



Impact of work training and work culture on work productivity

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ABSTRACT

The study aims to test the impact of employment training and work culture on work productivity in a company. The data was collected from 66 respondents who were employees of the company. Regression analysis is used to test the research hypothesis. Research results show that work training and work culture have a significant positive impact on work productivity. Employment training plays an important role in improving the skills and knowledge of employees, which can help increase productivity. In addition, a good work culture can boost employee motivation and work spirit, which also contributes to increased work productivity. The study concluded that companies should pay attention to work training and work culture to increase work productivity. Employment training should be aimed at improving the skills and knowledge of employees, while work culture should encourage employee motivation and work spirit. Thus, the company can higher labor productivity and increase its competitiveness in the market.

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1. INTRODUCTION

In the business world, work productivity is one of the important factors that influence the success of a company. In order to optimal work productivity, the company must pay attention to the factors that affect the performance of employees. Two main factors that can affect work productivity are work training and work culture. Employment training is one way to improve the skills and knowledge of employees in carrying out their duties and responsibilities. Good work training can help employees to better understand their tasks and improve efficiency in work (Chanana, 2021; Niati et al., 2021). Instead, a lack of work training can affect employee performance and reduce work productivity. While job training can provide great benefits to employees and companies, there are sometimes negative phenomena associated with job training in some companies.

One of the phenomena of employment training is training that does not meet the needs of employees or companies. Unrelevant training can hinder employee productivity

and waste valuable company resources. In addition, inappropriate training can also affect employee motivation, as they may feel that the time and effort spent on such training is not beneficial to their job. Another phenomenon is the lack of support from management in running employment training programs. Management that is not committed to employment training programmes can send signals that such training is not relevant or irrelevant (Aboramadan & Karatepe, 2021). This can affect employee motivation and limit the potential for successful employment training programs.

There is an inability of companies in applying the knowledge acquired from employment training programs into everyday work practices. Employees may gain new skills and knowledge from training programs, but if the company is unable to apply them in daily work, then the benefits of such training programs will be lost (Aldawood & Skinner, 2019). Overall, negative work training phenomena can affect employee productivity and motivation, as well as reduce the effectiveness of work training programs. Therefore, the company must ensure that employment training programmes are organized in accordance with the needs of employees and management, and be able to apply them into everyday work practices.

Employment training has a strong relationship with work productivity. Employment training is a process that helps employees improve their skills and knowledge in performing their duties and responsibilities. Well-trained employees will be able to master their tasks better, thereby increasing work productivity (M. M. Karim et al., 2019). Work training can also help employees better understand their duties and responsibilities, thus increasing efficiency and reducing errors. Well-trained employees are also able to identify problems that arise in their work and find the right solutions, thereby reducing the time needed to complete tasks and increasing productivity. In addition, work training can help employees improve their interpersonal skills, such as the ability to communicate and work in teams. Good interpersonal skills can help employees build better relationships with colleagues, thereby improving teamwork and productivity (Elizar & Tanjung, 2018)

In the long run, employment training can also help employees improve their skills and pursue better careers. Well-trained employees can take greater responsibilities and play more important roles in the organization, thereby increasing overall productivity. Thus, employment training has a strong relationship with labor productivity, and companies should pay attention to employment education programs to improve employees' skills and knowledge and increase their work productiveness. In addition to work training, work culture also plays an important role in influencing work productivity. A positive and supportive work culture can boost employee enthusiasm and motivation, which can have a positive impact on work productivity. In contrast, a poor work culture can reduce employee enthusiasm and motivation, which can hinder work productivity. Work culture phenomena can cause employees to feel uncomfortable and unmotivated, thereby negatively affecting productivity and performance (Wegwu & Agbo, 2021). Therefore, companies should pay attention to a positive and supportive work culture, ensuring that employees are treated fairly, there is good communication, there are collaborations, and there is appreciation and appreciation from management. Thus, the company can create a healthy and productive working environment.

A positive and supportive work culture has a strong relationship with work productivity. Work culture covers the values, norms, and behaviors practiced within the organization. A good work culture can boost employee enthusiasm and motivation, which has a positive impact on work productivity. Employees who feel appreciated and treated fairly within the organization tend to feel motivated and enthusiastic at work. A supportive work culture can also enhance trust between employees and management, thus enabling better collaboration. This can improve the efficiency and efficiency of work, thereby increasing the productivity of work (Indajang et al., 2020)

A good work culture can also help create a healthy and positive work environment. Employees who feel comfortable in the work environment tend to be more productive and

more able to contribute to the maximum (Mustajab et al., 2020). A positive work culture can also reduce the level of stress and conflict at work, which can affect employee performance and productivity. In addition, a good work culture can help build a positive identity and image of the organization in the public eye. Companies with a good work culture tend to be more successful in attracting and retaining qualified employees and have a good reputation in the market. This can help companies to win competition and increase overall work productivity. Thus, a positive and supportive work culture has a strong relationship with work productivity. Companies should pay attention to work culture to boost employee enthusiasm and motivation and create a healthy and productive working environment (Parashakti et al., 2020)

Novelty in this study is the consideration of cultural contextual differences in research on the impact of work training and work culture on work productivity, and how such impacts can vary in different countries or regions. By taking new approaches and considering new factors in research, it can provide new insights into how employment training programs and work culture affect employee work productivity (Diamantidis & Chatzoglou, 2019; Paais & Pattiruhu, 2020). This can help companies in designing more effective and efficient employee development strategies and work cultures to increase overall work productivity.

2. RESEARCH METHOD

This type of research uses quantitative approaches. The research was conducted using a quantitative approach. The respondent who became the object of the research was an employee in PT RKI. Data is collected through a questionnaire. Samples are taken using purposive sampling techniques, which is the selection of samples based on certain criteria. The total number of respondents was 66. The free variable in this study is the work training program and work culture. The bound variable is productivity. The instrument used is a quasar. The questionnaire consists of several sections, namely questions about work training programs, work culture, and work productivity. The data collected will be analyzed using double linear regression analysis techniques. This analysis is carried out to find out the impact of employment training programmes and work culture on labor productivity. Using this research method, empirical evidence can be found on the influence of work training programs and labor culture on labour productiveness. It can provide insights for companies in designing more effective and efficient employee development strategies and work culture to improve overall work productivity.

3. RESULTS AND DISCUSSIONS

Test t (Partial)

Table 1. Hypothesis Test Results with t Test (Partial)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
	1 (Constant)	38.241	3.517		
Work Training	.431	.130	.362	3.313	.002
Work Culture	.180	.061	.321	2.939	.005

Source: SPSS (2023)

Based on the results of the above coefficients it can be concluded that on the training variable has a sig value of 0.002 less than 0.05 then the variable is significantly influential. A table t value of 3,313 is greater than 1,998 so the hypothesis is accepted. Can be concluded that training variables have a significant and acceptable influence. If the work culture variable has a sig value of 0.005 less than 0.05, then the variable is significantly

influential. A table t value of 2,939 is greater than 1,998 so the hypothesis is accepted. Can be concluded that work culture variables have significant influence and are acceptable.

Test F (Simultan)

The F test shows whether all independent variables have a combined effect on dependent variables. This test is by comparing the profitability value of the Anova output (sig-t) with the significance level of 0.05 and comparing F counting value with the Ftable value if the sig value is less than 0.05 then the variable simultaneously has a significant impact, and vice versa if sig is greater than 0.05, then the simultaneous variable has no significant impact.

Table 2. Test F (Simultan)

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	163.254	2	81.627	12.658	.000 ^b
	Residual	406.277	63	6.449		
	Total	569.530	65			

Source: SPSS (2023)

Based on the table above, the value of F is 12. 658 Whereas table F value is obtained by looking at the table F distribution with N = 66 signifies 0.05 and the number of independent variables 2 then table F is 3.14. Based on the calculation above the F value of 12.658 > F table of 3.14 and the significance value of 0,000 greater than 0.05, it can be concluded that Training and Work Culture together have a significant impact on Work Productivity.

Determination Coefficient Test (R2)

The determination coefficient (R2) measures how far a model is able to explain variable variation. The determination coefficient value is between 0 and 1. A R2 value that is close to one means that the independent variable of the research provides almost all the information needed to predict the variable.

Table 3. Determination Coefficient Test (R2)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,535 ^a	0,287	0,264	2,539

Source: SPSS (2023)

Based on table 3, it can be explained that the R-Square value obtained is 0.287 which shows a variation between the work training variable and work culture towards work productivity of 28.7%, while the remaining 71.3% is affected by other variables not studied.

Discussion

Effective work training can enhance the skills, knowledge, and competence of employees in carrying out their duties (Khan & Abdullah, 2019). This can enable them to take greater responsibilities and improve their performance in work. In addition, job training can also help employees feel more motivated and engaged in their work. This can positively affect productivity, as motivated and engaged employees tend to be more productive and efficient in completing their tasks. Therefore, companies should provide appropriate and effective work training to their employees as an investment in improving their productivity and work performance (R. Al Karim, 2019)

A good work culture can have a positive impact on employee productivity. Work culture refers to the values, norms, and beliefs adopted by an organization and influence employee behavior at work. A positive and supportive work culture can increase employee motivation, engagement, and satisfaction, thereby increasing their productivity. Employees who feel appreciated and recognized by their bosses and colleagues tend to be more motivated and committed to work, which has an impact on improved performance and productivity. In addition, a work culture that encourages collaboration, innovation, and creativity can facilitate a productive work environment and enable employees to develop new ideas and better solutions (Lam et al., 2021). Therefore, companies should pay attention and build a positive and supportive work culture to improve employee productivity and overall organizational performance (Ekhsan & Mariyono, 2020). This can be done by promoting collaboration, recognition, and transparency, as well as providing opportunities for development and rewarding performing employees.

Work training and work culture, have a significant impact on employee productivity and both are interrelated in having a positive impact on productiveness. Effective work training can help employees to develop the skills and knowledge needed to complete their tasks better. However, effective work training requires a supportive work environment to ensure that new skills and knowledge can be applied in everyday work. This is what makes a good work culture an important factor in determining the success of work training. (Ozkeser, 2019). A positive and supportive work culture can create an environment that facilitates learning, collaboration, and creativity. This can help employees to apply newly learned skills and knowledge in daily work and improve their effectiveness. A positive and supportive work culture can also motivate employees to take initiative, contribute, and collaborate with their peers, all of which can increase work productivity (Yudistira & Susanti, 2019). Therefore, companies should pay attention to and integrate the factors of employment training and work culture into employee development strategies and human resource management. By providing effective work training and creating a positive and supportive work culture, companies can improve employee productivity and overall organization performance (Amrutha & Geetha, 2021; Anwar & Abdullah, 2021)

4. CONCLUSION

Based on the research that has been conducted, it can be concluded that work training and work culture have a significant impact on the productivity of employees in the company. Effective work training programs can improve the skills, knowledge, and motivation of employees, thereby impacting on increased work productivity. In addition, a positive and supportive work culture can also boost employee enthusiasm and motivation, thereby impacting on increased work productivity. Employees who feel treated fairly and appreciated within the organization tend to be more motivated and productive. A supportive work culture can also enhance trust between employees and management, thus enabling better collaboration. Research findings also show that work training programs and work culture are interrelated and interact in improving work productivity. Work training programs conducted in a positive and supportive work culture environment can improve the effectiveness and efficiency of employees, thereby impacting on increased work productivity. Thus, companies need to pay attention to the importance of employment training programs and the development of a positive and supportive work culture to increase employee work productivity. This can be done through a variety of ways, such as providing effective work training, enhancing collaboration between employees and management, creating a healthy and positive work environment, and giving appreciation and appreciation to performing employees. Companies also need to be aware that factors such as age, gender, and educational background can affect the relationship between employment training programs and work culture with work productivity. Therefore, companies should take into account these factors in designing effective employee

development strategies and work culture. Based on the research, here suggestion to improve the quality and effectiveness of research on the impact of work training and work culture on work productivity is ensure that the sample used in the research is representative of the target population. This will help increase the generalizability of the findings and improve the accuracy of the results. Suggestions for future research development is exploring potential mediating and moderating variables can help identify mechanisms through which work training and work culture impact work productivity. Researchers can investigate variables like job satisfaction, motivation, organizational support, or job demands as mediators or moderators to gain a better understanding of the underlying processes.

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