



# The Influence of Training and Motivation on Employee Performance at the Regional Development Planning Agency of Bengkulu Province

Stepan Surya Jaya<sup>1</sup>, Nasution<sup>2</sup>

<sup>1,2</sup> Management Study Program, Bengkulu University

Email: <sup>1</sup> [stepansuryaj@gmail.com](mailto:stepansuryaj@gmail.com), <sup>2</sup> [nasution@unib.ac.id](mailto:nasution@unib.ac.id)

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## ABSTRACT

The purpose of this study is to investigate the impact of training and motivation on staff performance at Bengkulu Province's Regional Development Planning Agency (Bappeda). A questionnaire was utilized as a data gathering tool in the survey research approach. The research population consisted of 106 Bappeda employees from Bengkulu Province. Purposive sampling was used to choose the research sample of 80 persons. Multiple linear regression analysis was utilized to analyze the data with the SPSS version 12 application. According to the findings of the study, employee performance is highly influenced by both training and motivation. Training and motivation both have a good and substantial influence on employee performance.

## INTRODUCTION

The Regional Development Planning Agency (Bappeda) of Bengkulu Province is an institution that has an important role in regional planning and development. Employee Performance in the Bappeda of Bengkulu Province is a Crucial Factor in Achieving Regional Development Goals. To Improve Employee Performance, Training And Motivation Are Two Factors That Can Play An Important Role.

Employee Training Is a Very Valuable Investment for Companies or Institutions. By Providing Appropriate Training, Employees Can Develop the Skills and Knowledge Necessary to Perform Their Duties More Effectively. Training can also increase employee confidence, motivation and job satisfaction. Therefore, it is important to understand the influence of training on employee performance in the Bappeda of Bengkulu Province.

Apart from training, motivation is also an important factor in improving employee performance. Motivation is an internal drive that encourages individuals to achieve goals and increase productivity. In the context of the Bappeda of Bengkulu Province, employee motivation

can come from intrinsic factors, such as job satisfaction, recognition and responsibility, as well as extrinsic factors, such as financial incentives and promotional opportunities. Understanding the Influence of Motivation on Employee Performance in the Bappeda of Bengkulu Province is Very Important to Identify Factors That Can Increase Employee Motivation and Performance.

Based on this background, researchers want to determine the impact of employee training on employee performance as well as the impact of motivation on employee performance in the Bappeda of Bengkulu province. It is envisaged that this research will allow us to assess the impact of training and motivation on employee performance in the Bappeda of Bengkulu Province. The findings of this study are intended to give insight and recommendations to the Bappeda Management of Bengkulu Province in developing policies and programs to improve employee performance.

## LITERATURE REVIEW

According to Widodo (2015), work training is a sequence of individual activities designed to systematically increase skills and knowledge so that employees can perform professionally in their sector. Training is a process of learning that enables personnel to do current tasks in accordance with standards. Employee training provides several advantages for businesses, including increased productivity, quality, creativity, loyalty, and employee motivation. Employee training includes additional advantages for employees, such as increased self-confidence, job satisfaction, career advancement, and well-being.

Several studies have found that training can have a positive impact on employee performance (Safitri and Wahdiniwati, 2023; Pudyastuti, 2022; Salsabilla, 2022; Saputra and Yuliaastanty, 2020). Through training, employees can improve knowledge and skills relevant to their work. Training can also help employees face changes and challenges that occur in the work environment. With the knowledge and skills obtained through training, employees can make better contributions in carrying out their duties, thereby improving individual and overall performance.

According to Zameer (2014), motivation is an employee's desire to do something that is given and to foster a sense of responsibility, whereas according to Suwanto (2020) employee motivation is a set of forces both coming from within oneself and from outside a person that encourages one to start behaving appropriately at work. with a certain direction, intensity and time period. Employee motivation is dynamic, meaning it can change according to the conditions and situations they face. Employee motivation is individual, meaning that each employee has different motivation depending on factors such as personality, background, values, and expectations. Employee motivation is also complex, meaning it is influenced by various factors both from inside and outside the organization.

Several researchers have suggested that motivation has a positive and significant influence on employee performance (Safitri and Wahdiniwati, 2023; Pudyastuti, 2022; Saputra and Yuliaastanty, 2020; Agustyawati, 2020; Arika, 2020). When employees feel motivated, they tend to have high levels of energy and enthusiasm in carrying out their duties. Motivation can come from various factors, such as recognition, awards, career development opportunities, and a conducive work environment. When employees feel valued and have clear expectations for their future, they will tend to work harder and contribute more actively to achieving organizational goals.

## METHODS

Population refers to the entire group of objects or subjects that share some attributes and qualities that are of interest to the researchers who want to study them and draw conclusions from them (Sugiyono, 2014). In this study, the population consisted of 106 employees who worked at the BAPPEDA office in Bengkulu province. The aim of this study was to examine the effects of training and motivation on employee performance. This study adopted a quantitative research approach and used a purposive sampling technique to select 80 participants. The data collection technique for this study was a Likert Scale that contained statements related to this research and scored from 1 to 5.

This research uses a descriptive data analysis method which is then processed using the SPSS version 24 application program.

- Validity test
- Reliability Test
- Classic assumption test
- Multicollinearity Test
- Normality test
- Heteroscedasticity Test
- Multiple Linear Regression Analysis Test
- Coefficient of Determination Test ( $R^2$ )
- Simultaneous Hypothesis Test (f Test)
- Partial Hypothesis Test (t Test)

## RESULTS

### Research result

#### Validity test

Validity testing on questionnaire data is a process to find out how well the data obtained from the questionnaire is able to measure the variables studied

**Table 1 . Training Variable Validity Test Results**

Item	R Table	R Count	Information
X1.1	0.771	0.220	VALID
X1.2	0.769		
X1.3	0.818		
X1.4	0.689		
X1.5	0.693		
X1.6	0.579		
X1.7	0.251		
X1.8	0.649		
X1.9	0.673		
X1.10	0.825		
X1.11	0.736		
X1.12	0.694		
X1.13	0.656		
X1.14	0.771		
X1.15	0.769		

Source: Data Processed, 2023

The validity of all items is confirmed by table 1. The r value calculated for each item is higher than the r table, which means that the questions posed by u for the training variable are valid.

**Table 2. Motivational Variable Validity Test Results**

Item	R Table	R Count	Information
X2.1	0.789	0.220	VALID
X2.2	0.771		
X2.3	0.771		
X2.4	0.771		
X2.5	0.625		
X2.6	0.758		
X2.7	0.741		
X2.8	0.742		
X2.9	0.554		
X2.10	0.789		
X2.11	0.771		
X2.12	0.771		
X2.13	0.269		
X2.14	0.239		

Table 2 shows that all items are declared legitimate. It can be noted that all items have a computed r value > r table, implying that all question items requested for the motivation variable are deemed legitimate.

**Table 3. Validity Test Results for Employee Performance Variables**

Item	R Table	R Count	Information
Y.1	0.745	0.220	VALID
Y.2	0.862		
Y.3	0.822		
Y.4	0.916		
Y.5	0.862		
Y.6	0.714		
Y.7	0.853		
Y.8	0.713		
Y.9	0.745		
Y.10	0.840		
Y.11	0.822		
Y.12	0.916		
Y.13	0.925		
Y.14	0.714		
Y.15	0.853		

Source: Data Processed, 2023

Table 3 shows that all items are declared legitimate. It can be noted that all items have a computed  $r$  value  $>$   $r$  table, implying that all inquiry items requested for employee performance variables are deemed legitimate.

### Reliability Test

Reliability is how consistently and accurately a measuring instrument produces the same data when repeated. Reliability can guarantee data quality and research validity. If the value ( $\alpha$ ) is greater than 0.60, it can be concluded that the instrument used in the research is reliable.

**Table 4 . Reliability Test Results**

VARIABLES	Cronbach's Alpha
TRAINING	0.923
MOTIVATION	0.899
EMPLOYEE PERFORMANCE	0.954

Source: Data Processed, 2023

From table 4 it can be seen that the Cronbach's Alpha value is  $>$  0.60, which means that it can be said that all the variables that can be used in this research are reliable.

### Classic Assumption Test

#### Normality test

The Kolmogorov-Smirnov Test was utilized for the Normality Test in this investigation, with a significance threshold of  $>$  0.050. The normalcy test with Kolmogorov-Smirnov yielded the following results:

**Table 5 . Normality Test Results**

		Unstandardized Residuals
N		80
Normal Parameters <sup>a, b</sup>	Mean	.0000000
	Std. Deviation	3.71090378
Most Extreme Differences	Absolute	.173
	Positive	.173
	Negative	-.116
Statistical Tests		.173
Asymp. Sig. (2-tailed)		,066

Source: data processed , 2023

A significance value of 0.066  $>$  0.050 was computed based on the test findings in the preceding table. As a result, the distribution of equations anticipated in this test is normal.

### Multicollinearity TEST

The multicollinearity test is performed to check that the independent variables do not exhibit multicollinearity or a correlation between them. There should be no connection between independent variables in a decent regression model.

**Table 6 . Multicollinearity Test Results**

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Training_X1	,505	1,981
	Motivation_X2	,505	1,981

Source: processed primary data, 2023

Based on the multicollinearity test findings in the table above, the Variance Inflation Factor (VIF) value for training is 1.981 and motivation is 1.981, both of which are less than 10. As a result, there is no multicollinearity interference in this regression model.

### Heteroscedasticity TEST

Heteroscedasticity testing is used to determine whether there is an inequality of residual variance in a regression model. The Glejser test may be used to determine if heteroscedasticity exists or not in a regression model by determining whether there is an inequality of variance of a residual.

**Table 7 . Heteroscedasticity Test Results**

#### Coefficients <sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,653	4,090		1,138	,259
	TRAINING_X1	-.108	,084	-.204	-1,288	,202
	MOTIVATION_X2	,078	,082	,152	,958	,341

The table above shows the test results of the Glejser test model for the training variable (X1) and the motivation variable (X2). The probability significance values (Sig.) for both variables are 0.202 and 0.341, respectively. These values are higher than 0.05, which means that there is no heteroscedasticity problem in the regression model for this data. Therefore, this regression model is appropriate for the research data analysis.

### Multiple linear regression test

**Table 8. Multiple Linear Regression Test Results**

Variables	Coefficient	t-Statistics	Sig .
C	0.817	0.143	0.887
Training	0.767	6.568	0,000
Motivation	0.248	2,171	0.033
R-Square	0.636		
F-statistic	67,279		
Prob(F-statistic)	0,000		

Source: Data Processed , 2023

### **R-square**

Table 7 shows that the R-Square value is 0.636, indicating that the training (X1) and motivation (X2) factors will impact 63.3% of the employee performance variable. Meanwhile, other variables not included in this study will impact the remaining 36.7% of the Employee Performance variable.

### **F test**

According to Table 7, the sig F value (0.000) = 0.05 indicates that the regression analysis model is significant. This indicates that H0 is rejected and H1 is accepted, implying that the independent variables (Training (X1) and Motivation (X2) can have a considerable impact on the dependent variable (Employee Performance).

### **T-test**

The following outcomes are produced using table 7:

1. The t test findings between X1 (Training) and Y (Employee Performance) reveal a significant t value (0.000) = 0.05, indicating that the effect of
2. The t test findings between X2 (Motivation) and Y (Employee Performance) indicate a significant t value (0.033) = 0.05, indicating that the impact of motivation is significant.

## **DISCUSSION**

Training is one way to improve the competence and quality of employees in carrying out their duties and responsibilities. In this research, it was found that training had a positive and significant effect on employee performance at the BAPPEDA office in Bengkulu province. This is in accordance with previous research (Safitri and Wahdiniwati, 2023; Pudyastuti, 2022; Salsabilla, 2022; Saputra and Yuliaastanty, 2020) therefore effective training that suits employee needs can improve employee performance, both individually and in groups.

The Regional Development Planning Agency (Bappeda) of Bengkulu Province is one of the government agencies tasked with planning, coordinating and supervising regional development in Bengkulu province. Bappeda has a strategic role in determining the direction and priorities of regional development, as well as allocating the available budget and resources. For this reason, Bappeda needs employees who are professional, competent and high performing.

One of the efforts made by Bappeda to improve employee performance is by holding regular and ongoing training. The training held covers various fields, such as development planning, budgeting, supervision, evaluation, project management, human resource management, leadership, communication, teamwork, and others. This training is aimed at all levels of employees, from staff, department heads, to heads of Bappeda.

Apart from providing training to employees, employee motivation also influences employee performance. In this research, employee motivation has a positive and significant impact on employee performance, which is in line with previous research conducted by Safitri and Wahdiniwati (2023), Pudyastuti (2022), Saputra and Yuliaastanty (2020), Agustyawati (2020), Arika (2020) . High motivation can make employees work more actively, innovatively, professionally and responsibly.

Motivation can be influenced by various factors, both from within oneself (intrinsic) and from outside oneself (extrinsic). Intrinsic factors include needs, interests, talents, goals, values,

and hopes. Extrinsic factors include environmental, cultural, social, economic, political and organizational. Good motivation can increase employee enthusiasm, creativity, productivity and loyalty. Conversely, poor motivation can reduce employee quality, efficiency and job satisfaction.

Several things that can be done to increase employee motivation are by providing rewards and incentives that are appropriate to employee achievements and contributions as well as providing constructive and positive feedback about employee work result.

## CONCLUSION

From the results of this research, it can be concluded that training has a positive and significant influence on employee performance, which means that the better the training provided, the higher the employee's performance, which then means that motivation also has a positive and significant influence on employee performance, which means the higher the motivation. owned, the higher the employee's performance.

## SUGGESTION

The advice that can be given from this research is that the Regional Development Planning Agency of Bengkulu Province continues to improve the quality and quantity of training provided to employees, taking into account the needs, potential and interests of employees and adapting to developments in science and technology as well as employee motivation can be increased by provide incentives, rewards, promotions and facilities in accordance with employee achievements and contributions and create a conducive, harmonious and participatory work environment. For further researchers, other factors can influence employee performance, such as leadership, communication, organizational climate, job satisfaction, organizational commitment, etc.

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