

The Effect of Training and Motivation on Employee Performance at STIMI Banjarmasin

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ABSTRACT

This study aims: 1) to determine partially the effect of training on performance and 2) To determine partially the effect of motivation on performance and 3) To determine simultaneously the effect of training and motivation on performance. The method used in this study is causal associative with a quantitative approach. The sampling technique used is a saturated sample using data from 26 respondents. Data analysis used validity test, reliability test, classical assumption test, regression analysis, correlation coefficient analysis, coefficient of determination analysis and hypothesis testing. The results of this study are that partially training and motivation have a significant effect on employee performance. Training and motivation simultaneously have a significant effect on performance.

KEYWORDS: Training, Motivation, Employee Performance.

1. INTRODUCTION

Human resources have a very important role to help organizations/institutions achieve the expected goals. The world of education today has entered a period of very competitive and highly competitive competition. This is due to the large number and establishment of fintech-based universities (Financial Technology).

Higher education has become one of the strategic sectors in increasing economic growth in almost every country in the world. For now, for example, the banking sector has even been able to get through the monetary crisis and banks are just starting to adapt by providing the best service for their customers with easy access to banking products such as opening new accounts and savings books, credit cards, people's credit (KPR), and other service products. The banking world has experienced many changes from year to year, for example, nowadays it is very easy to make a passbook just by using a mobile phone or smartphone. Of course this is a convenience for people who are starting to realize the importance of banking needs, both because of security in transactions and doing business. closely related to finance or to save funds for current and future needs. Likewise at STIMI Banjarmasin which is engaged in the world of education, with the intense competition which encourages the performance of each company to be further improved, especially in this field of education.

The success of a company or organization is largely determined by the performance of each employee in doing something given to employees who are required to work as optimally as possible so that the company or organization can achieve its goals. According to Mangkunegara (2014: 67) employee performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Training is a process that includes a series of actions carried out in the form of providing assistance to workers or employees by professionals with the aim of increasing work abilities and competencies in the field of work that are useful for effectiveness and productivity in a company. In facing challenges and supporting employees, they must carry out self-development. According to Gary Dessler (2015: 284) training is a process of teaching new or existing employees the basic skills they need to carry out their jobs. Training is one of the efforts to improve human resources in the world of work. With training activities, employees have the opportunity to absorb new knowledge or new values, so that with this knowledge employees can improve their ability to perform.

2. LITERATURE REVIEW

1. Performance

Performance basically has many meanings based on the point of view of experts according to Mangkunegara (2015: 67) performance (work achievement) is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Employee performance is the output made by individual employees in a certain period. The definition of employee

performance according to Wilson Bangun (2012:231) writes performance (performance) is the result of work achieved by someone based on job requirements (job requirements). A job will have certain requirements to be carried out in achieving goals which are also known as job standards.

2. Training

According to Rivai (2011:212) Training is a process of systematically changing employee behavior to achieve organizational goals. Training relates to the skills and abilities of employees to carry out current jobs. Training has a current orientation and helps employees to achieve certain skills and abilities in order to be successful in carrying out their jobs. Training according to Sinambela (2016:169) training is one of the important factors in the development of human resources, education and training not only increase knowledge, but also improve work skills so as to increase productivity at work. According to Garry Dessler (2011: 5) training is the process of pursuing the skills needed by new employees to do their jobs.

Based on the above definition, it is concluded that training is an activity carried out by an organization or company to improve the ability of its employees in the form of better knowledge or attitudes to support work so that they can succeed in carrying out their work.

3. RESEARCH METHODS

The population in this study were all employees at STIMI Banjarmasin totaling 26 people, the sample used the Saturated Sampling (census) method. According to Sugiyono (2014:118) "saturated sampling technique is a sampling technique when all members of the population are used as samples. The sample in this study were 26 employees or respondents.

Data collection is an attempt to obtain information that will be used in the measurement of variables. According to Sugiyono (2017:308) conveying "data collection methods are scientific ways to obtain valid data with the aim of being proven, developing a knowledge so that it can be used to solve and anticipate problems". In data collection techniques, researchers obtain data with primary data, namely data obtained directly through field studies to obtain and collect information from the source as well as answer the problem and research objectives. In this study, the primary data is in the form of observation and questionnaires distribution and secondary data, namely data obtained indirectly and obtained from existing sources, namely data from within the company/object of research in the form of documents (files) in the form of documents or reports, an overview of the research location. and other data relevant to this research, can be obtained from books, magazines, theses and other literature (Library Research). In this study, secondary data is in the form of literature studies and documentation in the form of evidence, historical records or reports that have been arranged in archives or document files in the company.

4. RESULTS AND DISCUSSION

After all the data obtained in the study are described, then in the next stage a discussion of the data that has been described above will be carried out, the overall interpretation of the data for each variable can be done after first clarification based on the values obtained from the respondents.

After the questionnaires were distributed, then the data instrument was tested as a means of proof including validity and reliability tests.

Table 1. Validity Test

VARIABEL				
Pelatihan	Motivasi	Kinerja	r tabel	Keputusan
r hitung	r hitung	r hitung		
0.427	0.514	0.518	0.199	Valid
0.340	0.383	0.334	0.199	Valid
0.329	0.488	0.383	0.199	Valid
0.563	0.439	0.445	0.199	Valid
0.737	0.401	0.607	0.199	Valid
0.473	0.372	0.454	0.199	Valid
0.762	0.574	0.649	0.199	Valid
0.766	0.535	0.574	0.199	Valid
0.681	0.481	0.598	0.199	Valid
0.501	0.586	0.352	0.199	Valid

Source: SPSS 17 Processed Data, 2022

Based on the table data above, the employee performance variable (Y) obtained the value of $r_{count} > r_{table}$ (0.199), thus all questionnaire items were declared valid. For this reason, the questionnaire used is feasible to be processed as research data.

Table 2. Reliability Test

Reliability Statistics	
Cronbach's Alpha	N of Items
.746	10

Reliability Statistics	
Cronbach's Alpha	N of Items
.620	10

Reliability Statistics	
Cronbach's Alpha	N of Items
.644	10

Source: SPSS 17 Rework Data, 2022

Based on the test results in the table above, it shows that the training variable (X1) obtained a Chronbath Alpha value of 0.746, motivation (X2) of 0.620 and employee performance (Y) of 0.644 where all variables were declared reliable, this is evidenced by each variable has a Chronbath Alpha value > 0.600 .

The next step is to do a prerequisite test or classical assumption test. The classical assumption test is used to determine the accuracy of the data, or the significance of the relationship between the independent variable and the dependent variable so that the results of the analysis can be interpreted more accurately, efficiently, and avoid weaknesses that occur because there are still symptoms of appropriate or inappropriate classical assumptions. which is used is continued as research data. From the research results, it can be seen asfollows:

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1. Normality Test

Normality test in this study using the Kolmogorov-Smirnov Test with the terms of significancy > 0.050 . The results of the normality test with Kolmogorov-Smirnov are as follows:

Table 3. Normality Test Results

	Tests of Normality					
	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	Df	Sig.	Statistic	Df	Sig.
Kinerja Karyawan (Y)	.087	98	.066	.977	98	.084

a. Lilliefors Significance Correction

Source: SPSS 17 Processed Data, 2022

Based on the test results in the table above, obtained a significance value of $0.066 > 0.050$). Thus, the assumption of the distribution of equations in thistest is normal.

2. Multicollinearity Test

The multicollinearity test was conducted to ensure that the independent variables did not have multicollinearity or did not have a correlation between the independent variables. A good regression model should not have a correlation between the independent variables.

Table 4. Multicollinearity Test Results

		Coefficients ^a					Collinearity Statistics	
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Tolerance	VIF
		B	Std. Error	Beta				
1	(Constant)	11.167	2.880		3.878	.000		
	Pelatihan (X1)	.394	.076	.462	5.192	.000	.654	1.528
	Motivasi (X2)	.336	.089	.335	3.768	.000	.654	1.528

a. Dependent Variable: Kinerja Karyawan (Y)

Source: Data Processed SPSS 17, 2022

Based on the results of the multicollinearity test in the table above, the tolerance value of the training variable is 0.654 and the motivation is 0.654, where both values are less than 1, and the Variance Inflation Factor (VIF) value of the training variable is 1.528 and the motivation is 1.528 where the value is less. of 10. Thus, there is no multicollinearity disorder in this regression model.

3. Autocorrelation Test

The autocorrelation test is intended to determine whether or not there is a deviation in the correlation between sample members. To determine the presence of autocorrelation, Durbin-Watson (DW) test was performed by comparing the Durbin-Watson value with criteria or guidelines for interpretation. The criteria for the Darbin-Watson Test (DW Test) guidelines which are the reference are as follows:

Table 5. Autocorrelation Test Results

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.713 ^a	.508	.498	2.449	2.053

a. Predictors: (Constant), Motivasi (X2), Pelatihan (X1)

b. Dependent Variable: Kinerja Karyawan (Y)

Based on the test results in the table above, this regression model does not there is an autocorrelation, this is evidenced by the Durbin-Watson value of 2.053 which is between the interval 1,550 – 2,460.

4. Heteroscedasticity Test

Heteroscedasticity testing is intended to test whether in a regression model there is an inequality of residual variance. One way to detect the presence or absence of heteroscedasticity is the Glejser test where the results of this test can be seen whether in the regression model there is an inequality of variance from one observation residual to another observation.

Table 6 Heteroscedasticity Test Results

		Coefficients ^a			T	Sig.
Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta		
1	(Constant)	3.379	2.006		1.685	.095
	Pelatihan (X1)	.010	.053	.023	.184	.855
	Motivasi (X2)	-.051	.062	-.105	-.828	.410

a. Dependent Variable: RES2

Source: SPSS Processed Data 17.2022

Based on the test results in the table above, the glejser test model on the training variable (X1) obtained a significance probability value (Sig.) of 0.855 and motivation (X2) obtained a significance probability value (Sig.) of 0.410 where both significance values (Sig.) > 0.05. Thus the regression model in this data does not have heteroscedasticity disorders, so this regression model is suitable for use as research data. Based on the predetermined classification, the overall data obtained from respondents for each research variable can be described as follows:

1. Effect of Training (X1) on Employee Performance (Y).

Based on the results of the analysis, the value of the regression equation $Y = 17.500 + 0.563X_1$, the correlation coefficient of 0.659 means that the two variables have a strong relationship level. The value of determination or contribution of influence is 0.434 or 43.4% while the remaining 56.6% is influenced by other factors. Hypothesis test obtained $t_{count} > t_{table}$ or (8,587 > 1,985). Thus H_0 is rejected and H_1 is accepted, meaning that there is a significant influence between training on employee performance at STIMI Banjarmasin.

So in this case it can be concluded that training has an effect on performance, so the initial hypothesis which states that there is a significant influence between training on performance is acceptable. These results are in line with the theory put forward by Gary Dessler (2015:284) training is a process of teaching new or existing employees the basic skills they need to carry out their jobs. In one of the training indicators, the trainees are employees who are given useful knowledge, competence, and abilities to carry out their duties and responsibilities while working. When the selected training participants are not in accordance with their fields and positions, then the knowledge and results received from the training are not effective so that in carrying out their work they are not optimal. By choosing training participants who are in accordance with their duties and responsibilities, employees will feel they have the knowledge and ability to carry out work activities that affect performance.

2. The Effect of Motivation (X2) on Employee Performance (Y)

Based on the test results, the value of the regression equation $Y = 15,802 + 0.607X_2$, the correlation coefficient of 0.607 means that the two variables have a strong relationship level. The value of determination or contribution of influence is 0.368 or 36.8% while the remaining 63.2% is influenced by other factors. Hypothesis test obtained value of $t_{count} > t_{table}$ or (7,482) 1,985). Thus H_0 is rejected and H_2 is accepted, meaning that there is a significant influence between motivation on employee performance at STIMI Banjarmasin. So in this case it can be concluded that motivation has an effect on performance, so the initial hypothesis which states that there is a significant influence between motivation on performance is acceptable.

These results are in line with the theory put forward by McClelland in Hasibuan (2016: 95) that employee work motivation is influenced by the need for achievement, the need for affiliation, the need for power. In one of the indicators, the need for achievement is a desire to achieve results, overcome, and defeat a challenge for the company's progress.

When the desire for achievement of employees decreases according to the data obtained, the desire to achieve more results for the progress of the company will run less effectively. If the desire of employees will be high achievers, the results of their duties and responsibilities at work will be better which significantly affects the company's performance.

3. Effect of Training (X1) and Motivation (X2) on Employee Performance (Y)

Based on the results of the study, it showed that training (X1) and motivation (X2) had a positive effect on employee performance with the regression equation $Y = 11,164 + 0,394X_1 + 0,336X_2$.

The value of the correlation coefficient or the level of influence between the independent variable and the dependent variable was obtained at 0.713, meaning that it has a strong relationship. The value of the coefficient of determination or the simultaneous influence of 50.8% while the remaining 49.2% is influenced by other factors. Hypothesis testing is obtained by the calculated F value > F_{table} or (49,032 > 2,700). Thus H_0 is rejected and H_3 is accepted. This means that there is a simultaneous significant influence between training and motivation on employee performance at STIMI Banjarmasin. So in this case it can be concluded that training and motivation have an effect on performance, so the initial hypothesis which states that training and motivation is suspected to have an effect on employee performance simultaneously can be accepted.

This result is in line with the theory proposed by Mangkunegara (2014: 67) Employee performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. One of the indicators contained in the theory is the quality of work is how well an employee does what he or she should be doing. With training participants who do not receive

training in accordance with their duties and responsibilities and the desire for achievement of employees is low, it will affect the quality of work of employees with this, the performance of employees will decrease. If the trainees are selected in accordance with their duties and responsibilities and simulate the results of their training directly on the job and the desire to excel which aims for the advancement of employees and the company is able to be improved, employee performance will be achieved in accordance with predetermined company and organizational goals.

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