
	3	0,603	0,444	valid
	4	0,760	0,444	valid
	5	0,827	0,444	valid
	6	0,712	0,444	valid
	7	0,469	0,444	valid
	8	0,705	0,444	valid
	9	0,677	0,444	valid
	10	0,739	0,444	valid
	11	0,750	0,444	valid
	12	0,568	0,444	valid
	13	0,802	0,444	valid
	14	0,851	0,444	valid
Career development (X3)	1	0,650	0,444	valid
	2	0,795	0,444	valid
	3	0,846	0,444	valid
	4	0,838	0,444	valid
	5	0,832	0,444	valid
	6	0,715	0,444	valid

Source: SPSS Data Results

From the table above, it can be seen that the pearson correlations value of each question has a calculated value of $r_{count} > r_{table}$ (0.44). These results show that the statements of each variability are valid and worthy of use in this study. A valid question means being able to measure and explain the variables studied clearly and precisely.

Table 2. Reliability Test Results

No.	Variable	Cronbac's Alpha	information
1	Employee Performance (Y)	0,909	Reliabel
2	Job Training (X1)	0,082	Reliabel
3	Work Motivation (X2)	0,908	Reliabel
4	Career development (X3)	0,870	Reliabel

Source: SPSS Data Results

Normality Test

The normality test agrees to test whether in the regression model, confounding variables or residues are normally distributed.

Figure 2. Diagram Normal P-P Plot Work Experience (X1), Employability (X2), Employee Performance
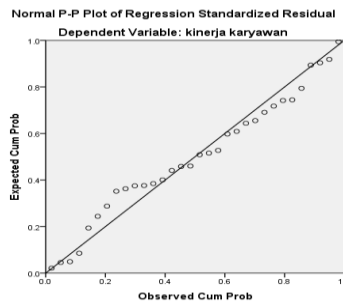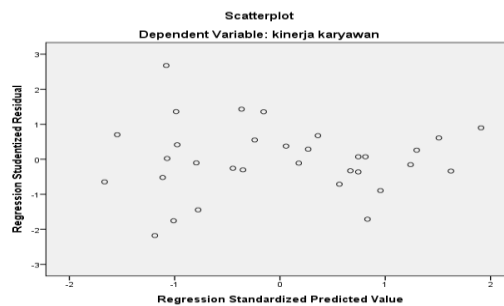

Source: SPSS Data Results

The figure above shows that the normality test graph illustrates the spread of data around the diagonal line and the spread follows the direction of the diagonal line of the graph, so the regression model used in this study satisfies the normality assumption.

Heterokedasticity Test

The heterokedasticity test aims to test whether in the regression model there is an inequality of variance.

Figure 3. Heteroscedasticity Test Work Experience (X1), Employability (X2), Employee Performance (Y)

Source: SPSS Data Results

The figure above shows that the scatterplot graph for the heterokedasticity test shows that the points spread randomly and do not form a certain pattern, and in the spread of the points spread out above and above the number 0 on the Y axis. this identifies the absence of heterokedasticity in the regression model, so it is feasible to be used to predict employee performance variables (Y).

Multicollinearity Test

This multicollinearity test aims to find out whether each independent variable, namely work experience and work ability, is linearly interconnected.

Tabel 3. Multicollinearity Test Results

Variable	Collinearity Statistics		information
	Tolerance	VIF	
Job Training (X1)	,578	1,729	Non Multicollinearity
Work Motivation (X2)	,769	1,300	Non Multicollinearity
Career development (X3)	,706	1,416	Non Multicollinearity

Source: SPSS Data Results

Based on the results of the study above, it is known that the VIF value of the job training variable is 1,729, the VIF variable of work motivation is 1,300 and the VIF variable of career development is 1,416. The three variables above have VIF values of >0.10 and <10, so it can be concluded that there is no multicollinearity.

Test the hypothesis
Multiple Linear Regression Analysis
Based on multiple linear regression estimates using the SPSS program, the following table is obtained:
Tabel 4. Multiple Linear Regression Analysis Results

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.234	6.482		2.350	.026
	x1	119	.160	.147	.744	.043
	x2	.169	.102	.325	1.662	.018
	x3	.009	.103	.015	.086	.032

a. Dependent Variable: y
Source: SPSS Data Results

From the calculation above, the regression equation is as follows:

$$Y = 5.234 + 0,119X_1 + 0,169X_2 + 0,009X3 - e$$

1. The constant value of 5.234 means that if the variables Job Training (X1), Work Motivation (X2) and Career Development (X3) on Employee Performance (Y) are equal to zero, then the variable Employee Performance will remain at 5.234. This applies when conducting research.
2. The regression coefficient of the Job Training variable variable (X1) is 0.119 with a positive value, this means that if Work Experience (X1) is increased by one unit, it will increase Employee Performance (Y) at PT. Sinar Harapan Roof of 0.119 assuming a good work experience variable, it will have an impact on Employee Performance.
3. The regression coefficient of the Work Motivation variable (X2) is 0.169 with a positive value, this means that if Work Motivation (X2) is increased by units, it will increase Employee Performance (Y) at PT. Sinar Harapan Roof of 0.169 assuming a good Work Motivation variable, it will have an impact on Employee Performance.
4. The regression coefficient of the Career Development variable (X3) is 0.009 with a positive value, this means that if Career Development (X3) is increased by one unit, it will increase Employee Performance (Y) at PT. Sinar Harapan Roof of 0.009 assuming a good Career Development variable, it will have an impact on Employee Performance.

Coefficient of Determination Analysis (R^2)
Tabel 5. Research Results of Coefficient of Determination R^2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.818^a	.675	.686	2.378

a. Predictors: (Constant), x3, x2, x1
Source: SPSS Data Results

Based on the table above obtained an R2 (R square) of 0.686, this value means that the variables Job Training (X1), Work Motivation (X2) and Career Development (X3) have an influence of 68.6% in influencing Employee Performance (Y) in PT employees. Sinar Harapan Roof Kota

Bengkulu, while the remaining 31.4% was explained by other variables that were not studied in this study.

Test t (partial)
The statistical test t aims to determine whether the independent variable or independent variable (X) partially (individually) affects the dependent variable or dependent variable (Y). Based on the table 4 above, the hypothesis test can be known:

1. If the t_{sig} value is ≤ α (0.05) then Job Training has a significant effect on employee performance. From the results above, it shows that the t_{sig} value is 0.043 with a beta coefficient (β) value of 0.147. The value of t_{sig} = 0.043 < 0.05 which means Ho is rejected and Ha is accepted. Based on the results above, the variable Job Training (X1) has a significant influence on Employee Performance (Y) in PT. Sinar Harapan Roof Kota Bengkulu.
2. If the t_{sig} value ≤ α (0.05) then Work Motivation has a significant effect on employee performance. From the results above, it shows that the tsig value is 0.018 with a beta coefficient (β) value of 0.325. The value of t_{sig} = 0.018 < 0.05 which means Ho is rejected and Ha is accepted. Based on the results above that the variable Work Motivation (X2) has a significant influence on Employee Performance (Y) in employees of PT. Sinar Harapan Roof Kota Bengkulu.
3. If the t_{sig} value ≤ α (0.05) then Career Development has a significant effect on employee performance. From the results above, it shows that the t_{sig} value is 0.032 with a beta coefficient (β) value of 0.015. The value of t_{sig} = 0.032 < 0.05 which means Ho is rejected and Ha is accepted. Based on the results above, the Career Development variable (X3) has a significant influence on Employee Performance (Y) in PT. Sinar Harapan Roof Kota Bengkulu.

Test f (Simultaneous)
Simultaneous test F is a hypothesis test carried out to determine the effect of independent variables together on dependent variables

Tabel 6. Test Results f

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	33.488	3	11.163	1.973	.014[b]
	Residual	158.387	28	5.657		
	Total	191.875	31			

a. Dependent Variable: y
b. Predictors: (Constant), x3, x2, x1
Source: SPSS Data Results

Based on the table above, it can be known that the F_{sig} value for the variables Job Training, Work Motivation, Career Development Against Employee Performance is 0.014. The value of F_{sig} = 0.014 ≤ α (0.05) means Ho is rejected and Ha is accepted. This means that together Job Training (X1), Work Motivation (X2), Career Development (X3) have a significant effect on Employee Performance (Y) in PT employees. Sinar Harapan Roof Kota Bengkulu., thus the initial hypothesis proposed is proven (Ha accepted), namely there is a significant influence between Job Training (X1), Work Motivation (X2), Career Development (X3) on Employee Performance (Y) together

DISCUSSION
The Effect of Job Training on Employee Performance
The influence of Job Training on employee performance is supported by the opinion of (Hasibuan, 2003) which states that with the implementation of training programs, it will be able to shape and

improve the ability and knowledge of employees, even the abilities and knowledge that employees get must make them experts in doing their duties, because expertise is specific and focused.

The results showed that Job Training had a positive and significant effect on employee performance. It is known from the results of the t-test analysis that the t_{sig} value < α (0.043 < 0.05) which means Ho is rejected and Ha is accepted, then Job Training (X1) has a significant effect on employee performance (Y). These results show that Job Training has a positive and significant influence on Employee Performance at PT. Sinar Harapan Roof Kota Bengkulu.

Work Motivation for Employee Performance

From the results of the study shows that Work Ability has a positive and significant effect on employee performance. It is known from the results of the t-test analysis that the value of t_{sig} < α (0.018 < 0.05) which means Ho is rejected and Ha is accepted, then Work Motivation (X2) has a significant influence on Employee Performance (Y). These results show that Work Ability has a positive and significant influence on Employee Performance at PT. Sinar Harapan Roof Kota Bengkulu.

The Effect of Career Development on Employee Performance

From the results of the study shows that Work Ability has a positive and significant effect on employee performance. It is known from the results of the t-test analysis that the value of t_{sig} < α (0.032 < 0.05) which means Ho is rejected and Ha is accepted, then Career Development (X3) has a significant influence on Employee Performance (Y). These results show that Work Ability has a positive and significant influence on Employee Performance at PT. Sinar Harapan Roof Kota Bengkulu

The Effect of Job Training, Work Motivation, Career Development on Employee Performance

The results showed that Job Training (X1), Work Motivation (X2), Career Development (X3) had a significant effect on Employee Performance (Y) at PT. Arta Boga Cemerlang Kota Bengkulu. It is known from the results of the f test analysis showing that the F_{sig} value < α (0.014 < 0.05) which means Ho is rejected and Ha is accepted, then together Job Training (X1), Work Motivation (X2), Career Development (X3) has a significant effect on Employee Performance (Y) at PT. Sinar Harapan Roof Kota Bengkulu.

CONCLUSION

Based on the results of research and discussion, this research can be concluded as follows:

1. From the results of multiple regression analysis, the regression equation is obtained as follows: Y = 5,234 + 0.119X1 + 0, 169X2 +0, 009X3-e means that if the variables of job training (X1), work motivation (X2) and career development (X3) are considered fixed, then employee performance (Y) remains at 5,234.
2. The coefficient of determination (R^2) of rquare is 0.675. This means that work training, work motivation and career development have a significant effect on employee performance by 67.5% while the remaining 32.5% is influenced by other factors that were not studied in this study.
3. Job Training has a positive and significant effect on employee performance at PT. Sinar Harapan Roof Kota Bengkulu because the tsig value < α (0.043 < 0.05) with a positive β value of 0.147.
4. Work Motivation has a positive and significant effect on employee performance at PT. Sinar Harapan Roof Kota Bengkulu because of the tsig< α value (0.18<0.05) with a positive β value of 0.325.
5. Career development has a positive and significant effect on employee performance at PT. Sinar Harapan Roof Kota Bengkulu because of the tsig< α value (0.032<0.05) with a positive β value of 0.015.

6. Job Training (X1), Work Motivation (X2) and Career Development (X3) have a significant effect on employee performance at PT. Sinar Harapan Roof Kota Bengkulu because the value of fsig = 0.14 < 0.05 means Ho is rejected and Ha is accepted. This means that together Job Training, Work Motivation, and Career Development have a significant effect on employee performance at PT. Sinar Harapan Roof Kota Bengkulu.

Suggestion

Based on the results of the discussion and conclusions, the suggestions that can be conveyed are as follows:

1. The results showed that in table 4.10 career development variables had the lowest respondent response, namely 3.45, it was recommended to the company to further improve and support employee career development, one of which was by involving employees in the company in determining the performance targets of each individual.
2. It is recommended to the company to provide direction and regularly supervise employee performance so as not to make mistakes and avoid failure in carrying out duties.
3. It is expected by the company that within a certain period of time, employees will have short-term targets that need to be achieved. The direction of work will be clearer so that the available time can be used as much as possible
4. For the next researcher, it is hoped that this research can be a reference material that can be a basis for comparison in conducting research. The author suggests adding or using other independent variables in order to increase insight and knowledge.

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