



The Effect of Training and Development on Employee Performance at Pt. Daewon Electric Indonesia

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ABSTRACT

This study aims to examine and analyze the effect of training and development on employee performance at PT. Daewon Electric Indonesia. The benefit of this research is to provide information about Training and Development on employee performance at PT. Daewon Electric Indonesia. The population in this study were all employees at PT. Daewon Electric Indonesia, which has 58 employees. The method of data collection in this study is to use a questionnaire. Analysis of the data used in this study is multiple linear regression. The results of this study are simultaneously training and development have a positive and significant effect on employee performance at PT. Daewon Electric Indonesia. Partially, training has a positive and significant effect on employee performance at PT. Daewon Electric Indonesia. Partially the development of human resources has a positive and significant effect on the performance of employees at PT. Daewon Electric Indonesia.

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1. INTRODUCTION

The company is a means of people's activities in an effort to achieve a common goal. In this type of activity, each employee must have high competence in carrying out their respective duties, authorities and responsibilities in accordance with their position. Human resources are one of the most valuable assets of an organization, because with good human resources it can be expected to be able to answer all existing challenges so that organizational goals can be achieved. Therefore, it is necessary to conduct training and development in order to improve the quality of human resources.

Training is a short-term educational process that uses systematic and organized procedures so that each employee learns technical knowledge and skills for specific purposes, and training is also a powerful tool to overcome future business which is full of challenges and undergoes such rapid changes. This is supported by the opinion of Gomes (2003: 197) that training is every effort to improve the performance of workers in a particular job that is being their responsibility, or a job that has to do with their work.

Based on the data obtained from the Annual Report of PT. Daewon Electric Indonesia in 2017 and 2018, it can be seen that in 2017 there were no less than 10 training and development programs carried out by PT. Daewon Electric Indonesia, both in general and in particular, and was attended by 20 participants. Then in 2018, 15 participants participated. This means that from 2017 to 2018 the number of participants in this case employees of PT. Daewon Electric Indonesia from 2017 to 2018 has decreased. This indicates that PT. Daewon Electric Indonesia does not support the need for employee training and development.

The research was conducted at PT. Daewon Electric Indonesia, in order to provide input as a consideration for making decisions to increase income, the company needs to improve employee performance, which from the observations on this object shows that employee performance is still low, employee training and development needs to be carried out in order to improve it. Moreover, PT. Daewon Electric Indonesia sets work targets that continue to increase every period and must be met by every employee. So that employees are expected to improve performance so that work targets can be achieved.

From the description above explains the importance of training and development to improve employee performance, the authors try to conduct research with the title: "The Effect of Training and Development on Employee Performance at PT. Daewon Electric Indonesia".

2. RESEARCH METHOD

This research was conducted at PT Daewon Electric Indonesia which is located at JL. Mount Tangkuban Perahu, Cosmo Center Shophouse Block A number 31 Lippo, Cibatu, Cikarang Sel., Bekasi Regency, West Java. The reason the company chose the location was because of its strategic location, easy for clients to know because it was on the side of the highway. And the object of this research is the employees of PT. Daewon Electric Indonesia. The population in this study were all employees who worked at PT. Daewon Electric Indonesia, totaling 58 people. Based on this study, because the population is not greater than 100 respondents, the authors take 100% of the population at PT. Daewon Electric Indonesia as many as 58 respondents. The data used in this study is primary data, namely data obtained from employees or respondents in the form of answers to all questions asked through a list of questions (questionnaires). In order to obtain data and information regarding the material of this writing, the authors use data collection methods using questionnaires, namely research conducted by distributing questionnaires to a number of respondents who became the sample in this study.

3. RESULTS AND DISCUSSIONS

3.1 The Effect of Training on Employee Performance

Based on research conducted at PT Daewon Electric, the results showed that based on the t test or partial test, the training had no significant effect on improving employee performance. The results of this study are supported by the theory stated by Sunyoto, (2012:23) which states that employee training for a company is an activity that is quite important to do, where this will be able to affect the level of work productivity and work performance for the employees themselves and the company where the employees work. it works. Because according to Cardoso (1999:7), employee training is every effort to improve the performance of workers in a particular job that is being their responsibility for a job that has to do with work. The problem of training in a company has an effect on increasing employee productivity, because with training it will be able to provide managerial skills to employees who are directly involved in handling the work done by employees. (Ansari, 2012:41). Furthermore, previous research that supports this research is research conducted by Salmah (2002) that training has a significant effect on performance.

Training needs to be carried out by companies to achieve goals more effectively and efficiently through the process of assisting employees in acquiring or learning specific attitudes, abilities, skills, knowledge and behaviors related to work so that the performance of these employees can increase.

3.2 The Effect of HR Development on Employee Performance

Based on the results of the descriptive analysis of HR Development (X2) has an average of 3.96 or is in the good category, this shows that HR development at PT. Daewon Electric Indonesia, which is assessed based on respondents' perceptions, has an influence on employee performance. This is evidenced by research that has a positive and significant effect, so that the proposed hypothesis can be accepted. On this basis it can be seen that development as measured by the ability to carry out tasks is increasing, commitment in carrying out tasks is increasing, not leaving work outside working hours, complying with every rule set by the organization, establishing good cooperative relationships with colleagues, establishing relationships with increasing respect for superiors, being able to work with teams is increasing, the level of initiative in work is increasing, the ability to make decisions is getting more accurate, the ability to develop work plans is increasing so that the proposed hypothesis is accepted.

The highest average on the highest item on the X2.4 item on the discipline indicator while the lowest on the X2.2 item on the work performance indicator can thus be suggested to the PT. Daewon Electric Indonesia in order to increase work performance. Employee development is a continuous effort to improve the quality of a company's human resources so that employees can perform effectively and produce new achievements within the company environment.

3.3 The Effect of Training and Development on Employee Performance

The results of the analysis of the characteristics of the respondents based on gender explained that the employees in the organization are dominated by women, this is because in the world of banking, friendliness, gentleness, and meticulous work are needed. These characteristics are generally owned by women; In terms of age level, it is known that the age level of didomiasis is between 31-40 years. This shows that employees at PT. Daewon Electric Indonesia has a productive age, so there is still a great opportunity to occupy a position if it is supported by quality human resources. The productive age still has a high commitment to improve their work performance if they get satisfaction at work; then in terms of education, the latter is dominated by S1 education, this is because someone with S1 education is easier to understand and accept training materials and human resource development, and has broad insight to express ideas or opinions within the organization; and based on the period of service the majority of employees have a tenure of 11-15 years, this shows that employees at PT. Daewon Electric Indonesia who has worked for a long time will have a high commitment to work, because they have experience in their field of work and understand the working conditions that exist in employees at PT. Daewon Electric Indonesia.

4. CONCLUSION

This study aims to determine the effect of employee training and development on employee performance conducted at PT. Daewon Electric Indonesia. Based on the results of the analysis and discussion in this research, it can be concluded that: 1. Training and Human Resource Development (HR) simultaneously has a positive and significant effect on the performance of employees of PT. Daewon Electric Indonesia. 2. Training has a positive and significant effect on the performance of employees of PT. Daewon Electric Indonesia, meaning that if the training is increased, the employee's performance will increase. 3. Human resource development has a positive and significant impact on the performance of employees of PT. Daewon Electric Indonesia, meaning that if human resource development is good, employee performance will increase.

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