The Influence of Training and Work Discipline on the Performance of PT Kereta Api Indonesia (Persero) Building Unit Employees Divre III Palembang LRT SUMSEL Maintenance Area

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ABSTRACT

The aim of this research is to determine the Influence of Training and Work Discipline on the Performance of PT Kereta Api Indonesia (Persero) Building Unit Employees Divre III Palembang LRT SUMSEL Maintenance Area. The method used is quantitative and qualitative analysis. Quantitative analysis is a research method based on the philosophy of positivism, used to research certain populations or samples, collecting data using research instruments, data analysis is quantitative or independent, with the aim of testing established hypotheses. Quantitative Analysis is used to see the results of the questionnaire using a literary scale. Based on the test results, the coefficient of determination (Adjusted R Square) was obtained at 0.773. This shows that the training and work discipline variables influence the performance variable by 77.3%. Meanwhile, the remaining 22.7% is explained by other variables not examined in this study.

INTRODUCTION

The company is a strong business organization in the field of trade, both in goods and services, which bases its business activities on profit potential. In this era of globalization, business relations are increasingly tense. so that the average human resource must be able to develop itself proactively. Human resources must be able to become members of society who are willing to learn and work hard so that their abilities can be realized optimally.

According to Hasibuan (2016:10), the goal of human resource management is to support business goals. employees, and society effectively and efficiently. Planning, organizing, directing, controlling, procurement, supplier development, integration, maintenance, discipline and termination are some of the functions of human resource management. The company's goal is to achieve profitability, employees have the necessary support from their employers and society has the goal of getting quality goods

at reasonable prices and consistently available in the market. Meanwhile, the government has a goal of getting salaries.

Technological dominance alone is not enough if it is not supported by reliable resources, so that companies can continue to survive and compete. An important factor affecting economic stability is the lack of workforce capacity to overcome current problems as well as future changes that may occur. Human resources that lack capability view globalization as a betrayal and treat work as such. The final condition has the effect that no work and tasks have been completed.

Every business desires high quality human resources. Because having quality human resources will really help a business to achieve its goals. As a result, every business will continue to work to develop a high-quality, everyday workforce. The quality of human daily labor can be seen through their work.

Wibowo (2016: 7) states that performance comes from the word performance, which means the results of the work or employee work performance resulting from this work which determines the success of the organization's goals. On the other hand, according to Rivai (2014: 406), performance functions as a specific function of motivational ability, because each person's task or field of work is accompanied by a certain level of availability and ability. Everyone is expected to carry out their work as assigned by colleagues in accordance with their duties within the company. And this is known as performance.

According to Ivancevich in Sutrisno (2016:67) training is defined as an effort to improve employee performance to work in their current position or in a different position that they will hold soon. According to Wexley and Yulk in Mangkunegara (2014: 50) training and development is a form of education related to forward-thinking business and is used to develop knowledge and skills in work. Sikula in Sutrisno (2016:67) states that training is a short educational process that uses systematic and organized procedures, in which non-managerial workers learn knowledge and technical skills for specific purposes. So, it can be concluded that training is a process to increase and improve employee competence. Human resources training aims to improve the quality of work and employees' skills in carrying out their job duties and functions optimally.

When it comes to individuals and organizations, discipline is essential. Discipline highlights any hidden conditions or characteristics an employee may have regarding company rules and procedures. According to Hasibuan (2012:23), discipline is the desire and awareness to obey company regulations and social norms. And according to Mangkunegara (2013: 129) work discipline is the implementation of management to strengthen organizational guidelines.

PT. Kereta Api Indonesia (Persero) is a State-Owned Enterprise which operates in the field of rail transportation services. Has a mission, namely "To be the best transportation ecosystem solution for Indonesia", and has a vision to "To provide a transportation system that is safe, efficient, digital-based, and growing rapidly to meet customer needs. To develop mass transportation solutions that are integrated through investment in resources people, infrastructure and technology. To advance national development through partnerships with stakeholders, including initiating and implementing the development of important infrastructure related to transportation."

The name change was originally PJKA (Railway Bureau Company) to PERUMKA (Railway Public Company) and then now to PT Kereta Api Indonesia (Persero) which is one

of the State-Owned Enterprises (BUMN) which operates in the transportation services sector. In response to these changes, PT Kereta Api Indonesia (Persero) is trying to improve the level of customer service in order to increase the company's overall productivity. This change cannot be separated from the utilization of existing resources among employees. With this change, it is hoped that employees will continue to receive good treatment when employee performance productivity increases.

LITERATURE REVIEW
Training

Basically, training is a continuous process and not just a momentary process. The emergence of new conditions has strongly encouraged company leaders to develop training programs. According to Ivancevich in Sutrisno (2016: 67) training is defined as an effort to improve employee performance in their current job or in another job they will hold soon.

Sikula stated the same thing in Sutrisno (2016: 67) who said that training is a short-term educational process that uses systematic and organized procedures, in which non-managerial workers learn technical knowledge and skills for certain purposes.

According to Daryanto and Bintoro (2014:26) education and training (diklat) is the design of a system in the process of changing a person's attitudes and behavior as well as increasing skills in forming maturity through teaching and training efforts.

According to Wexley and Yulk in Mangkunegara (2014: 50) training and development are terms related to planned efforts carried out to achieve mastery of skills, knowledge and attitudes of employees or members of the organization.

Work Discipline

Work discipline is a constructive development process for concerned employees because work discipline is shown in actions, not people. Discipline is also a training process for employees so that employees can develop self-control and become more effective at work. Thus, disciplinary actions should also have positive targets, be educational and corrective in nature, not negative actions that bring down disciplinary employees or subordinates with the aim of disciplinary actions to improve effectiveness in tasks and daily interactions in the future rather than punishing past activities.

According to Sutrisno (2016:86) discipline is an attitude that is willing to comply with existing and established rules and norms. Meanwhile, another opinion from Lettainer in Sutrisno (2016: 87) also defines discipline as an attitude that exists in employees so that they can and participate in carrying out the rules, decisions and values that have been established. However, discipline is also defined as a person's/employee's willingness to participate in obeying current company regulations (Hasibuan, 2017:53).

Understanding Performance

Performance is a real manifestation and ability of a person or is the result of work achieved by employees in carrying out the tasks and work given by the company

Many experts who define the meaning of performance and setup all explain it differently, so below the author lists several definitions and several experts include:

According to Benardin and Russel in Priansa (2017: 48), performance is the result produced by certain job functions or is the result of abilities, skills and desires achieved.

According to Sinambela, et al in Priansa (2017:48) states that: Performance is an employee's ability to perform certain skills. Employee performance is very important because with this performance it will be known how far the employee's ability is to carry out the tasks assigned to him. For this reason, it is necessary to determine clear and measurable criteria, which are determined jointly and used as a reference.

METHODS

The data analysis technique used by the author in this research is quantitative and qualitative analysis.

1. Quantitative Analysis

    According to Sugiyono (2017:8) quantitative analysis is a research method based on the philosophy of positivism, used to research certain populations or samples, collecting data using research instruments, data analysis is quantitative or independent, with the aim of testing established hypotheses. Quantitative Analysis is used to see the results of the questionnaire using a literary scale.

    a. Validity test

        According to Sugiyono (2017: 125) the validity test shows the degree of accuracy between the data that actually occurs on the object and the data collected by the researcher. The validity test is used to measure whether the data that has been collected by the research is valid data or not, with the measuring instrument used (questionnaire). The validity test was carried out on 28 Unit Building employees as respondents.

$$r\ hitung = \frac{n\sum XY - (\sum X.\sum Y)}{\sqrt{\{n\sum X^2 - (\sum X^2)\}\{n\sum Y^2 - (\sum Y)^2\}}}$$

Information :
r xy   = Correlation coefficient
n   = Number of samples
Σ XY = Number of products of variables x and y
Σ Y   = Number of variable y values
Σ X2 = Sum of the powers of the value of the variable x
Σ Y2 = Sum of powers of variable y values

Multiple Linear Regression Test
According to Sugiono (2012:277) multiple linear regression analysis is used by researchers. The research aims to predict what the condition (rising and falling) of the independent variables will be like, if two independent variables as independent factors are manipulated (rising and falling values). The analysis technique used by the author is to use multiple linear regression analysis techniques, namely determining the relationship between the independent variable (Y) and the independent variables (X1, X2), with the formula model used:

  Y = a + b1.X1 + b2.X2 + e

Y   : Employee Performance
X1 : Training
X2 : Work Discipline
a   : Constant value
b1b2: Regression coefficient for training and work discipline variables
e   : Error/Residual

RESULTS

Multiple Regression Analysis

Linear regression analysis involves studying the dependence of the dependent variable on the independent variable. Another goal is to estimate and predict the overall average or mean of the dependent variable based on known independent variables. Multiple analysis is used to determine the effect of training (X1) and work discipline (X2) on employee performance (Y). The results of simple linear regression analysis in this research are as follows:

Table 1. *Multiple Regression Analysis*

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	0,540	0,954		0,566	0,577
	Pelatihan	0,831	0,167	0,621	4,963	0,000
	Disiplin.Kerja	0,445	0,164	0,340	2,720	0,012

a. Dependent Variable: Kinerja
Source: Data Processed, 2023

Based on table 1, a multiple linear regression equation can be formulated as follows:

$$Y=0.540+0.831X_1+0.445X_2$$

The interpretation of the multiple linear regression equation above is as follows:
1. A constant value of 0.540 shows a positive sign which means that if the training and work discipline variables are considered zero, then employee performance is 0.540 units.
2. The regression coefficient value for the work motivation variable shows a positive value of 0.831, which means that if the training variable increases by one unit, employee performance will increase by 0.831 with other variables considered constant.
3. The regression coefficient value for the work discipline variable shows a positive value, namely 0.445, which means that if the work discipline variable increases by one unit, the employee performance variable will increase by 0.445 with other variables considered constant.

Hypothesis Testing

a) t test (partial test)

The t statistical test basically shows how far the influence of an independent variable individually is in explaining variations in the dependent variable that will be tested (Ghozali, 2013: 98). The ttable number is obtained based on the provisions of sig 0.05 and dk = (n-k), namely (28-2) = 26, so that the ttable value is 1.706. The results of the t test (partial) are as follows:

Table 2. *T test results*

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	0,540	0,954		0,566	0,577
	Pelatihan	0,831	0,167	0,621	4,963	0,000
	Disiplin.Kerja	0,445	0,164	0,340	2,720	0,012

a. Dependent Variable: Kinerja

Source: Data Processed, 2023

Based on table 2, it can be seen that the test results for each independent variable are as follows:

1) The test results for the training variable show that the tcount value is 4.963, which is greater than the ttable of 1.706 with a significant value of 0.000<0.05. So the hypothesis H0 is rejected and Ha is accepted, which means that training has an effect on employee performance.

2) The test results for the work discipline variable show that the tcount value is 2.720 which is greater than the ttable of 1.706 with a significant value of 0.012 <0.05. So the hypothesis H0 is rejected and Ha is accepted, which means that work discipline influences employee performance.

Coefficient of Determination Test (R2)

The coefficient of determination (R2) essentially measures how far the model's ability is to explain variations in the dependent variable. The coefficient of determination value is between zero and one. A small R2 value means that the ability of the independent variables to explain variations in the dependent variable is very limited. A value close to one means that the independent variables provide almost all the information needed to predict variations in the dependent variable (Ghozali, 2013: 97). The following coefficient of determination values can be seen in the following table:

Table 3. *Coefficient of Determination Test Results (R2)*

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.889[a]	.790	.773	2.156

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

Source: Data Processed, 2023

DISCUSSION

The Effect of Training on the Performance of PT Kereta Api Indonesia (Persero) Unit Building LRT South Sumatra employees

Training can be interpreted as a way to improve employee performance and increase knowledge in their current position or in other fields of work that they will hold in the future.

Based on the t test which shows the calculated value of 4.963 is greater than the table of 1.706 with a significant value of 0.000<0.05. So it can be concluded that Ha is accepted, which means that training has a positive and significant effect on performance, which in this case is training for certain time contract employees of PT Kereta Api Indonesia (Persero) South Sumatra LRT Building Unit and thus it can be stated that the hypothesis in this research can be accepted . Partially, it has a positive and significant effect on performance with the t test results obtained t count>t table (4.963>1.706) and a significance of 0.000.

Training and development are two methods related to business planning, which are used to improve and increase employee skill mastery, knowledge and attitudes. Training can also be interpreted as a type of individual activity that can help develop skills and knowledge in a planned manner so as to obtain professional performance results in the field being trained. Training can also be interpreted as a learning process that trains employees to carry out current work in accordance with existing standard operating procedures. And the research results show that if the training provided is good it will have a positive impact on employee performance.

The Influence of Work Discipline on the Performance of PT Kereta Api Indonesia (Persero) South Sumatra LRT Building Unit Employees

Discipline is an attitude that is willing to follow existing and established rules. Disciplinary attitude can also be interpreted as the attitude that exists in employees so that they can and participate in carrying out the rules, decisions and norms that have been set. However, discipline can also have the meaning of an employee's willingness to obey and obey the company's current regulations.

Based on the t test which shows the tcount value of 2.720 is greater than the ttable of 1.706 with a significant value of 0.012 <0.05. So it can be concluded that Ha is accepted, which means that work discipline has a positive and significant effect on performance, which in this case is the performance of the employees of PT Kereta Api Indonesia (Persero) South Sumatra LRT Building Unit and thus it can be stated that the hypothesis in this research is acceptable. Work discipline partially has a positive and significant effect on performance with the t test results obtained tcount > ttable (2.720>1.706) and a significance of 0.012.

The research results show that good work discipline will have a positive impact on the employee's performance. The higher the employee's work discipline, the higher the employee's performance will be.

The Influence of Training and Work Discipline on the Performance of PT Kereta Api Indonesia (Persero) South Sumatra LRT Building Unit Employees

Performance is a person's ability or is the work result that has been achieved by an employee in carrying out the duties and work assigned by the company.

Based on the f test which shows the Fcount value is 46.883> Ftable is 4.225 and is significant 0.000 <0.05. So it can be concluded that Ha is accepted, which means that training and work discipline simultaneously have a positive and significant effect on performance, which in this case is the performance of PT Kereta Api Indonesia (Persero) Unit Building employees and thus it can be said that the hypothesis in this research can be accepted . Training and work discipline simultaneously have a positive and significant effect on performance with the F test results obtained Fcount> Ftable (46.883>4.225) and a significance of 0.000.

The results of this research show that good training and work discipline will have a positive impact on employee performance. The more frequently the training an employee receives, the higher the employee's performance will be. This can also improve employee performance so that it will have a good impact on the company.

CONCLUSION

Conclusion

Based on the results of testing and analysis carried out regarding "The Effect of Training and Work Discipline on the Performance of Employees of the Building Unit of PT Kereta Api Indonesia (Persero) Divre III Palembang LRT SUMSEL Maintenance Area", the following conclusions can be drawn in this research:

1. Training has a significant positive effect on the performance of PT Kereta Api Indonesia (Persero) Unit Building employees. This is shown by the value of tcount > t table (4.963>1.706). So it can be concluded that Ho is rejected and Ha is accepted, which means that training partially influences employee performance.
2. Work discipline has a significant positive effect on the performance of PT Kereta Api Indonesia (Persero) South Sumatra LRT Building Unit employees. This is shown by the value of tcount > t table (2.720>1.706). So it can be concluded that Ho is rejected and Ha is accepted, which means that work discipline partially influences employee performance.
3. Training and work discipline have a significant positive effect on the performance of PT Kereta Api Indonesia (Persero) South Sumatra LRT Building Unit employees. This is indicated by the value of fcount > ftable (46.883>4.225). So it can be concluded that Ho is rejected and Ha is accepted, which means that training and work discipline simultaneously influence employee performance.
4. Based on the test results, the coefficient of determination (Adjusted R Square) was obtained at 0.773. This shows that the training and work discipline variables influence the performance variable by 77.3%. Meanwhile, the remaining 22.7% is explained by other variables not examined in this study.

Suggestions

From the research results and conclusions above, there are the following suggestions:

1. The company needs to pay attention to its employees regarding the opportunity to take part in regular training so that employees receive security and safety at work and can unleash their potential so that it is hoped that they can improve the performance of PT Kereta Api Indonesia (Persero) South Sumatra LRT Building Unit employees.

2. Work Discipline has a positive effect on the performance of PT Kereta Api Indonesia (Persero) Unit Building LRT South Sumatra employees, therefore it is hoped that the company can continue to provide input to its employees so that they maintain discipline at work which will later influence the resulting performance so that it can increase income company.

3. Training and work discipline have a positive effect on employee performance, therefore it is hoped that the company needs to pay attention to its employees regarding training and discipline at work by conducting periodic employee assessments through work performance so that it is hoped that it can improve the performance of PT Kereta Api Indonesia employees (Persero) South Sumatra LRT Unit Building.

4. Based on the results of the coefficient of determination test (Adjusted R Square) regarding the influence of training and work discipline on the performance of employees of PT Kereta Api Indonesia (Persero) South Sumatra LRT Building Unit, it is known that training and work discipline have a positive effect on employee performance. Therefore, researchers suggest to companies to maintain policies related to the indicators that researchers use in training and work discipline variables.

LIMITATION

The limitations of this research are the time of the research and also data regarding work discipline on the performance of PT Kereta Api Indonesia (Persero) Divre III Palembang Building Unit Employees, LRT SUMSEL Maintenance Area.

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