

EMPLOYEE PERFORMANCE ANALYSIS BEFORE AND AFTER TRAINING BASED ON LEVEL OF EDUCATION AT PT TRIO ABADI LPG RAYON PRINGSEWU

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ABSTRACT

The problem that arises in this study is that the performance of employees before participating in the training has not reached the standard of ability. The use of time in carrying out tasks is less efficient and too time consuming due to a lack of understanding and knowledge about the use of administrative application technology. And also the education level of PT Trio Abadi employees is dominated by the high school level education level. This study aims to determine the differences in employee performance before and after attending training based on the level of education at PT Trio Abadi LPG Rayon Pringsewu. The type of research used in this research is a comparative research type with a quantitative approach. The population in this study were all employees of the administration department at PT Trio Abadi LPG who had attended the training totaling 31 people. The sampling technique used is saturated sampling. Thus the sample in this study amounted to 31 people. The data analysis method used is Paired Sample t-test. The results of this study indicate that there are differences in employee performance before attending training and after attending training.

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1. INTRODUCTION

Human resource management has a role in regulating, managing, and utilizing employees so that they can function productively to achieve company goals. In a company, it is not natural that many employees are actually potentially highly capable but are not able to excel at work. This is possible because of the psychological condition of the position that is not suitable, or may have skills and abilities that are not suitable for the position. Therefore, it is undeniable that the human factor is the main capital that needs to be considered by entrepreneurs and company leaders. With the presence of experts in the field of human resource management in the company, a harmonious work climate can be created. According to Sumardjo and Priansa (2018), performance is the result of work achieved by employees in carrying out tasks and work that comes from the organization. In order to obtain information to improve decisions and provide feedback to employees about their actual performance by conducting performance appraisals. Employee performance is basically measured in accordance with the interests of the organization and considers the employees being assessed.

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Educational factors also affect a person's behavior in accepting and rejecting a change that is perceived as new. Educated employees tend to be more receptive to innovation in terms of accessibility or in obtaining information that affects their attitudes. Education is the most important element in work, a person's level of education will determine in carrying out tasks for an employee (Ratnasari, 2019).

The implementation of training can not only improve the quality of employees but is expected to reduce the possibility of errors in carrying out work. Thus the quality of the output produced by employees at work will be maintained and even increased. In human resource planning, one of them is regarding the quality and quantity of planned employees, to obtain employees of the appropriate quality as directed (Sumardjo, 2018).

2. METHOD

Types of research

In this study using the type of comparative research. Comparative research itself according to Suliyanto (2018) is a research conducted to compare other samples, both free samples and paired samples, because this study compares paired samples, it is called paired comparative research, this is used to compare employee performance before and after training in PT Trio Abadi LPG. While the data used in this study is quantitative data. Quantitative Research is research based on data in the form of numbers or numbers. Thus, researchers are expected to obtain accurate data based on realistic and measurable reality (Suliyanto, 2018).

Data source

The source of data in the study is the subject from which the data can be obtained. In this study, the author uses his own primary data source according to Suliyanto (2018), which is data collected by the researcher himself directly from the first source. Primary data sources were obtained through interviews with research subjects and through questionnaires given to respondents. In this study the primary data in the form of the results of filling out the respondent's questionnaire from the administrative staff at PT Trio Abadi LPG.

Method of collecting data

According to Suliyanto (2018) field research is research that is directly carried out in the field, so that real real conditions are obtained in the field. The data collection method is in the form of a questionnaire. According to Suliyanto (2018), the questionnaire technique is a data collection method that is carried out by dividing a list of questions to respondents so that the respondent provides answers. In this study, employees of PT Trio Abadi administrative staff as respondents by using a Likert scale as a provision.

Tabel 1. Instrumen Skala Likert	
Information	Skor
Strongly Agree (SS)	5
Agree (S)	4
Disagree (KS)	3
Tidak Setuju (TS)	2
Strongly Disagree (STS)	1

Research Variables

According to Suliyanto (2018) a research variable is something that is characterized or its value changes. The variable in this study uses a single variable, namely the performance of employees at PT Trio Abadi LPG.

Instrument Requirements Test

Validity Test

According to Suliyanto (2018) the validity of measuring instruments is the level of accuracy and accuracy of a measuring instrument in carrying out its measuring function. In other words, a measuring instrument is declared valid if the instrument really exists to measure what it is supposed to measure.

Ha : The research instrument can be declared valid

Ho: The research instrument can be declared invalid

Testing Criteria:

- If $r \text{ count} > r \text{ table}$ then Ho is rejected and Ha is accepted
If $r \text{ count} < r \text{ table}$ then Ho is accepted and Ha is rejected
- Testing the validity of the instrument is carried out through the SPSS 20 . program
- Explanations and conclusions from points 1 and 2 by comparing the $r \text{ count}$ with the $r \text{ table}$, it will be concluded that the instrument is declared valid or vice versa

Reliability Test

According to Suliyanto (2018) the reliability of the instrument shows the ability of the measuring instrument to produce reliable measurement results. The reliability test was carried out to measure the instrument on the questionnaire used to meet the criteria and can be used as a valid and reliable research using Cronbach's Alpha technique. The minimum Alpha value is 0.6 for the requirements for acceptance of reliability, whereas if it is less than 0.6 the level of reliability is categorized as poor. In order for the research instrument to be used as a valid and reliable research, the questionnaire used in this study was tested for validity and reliability using the SPSS program with a significance level of 0.05.

Variable Operational Definition

The operational definition of a research variable is a definition given to a variable or construct by means of giving meaning or specifying the activity, or providing an operation, which is needed to measure the construct or variable.

Data analysis method

In this study, the data analysis tool used to measure the comparison of employee performance before and after on performance indicators of employees in the administration department at PT Trio Abadi is to see differences in employee performance at PT Trio Abadi. Therefore the method used in this study using paired sample t test or also called dependent sample t test is used to compare the average of two variables in one group. This test is used to compare two paired sample averages. Paired sample is a sample consisting of one subject but experiencing two different treatments. The statistic used is the Paired Sample T Test because to test whether there is a difference in the mean between the two groups of dependent data that is connected is in the form of numeric data and categories with a significance level of 0.05. In other words, the t-test is the procedure used to measure one sample with two measurements. Data analysis was carried out using a computer program.

Hypothesis Testing

To test the hypothesis, the Paired-sample T test was used. According to Sujarweni (2019) the Paired Sample T test is a procedure used to compare the average of two variables in one group. This means that this analysis is used to test two paired samples or two paired samples. Therefore, this test was used by researchers to compare the performance of employees before and after attending training at PT Trio Abadi.

Test criteria:

Creating a Hypothesis

Ho : There is no difference in employee performance before and after training

Ha : There is a difference in employee performance before and after attending the training

a. If the value of sig > 0.05 then Ho is accepted and Ha is rejected

b. If the value of sig 0.05 then Ho is rejected and Ha is accepted

3. RESULT AND DISCUSSION

Data Description

Description of the data is a description or presentation of the data that will be used to help test the hypothesis. This is done with the aim of describing or explaining the condition of the respondents, including the level of education, gender, and years of service.

Characteristic Description

In achieving the research objective, namely to prove a proposed hypothesis, a study was conducted on all permanent employees who have attended training at PT Trio Abadi totaling 31 employees.

Validity Test Results Employee Performance Variable Validity Test Results. Before Joining the Training

Butir Pertanyaan	R hitung	R tabel	Kondisi	Keterangan
P1	0,840	0,355	r hitung > r tabel	Valid
P2	0,896	0,355	r hitung > r tabel	Valid
P3	0,908	0,355	r hitung > r tabel	Valid
P4	0,858	0,355	r hitung > r tabel	Valid
P5	0,804	0,355	r hitung > r tabel	Valid
P6	0,831	0,355	r hitung > r tabel	Valid
P7	0,753	0,355	r hitung > r tabel	Valid
P8	0,838	0,355	r hitung > r tabel	Valid
P9	0,822	0,355	r hitung > r tabel	Valid
P10	0,889	0,355	r hitung > r tabel	Valid
P11	0,901	0,355	r hitung > r tabel	Valid
P12	0,770	0,355	r hitung > r tabel	Valid

Based on the results of the validity test in the table above for employee performance variables before attending training at PT Trio Abadi as many as 12 questions, a result was obtained, namely rcount greater than rtable (0.355). Where has obtained the highest r count of 0.926 and the lowest of 0.724. Therefore, it can be concluded that all questions on employee performance variables after attending training at PT Trio Abadi can be declared valid.

Reliability Test Results

Based on the results of data processing using SPSS 25, it can be seen that the reliability testing of the questionnaire using Cronbach's Alpha. The results were consulted with a list of r alpha correlation index values: The results of this study indicate that there are differences in employee performance before and after attending the training. This difference explains that the training provided by the company to employees has an impact on improving the performance of PT Trio Abadi employees. This explains that employees who have attended the training have been able to apply the knowledge gained from training in their work such as faster task completion times, faster completion of tasks, and fewer errors in completing tasks. This difference can be seen from the average performance value before participating in the training which is lower than the average performance value after attending the training.

This is supported by Dewi Ferawati's previous research (2019) which states that there are differences in employee performance before and after education and training (training) seen from the average total performance score which shows that employees who have attended the training can apply the knowledge or results obtained at the office, the number of tasks that can be realized, employees begin to be disciplined to complete tasks on time, do not procrastinate work and work within the specified time so that previously unattainable performance can be achieved and results the work obtained is much better after attending the training than before. This research is also strengthened by the theory put forward by Barbazette in Sumardjo (2018) which states that in general, the function of training in organizations is to develop knowledge and skills and form attitudes that will meet the business needs of the organization. Thus, training can enable employees to gain additional abilities so that they can carry out their duties better and efficiently.

4. CONCLUSION

Based on the results of the analysis of data processing, hypothesis testing, analysis and discussion of research results on comparative analysis of performance before and after training at PT Trio Abadi Rayon Pringsewu, it can be concluded that there are differences in employee performance before and after attending training at PT Trio Abadi Rayon Pringsewu, and stated that the performance of employees after attending the training increased from before.

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