Effects of Training on Employee Performance
Study on Employees of PT Anindya Mitra International

Risky Sandhitya, Romat Saragih, Bachruddin Saleh Luturlean
School of Communication and Business Telkom University
riskysandhitya@student.telkomuniversity.ac.id, saragih@telkomuniversity.ac.id
bachruddinsaleh@telkomuniversity.ac.id

Abstract

The research aims to investigate the impact of training on employee performance at PT Anindya Mitra International (AMI) Yogyakarta. This study uses quantitative approaches and is a descriptive and causal investigation. This study uses descriptive statistics and simple linear regression on a sample of 52 PT (AMI) Yogyakarta employees selected using non-probability sampling with saturation sampling. According to hypothesis testing, training has a substantial impact on the performance of PT Anindya Mitra International Yogyakarta's personnel. With a coefficient of determination of 12.9%, this study concludes that training (X) has a positive and significant effect on employee performance (Y). Therefore, it can be stated that employee performance is influenced by training by 12.9%, whereas 87.1% is influenced by other variables not addressed in this study.

Keywords
Training, Employee performance, Organizational behaviour, Human resource, Human capital

1. Introduction
Nowadays, competition in business and industry is very fierce and competitive. Starting from small, medium, to large companies in Indonesia cannot avoid this competition, so companies must improve the quality of their employees to be able to survive and win the competition (Hijriatin et al., 2021). The increasingly fierce competition makes the company have to be able to maintain the survival of its company. One of the factors that can be used as a benchmark for companies in determining the good or bad of the company is the role and quality of human resources in it. Consequently, companies need to pay attention to human resources as a crucial factor in implementing activities in the company. A company has goals and objectives to be achieved, such as obtaining maximum profit and having quality human resources, so the role of Human Resource Management in determining policy will greatly affect the company's success in achieving goals and objectives (Asghar et al., 2022).

Performance is an indicator that expresses the results of a job or behaviour of a person or organization within a certain period. Ozbilgin (2020) mentioned that performance is a series of positive and negative assessments of work behaviour on completing organizational goals. The company's increasing performance will affect its profit. PT Anindya Mitra International Yogyakarta received an Organizational Performance Value (NKO) of 85%, while in 2018, it received an Organizational Performance Value (NKO) of 86%. Then in 2019, it received an Organizational Performance Value (NKO) of 83.5%. From these data, it can be seen that the performance of the organization for the last three years, there has been no assessment of organizational performance that meets the target of 90%. The inability of PT Anindya Mitra International Yogyakarta to achieve the target means that the organization has not optimized its resources. The performance value of the organization itself is closely related to human resources; in other words, the quality of the employees in it greatly affects how well the company runs. Thus, it can be concluded that in a company, if employee performance is getting better, then company performance will follow. One of the facto that will support the organization's objectives is employee training. Training can increase employees' knowledge of how the organization wants them to behave like they intended to. Training also gives the employee the knowledge needed to execute the duties properly. Hence, the training program is necessary for the employee to accomplish the organization's goals (Guan & Frenkel, 2018; Sendawula et al., 2018).

PT. Anindya Mitra International Yogyakarta already has several employee training programs that are implemented through training programs that aim to improve the quality of employee performance. PT. Anindya Mitra International Yogyakarta realizes that the implementation of training is needed in a company, which is useful for improving skills

and updating knowledge that will later be useful for business activities, with the hope that the performance of employees in particular and the company in general, will increase (Ibrahim et al., 2017).

The research starts with giving the preliminary questionnaire to the employees who are future respondent candidates. Based on the results of the preliminary questionnaire, it can be seen that overall, it is aligned with what was expected by PT. Anindya Mitra International Yogyakarta. However, a few conditions still need to be corrected. Therefore, further research needs to be conducted to explore how training can improve employee performance.

2. Literature Review

Human Resource Management
According to Boselie (2014), human resource management is a method of utilizing human resources effectively and efficiently with a series of planning, mobilizing, and controlling all the values that make a member of the organization achieve its goals.

Employee Performance
Anitha (2014) mentions that performance is the result of work and work behavior that has been achieved in completing tasks and responsibilities given in a certain period. Furthermore, performance is a result of work that has been completed. It strongly relates to the organization's strategic goals, consumer satisfaction, and economic contribution (Jaya et al., 2021). According to Diamantidis & Chatzoglou (2018), there are six categories or dimensions of results that are used to measure the value of employee performance or job functions:

1. Quality
How far or good the process or output in carrying out the activity is close to perfection is seen according to the suitability of using the ideal way of carrying out an activity or fulfilling the desired objectives. Quality is the level of good and bad of a customized process using predetermined or expected qualities or standards. Every job has different quality standards that the employee must adjust to synchronize using the provisions.
2. Quantity
Quantity is a benchmark for measuring or stating a value or amount that a definite number can express.
3. Timeliness
Timeliness is the measurement of activities from the beginning until the work is completed. Timeliness includes work completed, production processes, and others.
4. Cost-effectiveness
How far the organizations' resources are maximized in the sense of obtaining the highest profit or reduction in losses from individual units, or examples of the use of resources power.
5. Need supervision
Need supervision is employees' maturity level in doing everything independently without asking for help.
6. Interpersonal impact
The interpersonal impact is an emotional form of mutual respect and being able to respect those around them. In this context, it can be employees with employees, superiors with subordinates, and subordinates with superiors.

Work Training
According to Guan & Frenkel (2018), training is an individual activity to increase expertise and knowledge systematically until a person performs professionally in their field. Training can also be described as planning of development by an organization to facilitate its employees' learning through education of work-related knowledge and behaviors. According to Mangkunegara in Priansa (2014: 182) there are the following dimensions of training:

1. **Goals and Objectives**
Training goals and objectives must be clear and measurable. Training is a method used by every organization in developing knowledge and skills for its employees. Considering that the costs that will be incurred are not small, the training must be measured carefully, whose employee is needed, and what is the purpose of the training.
2. **Trainer or Instructor**
The coaches must be an expert in their fields. The professionalism of a trainer is the main requirement for a training program to succeed. Trainer expertise can hopefully give the trainee more insight regarding how to do their job better.
3. **Training Materials**

Training materials must be adjusted to the goals to succeed. The training materials that the organization prioritizes for its workers must be adapted to the training objectives to be more effective.

4.   Training Methods

The training method must follow the ability of the employee. Every employee has strengths and weaknesses that exist in themselves. This requires organizations to be smart in selecting and monitoring what methods suit employees' abilities. Organizations must be able to see what employees need to improve their skills and knowledge.

5.   Trainees

Trainees have to meet specified requirements since it is an important thing often overlooked by the team conducting the training. Participants will get many benefits after attending the training if the requirements are carried out according to the applicable ones. On the other hand, if the requirements of participants are ignored, the training they take will not produce maximum results. Of course, this will affect the organization's objectives.

Research Framework

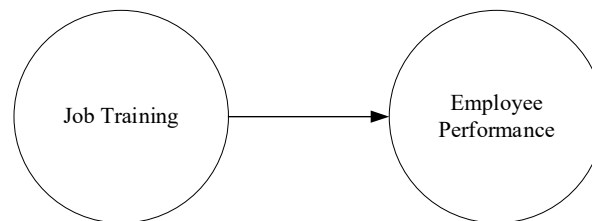The hypothesis proposed for the research is that job training has an impact on employee performance

Figure 1. Research Framework

3. Method

In this study, the method used was quantitative. The quantitative method is a research method with a foundation in positivism, useful for examining certain populations or samples, data collection using research instruments, and statistical quantitative data analysis to test research hypotheses (Sekaran & Bougie, 2016). Types of research are descriptive and causal. Descriptive research is used to determine the ratio of each variable and whether one or more variables are independent without making relationships or comparisons. Causal research is a study carried out if the researcher wants to analyze further whether each variable is connected or not by using simple regression analysis.

4. Result and Discussion

Descriptive Analysis

Based on the results of the descriptive analysis of the performance variables, it can be seen that the assessment of 52 employees of PT. Anindya Mitra International (AMI) Yogyakarta on employee performance is in the good category. This is because the average percentage of X is in the interval >68% - 84%, which means that the performance of the work is in good condition. Furthermore, of the 13 items of statement on the employee performance variable, the highest score in the employee performance variable is in the Interpersonal impact dimension (Mutual Respect) on the statement item "I am able to socialize with the work environment" with a percentage value of 82.30% the score is in the good category, this shows that PT employees. Anindya Mitra International is able to socialize well in the context of work. However, there was a response from the respondent with the lowest score on the Quantity dimension in the statement item "After I attended the training, the performance results increase" with a percentage value of 76.92% the score is in the good category. This shows that I feel that performance has improved after attending the training. Thus, even in the good category, in order to improve the performance of employees, the company can carry out employee performance training by adding trainees and adding types of training, with the hope that in the future employee performance will continue to increase after reaching the performance standards of the works to be achieved.

Based on the results of the descriptive analysis, on the training variables, it can be seen that the assessment of 52 employees of PT. Anindya Mitra International (AMI) Yogyakarta towards training as large as being in the good category. This is because the average percentage of 78.25% is in the interval >68% - 84%, which means that the training is in good condition. Furthermore, of the 12 items of statement on the training variable the highest score in

the training variable is in the dimensions of Training Goals and Objectives on the statement item "I am able to work together in achieving company goals" with a percentage value of 85.38% the score is in the good category, this indicates that employees of PT. Anindya Mitra International understands what the company's goals are and is able to work well together in order to realize the company's goals. Although in good condition, there was the lowest respondent response in the Training Methods dimension in the statement item "The methods used for training vary" with a percentage value of 73.46% the score was in the good category. This shows that after attending the training, I feel that the training methods provided by the company are varied and good. Thus, even though it is in the good category, in order to carry out job training activities, the company must be even more varied in preparing training methods so that the trainees will feel more comfortable and useful.

Simple Regression Analysis

The method used in this research is Simple Regression Analysis, where this analysis is used to find out the influence between free variables and bound variables. The result can be seen in this Table 1.

Table 1. Simple Regression Analysis

				Coefficients^a		
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	**Sig.**
1	(Constant)	2.160	.409		5.281	**.000**
	Training	.343	.126	.359	2.717	**.009**
a. Dependent Variable: Employee Performance						

Based on Table 1, the research result can be interpreted as follows; If the constant value is 2.160 which means if the training is worth 0.009 and there is no change, then the average performance is still worth 2.160; If the value of the training regression coefficient is 0.343 which is positive, which means that if the training increases by one unit, then employee performance will increase by 0.343. It can be concluded that training has a positive influence on employee performance, the higher value of the training variable, the more improved the employee's performance.

T-Test Analysis

In this study, researchers used a t-test to determine whether training significantly influences employee performance by using the questionnaire result. Based on Table 1, simple regression analysis shows that the results of testing the t-test hypothesis obtained a calculation result due to the calculation (2.717) > t tabel (1.67469) and significance (0.009 < 0.05). Therefore, it can be concluded that the hypothesis is accepted, meaning that training significantly affects employee performance.

Determination Coefficient

The coefficient of determination explains the magnitude of the influence of the value of a variable. The purpose of the coefficient of determination is to find out how much influence the independent variable has on the dependent variable. (Table 2)

Table 2. Coefficient Determination

				Model Summary^b
Model	R	R Square	Adjusted R Square	**Std. Error of the Estimate**
1	.359^a	.129	.111	**5.462336**

a. Predictors: (Constant), Training
b. Dependent Variable: Employee Performance

Based on Table 2 the calculation of determination, a value of 12.9% was obtained, so it can be concluded that the Training variable (X) influences the Employee Performance variable (Y) by 13.8%, while the remaining 87.1% is influenced by other variables outside the research carried out by the researcher.

5. Conclusion
The research result indicates that the variable of employee training affects employee performance. The condition of employee training within good category. Meanwhile, the employee performance within good category. It shows that the company already practices a good program for employee training which will impact employee performance.

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