

The Influence of Training Implementation and Work Motivation on the Work Performance of Crew Members of the CS Nusantara Explorer Ship

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ABSTRACT

A quantitative approach in research uses numbers to analyze data. The descriptive method aims to describe the phenomena or symptoms of the variables studied, while the explanatory method focuses on explaining the relationship or influence between variables and testing hypotheses. The population is the entire group that is the object of research, while the sample is part of the population taken at random to represent that population. In this study, the population consisted of employees who served on the CS Nusantara Explorer, with a total of around 100 people. Data processing uses the SPSS application. The results of the multiple regression test simultaneously show that the two independent variables (Training and motivation) have a significant effect on the Training variable in the HR department at the head office of the CS Nusantara Explorer Ship. However, partially it shows that only 1 variable (training) has a real influence on employee work performance at PT Head Office. ALNS. while the Motivation variable has no effect on work performance at the PT Head Office. ALNS.

KEYWORDS: Motivation, Performance, Training

1. INTRODUCTION

Technological progress requires developing human resource capabilities to utilize technology effectively. CS Nusantara Explorer, like other organizations, needs to adapt to a new paradigm in HR functions to maintain continuity and increase employee competency. HR planning is important for individual, organizational and national interests, and includes increasing knowledge, skills and effective management.

Quality employee training and proper motivation greatly influence work performance. However, at CS Nusantara Explorer, the existing training program is not fully effective, with an imbalance between theory and practice, as well as fluctuations in work morale and lack of motivation. This research focuses on the influence of training and motivation on employee performance, based on the finding that effective training and good motivation strategies can improve performance (Wati et al., 2023). It is important to provide rewards and create motivating working conditions so that employees can show maximum performance. This research aims to examine how training and motivation can influence work performance at CS Nusantara Explorer.

To support the research background regarding the influence of training and work motivation on employee performance. The results of research on motivation (Jaya et al., 2022) which examines Brimob personnel, the results of the research are that the drive or energy is a mental and physical movement to act so that motivation is a driving force that moves humans to act in their actions. specific purpose. Work motivation for Brimob personnel plays a very important role in improving their performance. The more motivated they are at work, the more their performance will increase. Sari & Martha, (2022) the results of research on the influence of motivation on teacher performance at SMKN Padang, stated that motivation is a complex problem in organizations because the needs and desires of members are different from one another, this is different because each member of the organization is unique biologically and psychologically, and develop through different learning processes. This research is different from (Hidayat, 2021), motivation has no effect on PT employee performance. Surya Yoda Indonesia. This means that motivation cannot improve employee performance. Lack of appreciation in the form of praise or bonuses from superiors to their subordinates can result in low employee motivation at work.

Research on training by (Junaedi et al., 2017) , on the influence of the recruitment, training and career development process on work performance (Case Study at Pt Aia Financial) shows that training has a significant effect on work performance. This can support or be in line with the phenomena that occur at PT AIA Financial: training procedures have met standards, but the achievement of the agent candidate process is not in line with what the company expects. From this it can be concluded that if training increases, employee work performance will increase. Conversely, if training decreases. training appropriate to the employee's job. The results of research from (Sudiro, 2016) show that training has an effect on work performance if the training material can be understood by employees, and the training material is beneficial for employees. Researchers have not found that training results have no effect on work performance. With the description of the background to the problem above, the research results are still inconsistent, so the author is interested in researching "The Effect of Training and Work Motivation on Employee Work Performance at CS Nusantara Explorer".

2. LITERATURE REVIEW

Training

Training is a systematic process that aims to improve an individual's skills, knowledge and competence in a particular field. According to recent literature, training not only transfers knowledge but also changes behavior and improves performance through methods such as technology-based learning, simulation, and direct interaction.

Recent research shows that training effectiveness is strongly influenced by adaptive curriculum design and the relevance of the material to the needs of participants (Johnson et al., 2023). Training approaches that integrate real-time feedback and continuous evaluation have been shown to be more effective than traditional methods (Smith & Brown, 2024). Educational technologies, such as artificial intelligence, also enrich training methodologies by enabling deeper personalization.

Motivation

According to (Supriatiningsih, 2020) motivation, whether it comes from within a person (intrinsic motivation) or from outside him (extrinsic motivation), has one thing in common, namely the existence of a reward goal to be achieved through an activity. Motivation aims to meet physical and non-physical needs. If these needs are met, a person's work motivation will increase. The difference lies in the feeling of satisfaction obtained from intrinsic motivation compared to extrinsic motivation (Chamariyah et al., 2022) . Understanding these two types of motivation can help improve work discipline and achieve optimal work results

Work performance

Work performance is a step taken by a company or organization to evaluate employee work results and as a basis for company policy (Dewi & Novandriani, 2020) . Other terms that are often used to refer to it include performance rating, performance appraisal, personnel assessment, employee evaluation, merit rating, efficiency rating, and service rating. In practice, the terms performance appraisal and performance evaluation are often used interchangeably because the aim is the same. Job performance assessment is a systematic and periodic evaluation of an employee's work performance and development potential, this is in line with research results from (Lukiyana, 2017) Hypothesis development.

The Effect of Training (X1) on Job Performance

The crew members of the CS Nusantara Explorer Ship are required to have good performance, in the sense of being able to carry out their duties well according to the orders of the leadership, and through the rules set by the CS Nusantara Explorer Ship Organization, so the training given in an appropriate, straightforward and firm manner is expected to be able to influencing his subordinates to carry out work determined by the organization, in other words, training influences the work performance of the CS Nusantara Explorer crew members. This is in line with research results from (Junaedi et al., 2017) , (Sudiro, 2016) that training has a positive effect on work performance. So the hypothesis is formulated as follows:

H1 = The implementation of training has a positive and significant effect on the work performance of the CS Nusantara Explorer crew members

The Influence of Motivation (X2) on Job Performance

The crew of the CS Nusantara Explorer ship, which is expected by the organization. In order to be able to carry out their duties well and be motivated at work, in this case to be encouraged to carry out their work and responsibilities well, so that the achievement of organizational goals will be fulfilled, with the assumption that the influence of providing motivation will definitely influence the increase in work performance of CS Nusantara Ship Crew members Explorer. This is in line with research results from (Jaya et al., 2022) , (Sari &

Martha, 2022) that motivation has a positive effect on work performance. So the hypothesis is formulated as follows:

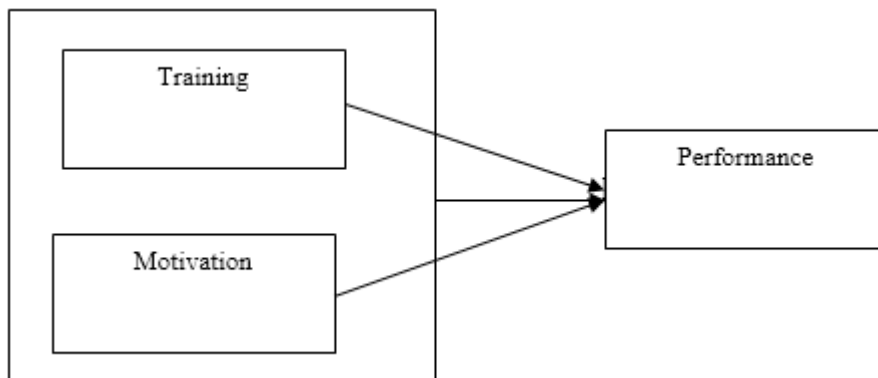
H2 = Work Motivation has a positive and significant effect on the work performance of the CS Nusantara Explorer crew members.

The Influence of Training and Motivation on the work performance of the CS Nusantara Explorer crew members.

From the description above, it can be determined that good work performance can be realized if members are given training and are also supported by the right methods of motivating members, thus providing training and motivation influences the work performance of the CS Nusantara Explorer crew members. The implementation of training and work motivation has a positive and significant effect on the work performance of the CS Nusantara Explorer crew members. This is in line with research results from (Sudiro, 2016) , (Supriatiningsih, et al., 2022)

H3 = Work motivation has a positive and significant effect on the work performance of the CS Nusantara Explorer crew members.

Figure 1: Framework for thinking



Source: author's data

3. RESEARCH METHODOLOGY

The quantitative approach in research uses numbers to analyze data. The descriptive method aims to describe the phenomena or symptoms of the variables studied, while the explanatory method focuses on explaining the relationship or influence between variables and testing hypotheses. The population is the entire group that is the object of research, while the sample is part of the population taken at random to represent that population. In this study, the population consisted of employees working at KMTC, with a total of around 100 people

3.1. Definition and Operational Research Variables

3.1.1. Variable Definition

Table 1. Operationalization of Research Variables

Variable	Dimensions	Indicator
1. Training	a. Participant ability level	- Able to answer assignments/quizzes - Understanding Training Material
	b. The amount of skill increase	- Able to understand the material - Understand training material and apply it in the field - Able to find solutions to problems - Able to provide explanations of problems encountered
	c. Number of training	- Attend 75% of education and

	participants	training programs conducted for 1 year
2. Motivation	1. Motive 2. Hope 3. Incentive	<ul style="list-style-type: none"> - Economic necessity - Responsibility - Self-recognition - Self-development - Social needs - Justice - Safety guarantee - Achievement awards - Wise leader - Feeling calm - A commensurate salary - Bonuses - Pension plan - Health insurance - Recreation
3. Work performance	a. Quality of work. b. Job quantity (amount). c. Able to work well with superiors and colleagues. d. Knowledge of the work undertaken. e. Independence in work. f. Discipline g. Initiative in work	<ul style="list-style-type: none"> - Improved Completion Quality - Number of Jobs completed each day - Completion Speed - Accuracy - Unit responsibility - Accuracy - Fulfillment of scope of work - Rules and Sanctions - Mastery of science and technology - Able to carry out individual tasks - Attitude towards superiors - Attitude towards the organization - Able to find alternative solutions

Data sources are processed by ourselves

4. ANALYSIS AND DISCUSSION RESULTS

Data Analysis Results
Research Data Analysis
Variable Description

**Table 2. Description of the Total Score Value of the Research Variable
Descriptive Statistics**

	N	Minimum	Maximum	Sum	Mean	Std. Deviation
TRAINING	50	20	32	1373	27.46	3,309
MOTIVATION	50	40	64	2795	54.90	4,234
PERFORMANCE	50	41	62	2642	52.84	4,239
Valid N (listwise)	50					

Source: SPSS data processing results

The table shows that the average total score of member responses to the training instruments on the CS Nusantara Explorer ship is 27.46 out of a maximum score of 35, indicating a fairly high and positive assessment. This shows that members consider training as a valuable asset for organizational development, especially in aspects of organizational philosophy, selection process, top management, and socialization. Likewise, the motivation variable shows a high score of 55.90. Motivational characteristics such as consistency, motives, hopes and incentives are considered very important by members, indicating that these factors are well accepted and play a significant role in encouraging work motivation in the organization.

Validity and Reliability Test Results

Table 3. Summary of Validity Test Results with Pearson Product Moment Coefficient

No.	Variable	Item	Coef. Correlation	Validity
1	Training (X ₁)	1	0.766	Valid
		2	0.761	Valid
		3	0.627	Valid
		4	0.736	Valid
		5	0.709	Valid
		6	0.655	Valid
		7	0.768	Valid
2	Motivation (X ₂)	1	0.744	Valid
		2	0.851	Valid
		3	0.729	Valid
		4	0.701	Valid
		5	0.788	Valid
		6	0.729	Valid
		7	0.647	Valid
		8	0.253	No, no
		9	0.213	No
		10	0.156	No
		11	0.244	No
		12	-0.012	Valid
		13	0.594	Valid
		14	0.713	Valid
		15	0.703	Valid

3	Work performance (Y)	1	0.773	Valid
		2	0.540	Valid
		3	0.765	Valid
		4	0.606	Valid
		5	0.717	Valid
		6	0.611	Valid
		7	0.762	Valid
		8	0.739	Valid
		9	0.583	Valid
		10	0.555	Valid
		11	0.573	Valid
		12	0.545	Valid
		13	0.528	Valid

Source: SPSS data processing results

Meanwhile, the reliability of research instruments is a statement about the consistency of the measuring instrument (questionnaire) used to measure research variables. It can also be said to be a quantity that states the level of accuracy of a measuring instrument (questionnaire) in measuring research variables. In this study, the Spearman-Brown formula/method was used to measure the level of instrument reliability. By using SPSS version 19.00 computer software, the Cronbach's Alpha reliability coefficient calculation results were obtained which were quite significant > 0.50 for all research variables.

The summary of the reliability test results with Cronbach's Alpha is as follows:

Table 4. Summary of Cronbach's Alpha Reliability Test Results

No.	Variable	Coefficient Cronbach's Alpha		Reliability
		Equal Length	Un-Equal Length	
1	Training (X ₁)	0.959	0.959	Reliable
2	Motivation (X ₂)	0.820	0.820	Reliable
3	Work performance (Y)	0.953	0.953	Reliable

Source: SPSS data processing results

Linear Multiple Regression Analysis

Linear multiple regression equation:

$$Y = 19.659 + 0.637 X_1 + 0.281 X_2$$

with $r^2 = 0.376$ $R = 0.613$

Table 5. Model Summary and Anova Table

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.613 ^a	.376	.349	4.225

a. Predictors: (Constant), Motivation, Training

ANOVA^b

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	504,563	2	252,781	14.158	.000 ^a
Residual	839.157	47	17,854		
Total	1344.720	49			

a. Sum Dependent Variable: Performance

Source: SPSS data processing results

The coefficient of determination (r^2) of 0.376 indicates that the training (X1) and motivation (X2) variables only explain 37.6% of the variation in the dependent variable (work performance). The remainder, namely 63.4%, was caused by other factors not studied or random factors, which might affect the accuracy of the prediction model. Even though the coefficient of determination is not very high, the results of multiple regression can still be used to predict the value of the training that is formed. In addition, the partial regression coefficient for the motivation variable is not significant according to the t test, indicating that the influence of motivation on job performance may be less strong in this model

Table 6. Regression Coefficients
Coefficients ^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	19,659	6,629		2,965	,005
TRAINING	,637	,228	,402	2,793	,008
MOTIVATION	,281	,144	,280	1,946	,058

a. Dependent Variable: Performance

Source: SPSS data processing results

The table shows that the motivation variable (X2) is not partially significant with a p value ≤ 0.00 , which may be caused by multicollinearity between the independent variables. Although the F test shows significance and the coefficient of determination (r^2) is moderate, many independent variables do not have a significant effect individually. Further analysis using the Forward technique removed X1 from the model, but X1 remained significant with increasing F values, while r^2 remained at 0.326. In conclusion, organizational work performance is more influenced by training factors (X1) both multiple and partial

Research Hypothesis Testing

Multiple Regression Coefficient Testing

- 1) H0: $\beta_1 = \beta_2 = 0$ (no influence of Xi on Y)
- 2) H1: $\beta_1 \neq \beta_2 = 0$ (there is an influence of Xi together on Y)

The F test results from SPSS Version 14.00 show a value of 124.618 with p (Alpha) = 0.000, which means H0 is rejected and H1 is accepted. This shows that the variables Training (X1) and Motivation (X2) together influence Job Performance (Y) significantly. In the linear model, Motivation (X2) has a dominant regression coefficient, showing a strong influence on Job Performance among KMTC head office employees. This finding is supported by regression analysis with forward techniques and partial regression testing which will be described further

a. Partial Regression Coefficient Testing

- 1) H0: $\beta_1 = 0$ (no influence of X1 on Y)
- H1: $\beta_1 \neq 0$ (there is an influence of X1 on Y)

$$t_{hit} = \frac{0.637}{0.228} = 2.793$$

H0 is rejected at p (alpha) = 0.006. So the Training variable has a real effect because the α value is below 5% on employee work performance at the KMTC head office.

- 2) H0: $\beta_2 = 0$ (no influence of X2 on Y)
- H1: $\beta_2 \neq 0$ (there is an influence of X2 on Y)

$$t_{hit} = \frac{0.281}{0.144} = 1.946$$

H0 is accepted at p (alpha) = 0.058 Because the value of α is above 5%, it can be said to be a variable Motivation (X2) on employee work performance at KMTC head office

Regression analysis shows that only the Training variable (X1) has a significant effect on the organizational work performance of the CS Nusantara Explorer ship, both multiple and partial. Although both variables (Training and Motivation) have a simultaneous influence on Job Performance, only Training significantly influences organizational work results. Motivation did not show a partially significant effect and was considered

the dominant variable. The forward technique confirms that training is more dominant in influencing employee work performance at the head office of the CS Nusantara Explorer ship compared to motivation

Discussion

The variables Training (X1) and Motivation (X2) together significantly influence Job Performance (Y).

Training improves employees' skills and knowledge, while motivation influences their drive and enthusiasm to apply these skills. When employees receive effective training, they gain the skills necessary to perform their duties better. High motivation ensures that employees not only have the right skills, but are also motivated to apply them optimally. The combination of the two contributes to improving employee performance. Training increases employee satisfaction by making them feel more prepared and confident in their work. High motivation encourages employees to be more committed to work and organizational goals, which in turn improves the quality of their work results. When a team or organization as a whole receives training and motivation, team effectiveness increases, because training improves technical capabilities and processes, while motivation improves cooperation, communication, and the desire to achieve common goals. The results of this study are in line with

The motivation variable has an insignificant effect on work performance for employees at the KMTC head office.

The influence of motivation on employee work performance at KMTC head office can be insignificant if there is no integration between the motivation provided and the conditions and needs of employees, and if training, work environment and managerial support do not support it effectively. The applied motivation may not match the individual needs and preferences of employees. If the motivation provided is irrelevant or does not meet employee expectations, then the impact on work performance may be insignificant. Motivational strategies may not be implemented in an effective manner. For example, if reward, recognition or incentive programs are not implemented consistently or are not accompanied by good communication, their impact on employee motivation can be reduced. This is in line with research results from (Wicaksono et al., 2023) , (Pamungkas et al., 2022) but the results of this research are different from (Jufrizen, 2018) which said that motivation has no effect on work performance.

The training variable has a significant effect on employee work performance at KMTC head office.

The training variable has a significant effect on employee work performance at KMTC head office. Effective training improves employees' skills and knowledge, enabling them to perform their tasks better and achieve more optimal results. Through training, employees gain a deep understanding of their duties, which has a positive impact on their performance at work. This is in accordance with research results from (Sudiro, 2016) , (Supriatiningsih, et al., 2022) , (Chamariyah et al., 2022) .

5. CONCLUSION

Conclusion

The results of the multiple regression test simultaneously show that the two independent variables (Training and Motivation) have a significant effect on the Training variable in the HR department at the head office of the CS Nusantara Explorer Ship. However, partially it shows that only 1 variable (training) has a real influence on employee work performance at PT Head Office. ALNS while the Motivation variable has no effect on work performance at the PT Head Office. ALNS.

Research Limitations

This study faces several limitations. First, even though the data has been tested for validity and reliability, the various characteristics of employees at the head office of the CS Nusantara Explorer Ship—such as age, work class, length of service, and level of education—can influence the generalization of research results, causing variations in responses to the variables studied. Second, the multiple regression test shows that training and motivation simultaneously influence work performance, but individually only training has a significant effect. This indicates that motivation may not have received sufficient attention in this research. These limitations indicate the need for further research to explore other factors that influence the relationship between motivation and work performance as well as the interaction of these variables. Other aspects that can influence work performance, such as the work environment and organizational support, have also not been studied in depth. Therefore, the results of this study need to be interpreted with caution, and additional research is recommended to gain a more comprehensive understanding.

Suggestion

It is recommended to conduct additional research by adding new variables other than organizational communication, employee empowerment, and implementation of rewards and sanctions. Research should also be expanded to other branches of the CS Nusantara Explorer Ship. To improve organizational capabilities and overcome backwardness, the CS Nusantara Explorer ship needs to continue to strengthen the values that underlie its achievements. This includes developing and implementing an organizational vision, changing member mindsets towards competency-based discipline, as well as improving communication and organizational transformation. It is also important to build working conditions that motivate employees to achieve the organization's new vision.

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