

# THE EFFECT OF TRAINING, WORK MOTIVATION AND WORK ENVIRONMENT ON THE PERFORMANCE OF PELITA BANGSA UNIVERSITY EMPLOYEES

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## ABSTRACT

The purpose of the study was to find out 1. The effect of training on employee performance, 2. The effect of work motivation on employee performance and, 3. The effect of the work environment on employee performance at Pelita Bangsa University. The results of the analysis using the regression equation are as follows:  $Y = 4,596 + 257 + 263 + 385$ . The t test showed that obtained the calculated t value (X1) 2098, (X2) 2.388, (X3) 4.777 then the calculated sig t value of (X1) 0.040, (X2) 0.020, (X3) 0.000 compared to the sig value of 0.05, so the working hypothesis  $H_a$  was accepted and the null hypothesis  $H_o$  was rejected. The obtained value of R (Correlation coefficient) is 0.807 and the value of  $R^2$  (coefficient of Determination) is 0.65. The conclusion of the results of this analysis states that the proposed research hypothesis is accepted because training has a significant effect on employee performance and has a positive effect on employee performance, work motivation has a significant effect on employee performance and has a positive effect on employee performance, the work environment has a significant effect on employee performance and has a positive effect on employee performance.

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## 1. INTRODUCTION

Human resource management is a science that studies the relationship and role of humans in a company. The main goal of human resource management is to increase the contribution of employees to the company in achieving company productivity. This can be understood because all organizational activities in achieving goals depend on the human being who manages the organization in question. Therefore, these human resources must be managed in order to achieve organizational goals.

A company is a place where the production activities of a good or service occur. In an enterprise, all factors of production come together. Starting from labor, capital and natural resources. The goal of every company is to make as much profit as possible, and expect that profit to continue to grow. In improving employee performance, management should know what the needs of its employees are. These things are useful to give employees the impression that they are cared for by the company they work for, and take part in achieving company goals. Then the company's goals will be in line with the goals of its employees. An employee who has good performance can support the achievement of goals and objectives that have been set by the company.

Training is an activity carried out to improve one's knowledge and skills to do a certain job. Training is very important for every employee, so that employees have knowledge both formally and informally. Job training can be carried out by leaders as a measure of employee

assessment, because with job training it will create effectiveness and time efficiency for employees.

In addition to training, the high and low performance of employees can also be influenced by the work environment within the company itself. Whether directly or indirectly, the environment in which employees work will determine whether an employee feels comfortable so that they are able to do their job well. In addition to the work motivation factor, the work environment in which the employee works is no less important in improving employee performance. Where the Work Environment is the material and psychological conditions that exist in the organization. Therefore, organizations must provide a comfortable, safe and conducive work environment because that is where an employee spends his work time every day, then with a comfortable, safe and conducive work environment will increase high morale.

The achievement of the company's goals depends not only on modern equipment, facilities and infrastructure, but rather depends on the humans who carry out the work. The success of a company is greatly influenced by the performance of its employees. Every company will always strive to improve employee performance, with the hope that what is the company's goal will be achieved. One of the goals of the organization, which in this case is the company's goals, is the company's performance. The company's performance is obtained through the management of human resources as a valuable asset.

Dessler (2015:284) training means giving new or existing employees the skills they need to perform their duties. Training is also a process for an employee to achieve a certain target criteria where the criteria have been determined by the company and will later be used to achieve the company's main goals. Robert in Sinambela (2016:170) "Training is defined as an activity designed to prepare trainees with the knowledge and skills needed for their current job". Anwar Prabu Mangkunegara (2011:44) training is a short-term educational process that uses systematic and organized procedures where employees and non-managerial learn technical knowledge and skills in limited purposes. Henry Simamora in Jurnal (Martina & Syarifuddin, 2014) "training is a way to motivate and improve job skills, including providing counseling on employee behavior that follows up with the procurement of training".

Steers & Porter (in Miftahun & Sugiyanto 2010) stated that work motivation is an effort that can cause a behavior, direct behavior, and maintain or maintain 8 behaviors that are in accordance with the work environment in the organization. Work motivation is a basic human need and as an incentive that is expected to meet the desired basic needs, so that if the need exists it will result in the success of an activity. Employees who have high work motivation will try to get their work done as well as possible. Pamela & Oloko (2015) Motivation is the key to a successful organization to maintain continuity of work in the organization in a strong way and help to survive. Motivation is to provide proper guidance or direction, resources and rewards so that they are inspired and interested in working the way you want. Chukwuma & Obiefuna (2014). Motivation is the process of evoking behavior, maintaining behavioral progress, and channeling specific action behavior. Thus, motives (needs, desires) encourage employees to act.

Motivation is one of the best tools to improve employee performance. Zameer, et al (2014), there is an influence of motivation on employee performance. Companies must motivate employees to provide the best performance. Other studies have also stated the effect of motivation on employee performance. In an effort to improve employee performance, it is hoped that the office will pay more attention to employee motivation (Aristarini: 2014).

Motivation is a process that begins with a need in the human being that creates a void in a person (Chukwuma & Obiefuna, 2014). Saydam (in Rahmawanti et al, 2014) defines the work environment as the entire work infrastructure around employees who are carrying out work that can affect the work itself. Although the work environment is an important factor and can affect employee performance, currently there are still many companies that do not pay attention to the working environment conditions around their company.

Rivai (in Khoiri, 2013), the work environment is an element of the organization as a social system that has a strong influence in the formation of individual relationships in the organization and affects the achievements of the organization. According to Sumaatmadja (in Khoiri, 2013), the work environment consists of the natural environment, social environment, and cultural environment. The natural environment is a physical environment that has not been or is not influenced by human culture, such as weather, sunlight, and others.

Sedarmayanti (in Rahmawanti et al, 2014) the definition of a work environment is the entire tool and material faced, the surrounding environment in which a person works, his work methods, and his work arrangements both as an individual and as a group. According to Casson (in Sons, 2013) a work environment is something from a work environment that facilitates or complicates work. Pleasing or complicating them include factors such as lighting, air temperature, ventilation, chairs and writing desks.

Performance comes from the word Job Performance job achievement or actual achievement achieved by a person. Definition of 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 Mangkunegara (2013). Performance according to Fahmi (2014) is the results obtained by an organization, both the organization is profit oriented and non-profit oriented which is produced over a period of time. According to Simanjuntak in Widodo (2015) Performance is the level of achievement of results for the implementation of certain tasks. Simanjuntak also defines individual performance as the level of achievement or work of a person from a target that must be implemented within a certain period of time.

Performance is one of the success factors for determining task achievement for individuals that leads to determining organizational performance (Rivai and Basri in Sinambela 2017). Afandi (2018) performance is the willingness of a person or group of people to carry out activities or perfect them in accordance with their responsibilities with the expected results. Hypothesis is a theoretical answer to the research problem under study and is still temporary, so it needs to be tested again for its correctness. Hypotheses that can be put forward based on the above frame of thought include the following:

Hypothesis 1 : The Effect of Training on Employee Performance. H1 There is an effect of training on employee performance supported by research conducted by Ardiansyah, M. Al Musadieq and Ika Ruhana (2014) with the title "The Effect of Training on Employee Performance" the results of the study showed that training has a positive and significant effect on employee performance in the Research and Development Department of PT. Gatra Mapan Malang. Likewise, the research of Leonardo Agusta and Eddy Madiono Sutanto (2013) proves that training (X1) has a positive and significant effect on employee performance (Y) at CV Haragon Surabaya.

Hypothesis 2 : The Effect of Work Motivation on Employee Performance. H2 There is an influence of work motivation on employee performance supported by research Yadi (2012) conducted a study entitled "The Effect of Motivation to Improve Employee Performance on CV Dharma Utama (Duta Paint) Kota Baru" with multiple regression analysis methods and the results of his research showed that the five variables covering physiology, ama, social needs, self-actuation awards had a significant influence in improving employee performance.

Hypothesis 3 : Effect of Work Environment on Employee Performance. H3 There is an influence of the work environment on employee kineja supported by Sidanti's research (2015) with the title "The Influence of Work Environment, Work Discipline and Work Motivation on Civil Servant Performance in the Secretariat of the Madiun Regency DPRD". The results showed the following: The influence of work environment factors on employee performance shows that the first hypothesis, namely the work environment, has a significant effect on the performance of employees of the Madiun Regency DPRD secretariat.

## 2. METHOD

The research method used is quantitative, namely associative. Research instruments were conducted using observation, interviews, and documentation. The population in this study was 60 employees of Universitas Pelita Bangsa. Sampling in this study is using the nonprobability sampling method, which is a sampling technique that does not provide equal opportunities and opportunities for each member of the population to become a sample. The nonprobability sampling method used is a saturated sampling technique where the entire population is used as a research sample with a total sample of 60 respondents. The method of data collection is a questionnaire.

## 3. RESULT AND DISCUSSION

### 3.1 Reliability Test

Reliability Test is a measure of respondents' stability and consistency in answering matters related to question constructs which are dimensions of a variable and are arranged in a form of questionnaire. The reliability test in this study used Cronbach's Alpha where Cronbach's Alpha > 0.60, then reliable (Alexander et al,2018).

Table 1. Reliability Test Results

Variabel	Cronbach's Alpha	N Items	Of Status
Training	0,794	10	Reliabel
Work Motivation	0,867	10	Reliabel
Work Environment	0,955	10	Reliabel
Employee Performance	0,794	10	Reliabel

From the table above, you can find out the reliability test results, the resulting Cronbach's Alpha value is 0.794 0.867 0.955 0.794 > 0.60. shows that the construct of the variables of this study is reliable.

### 3.2 Normality Test

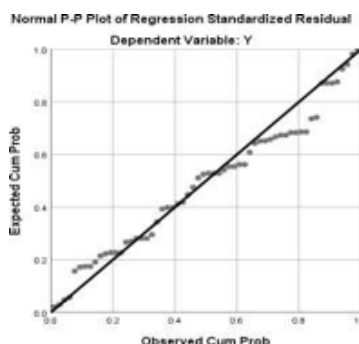


Figure 1. P-Plot

On the P-P plot, it can be seen that the dots spread out around the diagonal line and tend to follow the direction of the diagonal line. This shows that the data used in this study meets the assumption of normality so that it is feasible to test with a regression model.

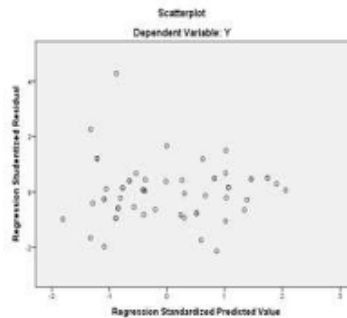


Figure 2. Scatterplot

Based on the scatterplot figure, it shows that there is a clear pattern and points spread above and below the number 0 on the Y axis, so it can be concluded that there is no heterokedaksity in the regression model.

### 3.3 T-test

Table 2. T-Test results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	4.596	3.904		1,177	,244
Training	,257	,123	,240	2,098	,040
Work Motivation	,263	,110	,283	2,388	,020
Work Environment	,385	,081	,441	4,777	,000

a. Dependent Variable: Employee Performance

Based on the results of the table above, it can be seen that the calculation is greater than the t table, which is  $2.098 > 2.003$  with a significant level of 0.05, which is 0.04. It can be concluded that hypothesis 1 is accepted and the training variable (X1) has a significant effect on employee performance (Y) at Pelita Bangsa University. Based on the results from the table above, it can be seen that the calculation is greater than the t table, which is  $2.388 > 2.003$  with a sig level of 0.05, which is 0.02. It can be concluded that hypothesis 2 is accepted and the variable Work Motivation (X2) has a significant effect on Employee Performance (Y) at Pelita Bangsa University.

Based on the results from the table above, it can be seen that the calculation is greater than the tabel, which is  $4.777 > 2.003$  with a sig level of 0.05, which is 0.000. It can be concluded that hypothesis 3 is accepted and the Work Environment variable (X3) has a significant effect on Employee Performance (Y) at Pelita Bangsa University.

From the results of the research above, it can be concluded in the discussion of the research results:

Effect of training (X1) on Employee Performance (Y). From the results of this partial test, it shows that the calculated t value of the table  $>$  is  $2.098 > 2.003$  with a significant level of 0.05 which is 0.04 and thus it can be concluded that H1 is accepted. And thus "training" has a positive effect on employee performance at Pelita Bangsa University". This training plays a very important role in employee performance because the more often you take part in training, the more experience you will gain.

H1: The effect of job training on employee performance (Research on Employees of PT Pos Indonesia (Persero) Kediri City Branch). Journal of Business Administration (JAB)|Vol. 12 No. 1

July 2014. The results of this study state that training has a significant effect on employee performance.

The Effect of Work Motivation (X2) on Employee Performance (Y). From the results of this partial test, it shows that the calculated value of the  $t_{table} >$  is  $2.388 > 2.003$  with a significant level of 0.05, which is 0.02 and thus it can be concluded that H2 is accepted. And thus "work motivation" has a positive effect on the performance of Universitas Pelita Bangsa employees".

H2: The Effect of Work Motivation on Employee Performance in the Telkom West West Java North Region (Witel Bekasi). *Journal of Management and Organization* Vol V, No 3, December 2014. In the results of hypothesis testing, it can be concluded that the variables of work motivation simultaneously and partially have a significant effect on Employee Performance.

Effect of Work Environment (X3) on Employee Performance (Y). From the results of this partial test, it shows that the calculation value of the  $t_{table} >$  is  $4.777 < 2.003$  with a significant level of 0.05 which is 0.000 and thus it can be concluded that H3 is accepted. Thus the "work environment" affects the performance of employees at Pelita Bangsa University".

H3 : The effect of the work environment on employee performance at PT Gas Negara (Persero) Tbk SBU Distribution area I Jakarta. *CREATIVE | Scientific Journal of Management Study Program, Pamulang University | Vol. 3, No.1, October 2015*. From the results of the study, it shows that the work environment contained in the agency can have a positive and significant influence on employee performance.

#### 4. CONCLUSION

Based on the results of the calculated t value obtained, the Training variable (X1) partially has a significant effect and contributes positively to Employee Performance (Y) Universitas Pelita Bangsa which means that the higher the training, the higher the Employee Performance. Based on the results of the calculated t value obtained, the variable Work Motivation (X2) partially has a significant effect and contributes positively to Employee Performance (Y) Universitas Pelita Bangsa which means that the higher the Work Motivation, the higher the Employee Performance. Based on the results of the calculated t value obtained, the Work Environment variable (X3) partially has a significant effect and contributes positively to Employee Performance (Y) Universitas Pelita Bangsa which means that the higher the Work Environment, the higher the Employee Performance.

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