

The Effect of Job Training, Work Discipline and Work Motivation on Employee Performance at the Lamongan Regency Drinking Water Perumda Office

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Article Info	ABSTRACT
Keywords: Job training, Work discipline, Work motivation and Employee Performance.	Human resources are very important assets that cannot even be separated from an organization, both institutions and companies. Given the importance of the role of human resources in a corporate organization in today's era. The purpose of this study is to find out how the influence of job training, work discipline and work motivation on employee performance, so the following hypotheses are proposed: It is suspected that the variables of job training, work discipline and work motivation have an influence on employee performance partially and simultaneously, and it is suspected that the variables of work discipline are the dominant variables that affect employee performance. This research is a quantitative research, the type of data used is primary data and secondary data, data collection techniques using questionnaires, interviews, documentation. The data analysis methods used are validity test, reliability test, classical assumption test, multiple linear regression test, multiple correlation, determination coefficient, t test, F test, which aims to test hypotheses that have been determined and tested with spss analysis tools. In this study, there were a total of 61 samples from 158 populations taken from the data of PERUMDA Lamongan Regency Drinking Water employees. The results of the analysis showed that all the data collected were valid and reliable, there were no multikos and heteros. The SPSS output results also show that the multiple correlation value is 0.932 and the determination coefficient (R²) is 0.869. From the calculation of the t-table, the result was 0.67867 and t-calculation X₁=2.771, X₂=6.228, X₃=8.803, thus showing that there was a partial or individual influence. Meanwhile, after calculating f-calculus, the f-calculation value was 126,486 and the f-table was 2.51 which shows that there is an influence simultaneously or together. Meanwhile, from the results of the multiple linear regression analysis test, the value of $Y = 1.171 + 0.250X_1 + 0.510X_2 + 0.420X_3$ was obtained. From the results of this study, it can be concluded that job training, work discipline and work motivation can be seen from the t-calculation > t-table. Job training, work discipline and work motivation simultaneously affect employee performance as seen from the results of f-calculation > f-table, and work discipline has a more dominant influence on employee performance..
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INTRODUCTION

Given the importance of the role of human resources in a corporate organization in today's era. So companies will always try to improve their human resources so that they can participate in efforts to create better work productivity. Good human resources are expected to be able to answer all existing challenges, so that the goals previously set by the company are achieved. Training is an effort to develop human resources (HR), especially to develop intellectual abilities and human personality.

According to Satria (2013) in Anriza Julianry *et al* (2017:2) Human investment is a very important investment that can be made by a company whose goal boils down to one end point, namely so that the organization has a number of quality workforce, discipline, dedication, loyalty, perception, efficiency, work effectiveness, work productivity can meet the needs of the organization, not only for the present but also for the future. If discipline is not applied, the work environment will not run according to the goals of the company.

Motivation is an important element to spur and trigger the achievement of human resources, without motivation a person will be static and passive so that they do not take the initiative to advance the organization. Motivation comes from the Latin word *movere*, which means impulse, motivating power or force that causes an action or deed, Noviana Ayuningtias *et al* (2019:10).

RESEARCH METHODS

In this study, it is known that the population is 158 people by determining samples using the slovin method with the formula (Sugiono 2015:62):

$$n = \frac{N}{1 + N(e)^2}$$

$$n = \frac{158}{1 + 158(0,1)^2}$$

$$n = \frac{158}{1 + 158(0,01)}$$

$$n = \frac{158}{1 + 1,58}$$

$$n = \frac{158}{2,58} = 61,2 \text{ (di bulatkan jadi 61)}$$

Based on the calculation above, the sample of respondents in this study was 61 people, this was done to facilitate data processing and for better test results.

RESULTS AND DISCUSSION

The following are the results of the research using the data analysis above:

1. Validity and Reliability

The results of the SPSS test showed that of all the research variable items, the $r_{\text{calculation}}$ of the $> r_{\text{of the table}}$ was $61 - 2 = 59$. Then it can be known that the table is > 0.2126 . So it is said that all variable items of this research are valid. The results of the SPSS test show that all variables have an *alpha* coefficient greater than 0.60 so that it can be said that all variables (X1, X2, X3, Y) are reliable.

2. Classic Assumptions

From the results of the normality test in this study, it can be concluded that it is feasible to use because it meets the normal assumptions which is reinforced by the p-plot proballity graph and the smirnof colmogrof with 0.110.

The results of the Heteroskesdasticity test show that the dots are scattered and do not form a pattern, and this shows that there is no problem of Heteroskesdasticity. From the results of the Multicolonality Test, it was concluded that the tolerance and VIF values were less than 10, which means that both variables were free from Multicolonialism. From the results of the Autocorrelation test, it can be shown that the model in the study does not have Autocorrelation problems.

Multiple Linear Regression Analysis

Model	Unstandar ized Coefficients		Standard ized Coeffie nts	T	Sa y.	Correlations			Collinearity Statistics	
	B	Std. Erro r	Beta			Zer o- ord er	Part ial	Pa rt	Tolera nce	LIV E
1 (Const ant)	1.1 71	1.1 16		1.0 49	.2 99					
Job Trainin g	.25 0	.09 0	.195	2.7 71	.0 08	.76 5	.34 5	.1 33	.464	2.1 56
Work Discipli ne	.51 0	.08 2	.532	6.2 28	.0 00	.89 9	.63 6	.2 98	.314	3.1 87
Work Motivat ion	.42 0	.11 0	.292	3.8 03	.0 00	.82 8	.45 0	.1 82	.388	2.5 77

Data source :SPSS 25 Output Results (2022)

Obtained constants from multiple linear regression testing in the model

$$Y = 1.171 + 0.250X_1 + 0.510X_2 + 0.420X_3$$

Therefore, it is known that the magnitude of the influence of each independent variable $X_1 = 0.250$, $X_2 = 0.510$, $X_3 = 0.420$ and a constant value of 0.510 means that each addition of the level of *job training*, *work discipline* and *motivation for cooperation* to zero, will give an increase of 0.110 to Employee Performance.

Multiple Correlation

It can be seen from the results of the spss that it is known that the R obtained is 0.932, which means that there is a strong relationship between the variables of Job Training (X_1), Work Discipline (X_2) and Work Motivation (X_3) on Employee Performance (Y) at the Lamongan Regency Drinking Water PERUMDA office.

Coefficient of Determination

Judging from the results of spss, the value of the determination coefficient R square (R^2) = 0.869 shows the magnitude of variation from the dependent variable. Thus, independent variables (job training, work discipline and work motivation) were able to explain the dependent variable (Employee Performance) by 86.9%, and the remaining 13.1% could be explained by other variables. Such as organizational performance (Anriza Julianry, Rizal Syarief and M. Joko Affandi 2017), job satisfaction (Rizki Indah Kartikasari 2017), work compensation (Sri Rahayuningsih 2017), employee work productivity (Bagas Dwi Prasetyo Putera and Winarningsih 2019), work awards (Suwandi and Grecia Sutanti 2021) and work competencies (Ikhar Putra Setiawan, Hasrullah Liong and Amar Sani 2020).

Partial Effect Significance Test (t-Test)

	Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.171	1.116		1.049	.299
	Job Training	.250	.090	.195	2.771	.008
	Work Discipline	.510	.082	.532	6.228	.000
	Work Motivation	.420	.110	.292	3.803	.000

Data source :SPSS 25 Output Results (2022)

From the results of the partial test, namely Job Training has a significant effect on shaping Employee Performance obtained results ($2,771 > 0.67867$), which means that H_a is accepted and H_o is rejected, this shows that Job Training has an effect on shaping Employee Performance, on the Work Discipline variable also has a significant effect in shaping employee Performance with the results obtained ($6,228 > 0.67867$), and on the variable Work motivation has a significant effect in shaping Employee Performance with the results obtained ($3,803 > 0.67867$).

Simultaneous Effect Significance Test (F Test)

ANOVA						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	298.163	3	99.388	126.486	.000b
	Residual	44.788	57	.786		
	Total	342.951	60			

Data source :SPSS 25 Output Results (2022)

The F test obtained $F_{\text{calculated}} > F_{\text{table}}$ ($126,486 > 2.51$) which means H_a was accepted and H_o was rejected. This states that job training, work discipline and work motivation have a simultaneous effect on Employee Performance (Y) at the Lamongan Regency Drinking Water PERUMDA office.

CONCLUSION

With the results of the research above, the researcher has discussed above the variables of Job Training (X1), Work Discipline (X2) and Work Motivation (X3) on Employee Performance (Y) at the Lamongan Regency Drinking Water PERUMDA office. From the results of the t-test (partial) it was shown that the variables Job Training (X1), Work Discipline (X2) and Work Motivation (X3) had a significant effect partially on the performance of employees (Y) at the Lamongan Regency Drinking Water PERUMDA Office. From the results of the F test (simultaneous), the variables Job Training (X1), Work Discipline (X2) and Work Motivation (X3) had a simultaneous significant effect on employee performance (Y) at the Lamongan Regency Drinking Water PERUMDA Office. The results of multiple linear regression analysis, the work discipline (X2) that is more dominant to the bound variable is the performance of employees (Y) at the Lamongan Regency Drinking Water PERUMDA Office. Viewed based on the Beta Coefficient (β) for the influence of Work Discipline (X2), the largest beta coefficient was obtained from the results of linear regression analysis. Thus, it is concluded that the most dominant variable is work discipline.

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