

The Effect of Training and Motivation on Employee Performance at PT Astra Graphia Tbk. Makassar Branch

*Syarifah Khairinnisai K¹, Zainal Ruma², Abdi Akbar³,
Romansyah Sahabuddin⁴, Rezky Amalia Hamka⁵.

¹²³⁴⁵Faculty of Economics and Business, Makassar State University

*Correspondence: syarifahkhairinnisai346@gmail.com

Abstract

The study examines the impact of training and motivation on the performance of employees at PT. Astra Graphia Tbk Makassar Branch. The aim of this study is to find out the impact of training and motivation on the performance of employees at PT. Astra Graphia Tbk Makassar Branch. The population in this study is a total of 34 employees. The sample of this study is an entire member of the population of 34 people with this type of quantitative research. The data collection technique is done by scattering the questionnaire. The data analysis technique used is double linear regression analysis using Statistical Product Service Solution. (SPSS). The results of the research show that: 1) there is a positive and significant influence on the training on the performance of employees at PT. Astra Graphia Tbk branch of Makassar; 2) there is a significant and positive influence of the motivation on the employee performance at PT. Astra Graphia Tbk branch of Makassar; and 3) There is positive and important influence simultaneously of the training and motivation of employees on performance at an PT. Astra Graphia Tbk branch of Makassar.

Keywords: Training, Motivation, Performance.

INTRODUCTION

The role of human resources is very important in the success of a company. Human resources are an important component that is directly involved in the company's operations; To achieve optimal performance, an individual must have the necessary skills and information related to their respective work sectors (Widijanto, 2018: 35).

Several factors have been identified as influential in shaping employee performance, namely training and motivation in the workforce. Training refers to the process of acquiring knowledge and skills through repeated and continuous learning and practice, with the aim of improving human capabilities and harvesting appropriate advantages (Pasaribu M, 2019: 51). Motivation relates to the way a person stimulates work enthusiasm, which leads them to voluntarily use their highest abilities and skills to achieve organizational goals Alamsyah and Setyowati (2019: 61).

PT Astra Graphia Tbk, is a company engaged in Technology and Information to distribute Fuji Xerox products and solutions. The training conducted by PT Astra Graphia Tbk Makassar Branch is very rare and can be said to be not optimal as seen from its inconsistency in implementing training programs for employees. In

The Effect of Training and Motivation on Employee Performance at PT Astra Graphia Tbk. Makassar Branch

Syarifah Khairinnisai K, Zainal Ruma, Abdi Akbar, Romansyah Sahabuddin, Rezky Amalia Hamka

In addition, to develop the ability of each employee to be encouraged to effectively fulfill their assigned duties and responsibilities, the lack of employee motivation at PT. Astra Graphia Tbk is characterized by employees feeling dissatisfied with the income earned even though the employee has worked at PT. Astra Graphia Tbk for more than 5 years, making employees less motivated amid high workloads. The study aims to examine these two things, namely training and employee motivation. The extent of the influence of training and work motivation on the performance of employees of PT Astra Graphia Tbk. Based on the description that has been stated above, the authors are interested in conducting research with the title "The Effect of Training and Motivation on Employee Performance of PT Astra Graphia Tbk. Makassar Branch".

LITERATURE REVIEW

a. Human Resource Management

Human resource management (HRM) is a term that refers to the systematic and strategic management of employee interactions and responsibilities to optimize contributions in achieving organizational, employee, and community goals (Hasibuan, 2019).

b. Training

According to Soeprihanto (2018: 280), training is an activity to improve skills by expanding knowledge and operational skills in carrying out work. Training is a process of coaching and knowledge of a group of facts, rules and methods that are organized by prioritizing the development of honesty and operational skills.

According to Mangkunegara in Hendra (2020: 4) training indicators include: 1. Competent instructors; 2. Enthusiasm of trainees; 3. Suitable and targeted material; 4. Effective methods; 5. Specific objectives.

c. Motivation

According to Hasibuan (2019: 104) states that motivation in action instills a drive that produces individual enthusiasm for work, thereby promoting the desire to collaborate, perform optimally, and contribute synergistically towards achievement.

Indicators of work motivation are as follows (Sedarmayanti, 2017): 1. Salary in accordance with work contributions; 2. Involvement of superiors/supervisors in providing direction; 3. Good working relationships with superiors and fellow employees; 4. Recognition of achievements that have been achieved; 5. Success in carrying out duties and responsibilities.

METHOD

The research design used in this study is to use a quantitative approach, to determine the relationship between the effect of training and motivation on employee performance, by collecting primary data through distributing questionnaires to employees at PT Astra Graphia Tbk as a population and a sample of 34 people. Technical data analysis using multiple linear regression analysis, as well as instrument tests and classical assumption tests.

RESULT AND DISCUSSION

Contents of Results and Discussion

1. Instrument Test

The instrument test is used to measure a questionnaire statement worth using in a study.

a. Validitas Test

Table 1. Validitas Test

Description	Rcount	Rtable	Description	Rcount	Rhitung	Description
X1.1	0,930	0,338	Valid	0,338	0,810	X2.5
X1.2	0,879	0,338	Valid	0,338	0,772	X2.6
X1.3	0,929	0,338	Valid	0,338	0,884	X2.7
X1.4	0,940	0,338	Valid	0,338	0,877	X2.8
X15	0,820	0,338	Valid	0,338	0,753	X2.9
X1.6	0,786	0,338	Valid	0,338	0,630	X2.10
X1.7	0,887	0,338	Valid	0,338	0,860	Y.1
X1.8	0,855	0,338	Valid	0,338	0,866	Y.2
X1.9	0,774	0,338	Valid	0,338	0,851	Y.3
X1.10	0,761	0,338	Valid	0,338	0,864	Y.4
X2.1	0,728	0,338	Valid	0,338	0,834	Y.5
X2.2	0,800	0,338	Valid	0,338	0,860	Y.6
X2.3	0,850	0,338	Valid	0,338	0,637	Y.7
X2.4	0,785	0,338	Valid	0,338	0,771	Y.8

Based on the results of the validity test which can be seen in table 1, each statement has a Rcount value greater than the Rtable value, so that the questionnaire statement is declared valid and can be used in this study.

b. Reliability Test

Table 2. Reliability Test

Variable	Cronbach's Alpha	Critical Limit	Description
X1	0,960	0,60	Reliable
X2	0,931	0,60	Reliable
Y	0,930	0,60	Reliable

Based on table 2, it shows that all questionnaire statements have met the reliability requirements with Cronbach's Alpha above 0.60. So that the questionnaire statements in this study can be used.

The Effect of Training and Motivation on Employee Performance at PT Astra Graphia Tbk. Makassar Branch

Syarifah Khairinnisai K, Zainal Ruma, Abdi Akbar, Romansyah Sahabuddin, Rezky Amalia Hamka

2. Classical Assumption Test

According to (Sujarweni, 2016: 223) Conducting a classic assumption test on the regression model is carried out with the aim of evaluating whether the quality of the regression is good or not.

a. Normality Test

Tabel 3. Normality Test

No,	Asymp. Sig	Description
1	0,061	Normal

Based on table 3, the normality test results of the Kolmogorov-Smirnov method obtained an Asymp. Sig. of 0.061 and the value is greater than 0.05. This indicates that the regression model is normally distributed.

b. Heteroscedasticity Test

Tabel 4. Heteroscedasticity Test

No	Variable	Significance Value	Description
1	Training	0,388	Heteroscedasticity free
2	Motivation	0,096	Heteroscedasticity free

Based on the results of the heteroscedasticity test using the Glejser test in table 4, the output shows that there is no significant relationship between all independent variables on the absolute value of the residual, which is indicated by the significance value of training (X1) of 0.388 and motivation (X2) of 0.096 so that the significance value of the two independent variables is greater than 0.05 (Sig. > 0.05), meaning that this model is free from heteroscedasticity.

c. Autocorrelation Test

Table 5. Autocorrelation Test

<i>Durbin Watson</i>	Description
1,643	No autocorrelation
	dL = 1,3325 dU = 1,5805 4-dU= 2,4195

Based on Table 5, the DW value in the autocorrelation test results of 1.643 is greater than the DL value of 1.3325 and smaller than (4-DU) which is 2.4195. While the DW value of 1.893 lies between DL and (4-DU) or $1.3325 < 1.643 < 2.4195$, it can be concluded that there is no autocorrelation in the regression model used.

d. Linearity Test

Table 6. Linearity Test

No	Variable	Deviation from <i>linearity</i>	Description
1	Training*Performance	0,057	Linear relationship
2	Motivation*Performance	0,150	Linear relationship

Based on table 6 of the linearity test results, it can be seen that the significance value (P Value Sig.) on the Deviation from Linearity line is 0.057 & 0.150. Because the significance value is greater than 0.05, it can be concluded that the training variable (X1) and the motivation variable (X2) have a linear relationship to employee performance (Y).

e. Multicollinearity Test

Table 7. Multicollinearity Test

No	Variable	<i>Collinearity statistics</i>		Description
		<i>Tolerance</i>	<i>VIF</i>	
1	Training	0,382	2,621	Multicollinearity Free
2	Motivation	0,382	2,621	Multicollinearity Free

Based on table 7, it shows that the Tolerance value of training (X1) is 0.382 and motivation (X2) is 0.382 so that the Tolerance value of the two independent variables is more than 0.10 (Tolerance > 0.10). Meanwhile, the Variance Inflation Factor (VIF) value of training (X1) is 2.621 and motivation (X2) is 2.621, so the VIF value of the two independent variables is less than 10.00 (VIF < 10.00), so it can be concluded that there are no multicollinearity symptoms in the regression model.

3. Multiple Linear Regression Analysis

This study uses multiple linear regression analysis methodology to identify the level of influence of independent variables, namely training and motivation, on employee performance variables. The multiple linear regression equation model is as follows:

$$Y = 11,370 + 0,241 X_1 + 0,336 X_2$$

Based on the results of the regression analysis. It can be concluded that motivation has a positive effect on employee performance, meaning that each increase in one unit of training will increase performance by 0.241. Training has a positive effect on employee performance, meaning that each increase in one unit of training will increase performance by 0.334.

a. Partial Test (t-test)

The purpose of this statistical test is to ascertain how much influence each variable has on the dependent variable; this test is carried out using the

The Effect of Training and Motivation on Employee Performance at PT Astra Graphia Tbk. Makassar Branch

Syarifah Khairinnisai K, Zainal Ruma, Abdi Akbar, Romansyah Sahabuddin, Rezky Amalia Hamka

t variable to evaluate the significance of the partial linear regression coefficient.

Tabel 8. Partial Test (uji t)

Constant	2,992	2,039	0,005	Significant effect
Training	2,050	2,039	0,049	Significant effect
Motivation	2,400	2,039	0,023	Significant effect

Based on Table 8 Partial Test (t test), the results are obtained:

1) Training variable (X1).

The test results with the SPSS 26 application on the training variable (X1) on employee performance (Y) obtained $t\text{-count} > t\text{-table}$ ($2.050 > 2.039$) with a significant level ($0.049 < 0.05$), then H_0 is rejected and H_1 is accepted. So it can be concluded that the training variable (X1) has a positive and significant effect on employee performance (Y).

2) Motivation variable (X2).

The test results with the SPSS 26 application on the motivation variable (X2) on employee performance (Y) obtained $t\text{-count} > t\text{-table}$ ($2.400 > 2.039$) with a significant level ($0.023 < 0.05$), then H_0 is rejected and H_2 is accepted. So it can be concluded that the motivation variable (X2) has a positive and significant effect on employee performance (Y).

b. Simultaneous Test (uji F)

The F test is used to test the hypothesis that training and motivation variables simultaneously affect employee performance variables.

Table 9. Uji Simultan (uji F)

F hitung	F tabel	Sig.	Keterangan
23,196	3,30	0,001	Berpengaruh signifikan

Based on table 9, it can be seen that F count has a positive value of 23.196 and is greater than the F table value of 3.30 ($23.196 > 3.30$) with a significance level of 0.001 where $0.001 < 0.05$. This shows that the training variable (X1) and the motivation variable (X2) simultaneously have a positive and significant effect on employee performance (Y) at PT. Astra Graphia Tbk. This shows that the training variable (X1) and the motivation variable (X2) simultaneously have a positive and significant effect on employee performance (Y) at PT Astra Graphia Tbk. Makassar Branch.

c. Coefficient of determination (R²)

The Coefficient of Determination (R²) is a measure to determine the percentage of suitability or accuracy of the relationship between the independent variable and the dependent variable in a regression equation.

Table 10. Coefficient of Determination (R²)

<i>R Square</i>
0,599

Based on table 10, it can be seen that the resulting R² value is 0.599 or 59.9%. This shows that the training (X1) and motivation (X2) variables

have an influence on employee performance (Y) of 59.9% and the rest is influenced by other variables not examined.

Discussion

1. How is the Effect of Training (X1) on Employee Performance (Y) at PT Astra Graphia Tbk. Makassar Branch.

Based on the results of the study, it shows that the training variable (X1) has a positive and significant effect on employee performance (Y) at PT Astra Graphia Tbk. Makassar Branch. This is evidenced by the partial test results in this study, the sig value on training is $0.049 < 0.05$ and $t\text{-count } 2.050 > t\text{-table } 2.039$, meaning that the better the quality and quantity of training provided to employees, the better the level of performance. The effect that occurs at the level of employee training on employee performance can be explained by several factors.

Classification of respondents based on length of work is dominated by employees with a length of work of less than 5 years or 58.8% of the total respondents. The length of work factor is an influence on employee training because employees with a work period of 1-5 years are categorized as relatively new employees so that they need an introduction to the company's work system and new knowledge and skills that can be obtained through training held by the company, the process of adapting and understanding the ins and outs of the company creates an interest in learning so that the active contribution of employees greatly affects the effectiveness of a training, so that respondents with a length of work of less than 5 years can influence the effectiveness of training on employee performance.

The results of this study are in line with research conducted by Denira & Tannady (2022) which concluded that the training variable has a positive and significant effect on the employee performance variable. Another study from Bulkia (2018) found that training has a significant influence on employee performance.

2. How is the influence of motivation (X2) on employee performance (Y) at PT Astra Graphia Tbk. Makassar Branch.

Based on the results of the study, it shows that the motivation variable (X2) has a positive and significant effect on employee performance (Y) at PT Astra Graphia Tbk. Makassar branch. This is evidenced by the partial test results in this study, the sig value on motivation is $0.023 < 0.05$ with a $t\text{-count value of } 2.400 > t\text{-table } 2.039$, in other words, the more often motivation is given to employees at PT. Astra Graphia Tbk. Makassar branch, it will positively affect employee performance. The influence that occurs on employee motivation on employee performance can be explained by several factors.

The Effect of Training and Motivation on Employee Performance at PT Astra Graphia Tbk. Makassar Branch

Syarifah Khairinnisai K, Zainal Ruma, Abdi Akbar, Romansyah Sahabuddin, Rezky Amalia Hamka

Classification of respondents by age is dominated by employees aged 21-30 years or 61.8% of all respondents. The age factor is something that affects the effectiveness of providing a motivation to employees, because 21-30 year olds tend to have attitudes and emotions that can still change depending on the psychological conditions that affect them. So that providing motivation to employees aged 21-30 years will be very strategic in encouraging employees to be enthusiastic and earnest at work.

The results of this study are in line with research conducted by Erlangga (2021: 328) proving that motivation has a significant effect on employee performance. Good motivation given to employees gives employees a boost in morale which has a direct effect on employee performance. Another study by Shofi'unnafi (2020) with the results of the study showed that motivation affects employee performance.

3. How is the Effect of Training (X1) and the Effect of Motivation (X2) Simultaneously on Employee Performance (Y) at Pt. Astra Graphia Tbk. Makassar Branch.

Based on the results of the study, it shows that the training variable (X1) and the motivation variable (X2) simultaneously have a positive and significant effect on employee performance (Y) at PT Astra Graphia Tbk. Makassar Branch. This is evidenced by the simultaneous test results. (F-test) in this study, the sig value on motivation is $0.001 < 0.05$ and $F\text{-count } 23.196 > F\text{-table } 3.30$, this shows that training and motivation simultaneously have a positive and significant effect on employee performance at PT Astra Graphia Tbk. Makassar Branch.

The simultaneous significant effect between training and motivation variables on employee performance is due to the same characteristics between training and motivation to improve employee performance, with the holding of training will increase employee capabilities in terms of expertise and knowledge, provided that the training provided is really a need of employees to carry out their duties and responsibilities so that the training carried out is truly effective, while providing motivation to employees such as providing salaries in accordance with performance / contribution to the company and good relationships between superiors and fellow employees will affect the psychological and emotional factors of employees in encouraging enthusiasm and seriousness of employees to work hard and maximally.

The results of this study are in line with research conducted by Mulyadi (2018) which concluded that there is a simultaneous positive and significant influence between training and motivation on employee performance. other research from Husain (2021) with the results showed that training and motivation simultaneously and partially had a positive and significant effect on employee performance.

CONCLUSIONS

1. The results showed that training affects employee performance in the effectiveness of work carrying out tasks and responsibilities in achieving predetermined goals, the concept of appropriate training for employees must pay attention to aspects such as, instructors/speakers who provide training are competent and friendly in interacting during training, the formulation of methods, materials and goals/objectives should be in accordance with the analysis of employee needs so that it has positive and significant implications in improving the quality of performance in employees of PT Astra Graphia Tbk. Makassar Branch.
2. The results showed that motivation affects employee performance which encourages employees to be enthusiastic and earnest at work, forms of motivation such as providing salaries that are in accordance with the work performed, the involvement of supervisors/superiors who direct well, good relationships between employees and superiors, good achievement of expected performance and appreciation of an achievement will improve the performance of employees of PT. Astra Graphia Tbk. Makassar Branch.
3. The results of the study simultaneously show that training and motivation have an influence on employee performance within the scope of PT Astra Graphia Tbk. Makassar Branch.

PREFERENCE

- Bulkia, S., & Herawati, A. S. 2018. The Effect of Training and Motivation on Employee Performance of PT Sumber Berlian Motors KM.5 Banjarmasin. *AT - TADBIR SCIENTIFIC JOURNAL OF MANAGEMENT*, 2(2), 94-101.
- Denira, Muhammad, and Hendy Tannady. 2020. "The Effect of Training and Motivation on Employee Performance at the Population and Civil Registration Office of Central Jakarta." *KALBISIANA Journal of Science, Business and Technology* 8, no. 4 (2022): 4307-4314.
- Erlangga, Heri, S. Sos, and Heri Erlangga. 2020. "The influence of motivation, ability, organizational culture, work environment on teachers performance." *Turkish Journal of Computer and Mathematics Education* 12, no. 4 (2021): 99-108
- Hasibuan, Malayu SP. 2019. *Human Resource Management. Revised Edition.* Jakarta: PT Bumi Aksara.
- Husain, Adliryanta, Jantje L. Sepang, and Yantje Uhing. 2021. "The Effect of Training and Motivation on Employee Performance at PT Bank Sulutgo Manado." *EMBA Journal: Journal of Economic Research, Management, Business and Accounting* 9, no. 2.

The Effect of Training and Motivation on Employee Performance at PT Astra Graphia Tbk. Makassar Branch

Syarifah Khairinnisai K, Zainal Ruma, Abdi Akbar, Romansyah Sahabuddin, Rezky Amalia Hamka

- Mulyadi, Mulyadi. 2018. "The Effect of Training and Motivation on Employee Performance at PT Permata Lestari." *JENIUS (Scientific Journal of Human Resource Management)* 2, no. 1 122-140.
- Pasaribu, M. 2019. *Knowledge Sharing: Improving Company Service Performance*. Jakarta: Elex Media Komputindo.
- Sedarmayanti, Sedarmayanti, and Nunur Rahadian. 2018. "The relationship between work culture and work environment to improve employee performance at higher education institutions." *Journal of Administrative Sciences: Media for the Development of Administrative Science and Practice* 15, no. 1: 63-77.
- Shofi'unnafi, S. 2020. "The Effect of Training and Motivation on Employee Performance of PT Chandra Mukti Artha Rural Bank Yogyakarta." *Muhammadiyah Riau Accounting and Business Journal* 1, no. 2: 063-071.
- Sujarweni, V.W. 2019. *Introduction to Accounting*. Yogyakarta: New Library. Press.
- Widijanto, K. A. 2017. *The Effect of Job Training and Work Motivation on the Performance of Marketing Division Employees at Pt Sumber Hasil Sejati Surabaya Kelvin*.5 (1), 1-5.