

The Effect of Training and Work Motivation on Employee Performance of PT. Ale Luwu Raya

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Abstract

This study aims to determine the effect of training and work motivation on the performance of PT. Ale Luwu Raya. Companies engaged in the implementation of construction that work on national projects. The population sample used in this study was 50 people. The method used is quantitative with saturated sampling techniques. The collected data will be analyzed using smartPLS 4.0. The significant value of training is 0.044, this value is 0.05, which means that the value of training has a significant effect on employee performance. Thus, H1 which states that training has a significant positive effect on employee performance. The significant value of work motivation is 0.001, this value is below 0.05, which means that motivation has a significant effect on employee performance. Thus, H2 which states that work motivation has a significant positive effect on employee performance

Keywords: training, motivation, employee performance

1. INTRODUCTION

In today's competitive business era, employee performance is the key to the success of an organization. Employees who have high skills and motivation can make a positive contribution to achieving company goals. Therefore, in the interest of accelerating the main tasks and functions of any organization, improving the quality of human resources is one of the main requirements. The quality of human resources concerns two aspects, physical and non-physical, which involve ability to work, thinking and other skills. If the human resources in the company or organization are good, then the quantity and quality of human resources in the company will be good and the company will easily be able to achieve company goals well [1].

Today's industry faces many challenges, such as rapid technological advances, global competition, and ever-changing market demands. Those who work must acquire the skills and knowledge necessary to address these issues [2]. [4] says that job training means improving a person's abilities so that they have the skills and abilities that the company needs to improve employee performance. [4] says that training is a series of actions carried out systematically by people to improve their skills and knowledge so that they can perform professionally in their workplace. Job training is a process in which employees strive to

acquire better knowledge, skills, and behaviors to improve their performance and help the company achieve its stated goals.

Apart from training, motivation also has an important role in the level of employee discipline and performance [5]. [6] say that motivation is a situation that encourages employees to achieve their goals. Motivation given to employees aims to increase enthusiasm and a sense of responsibility for their work [7]. For this reason, employee work motivation must be increased to maximize their performance. Employee performance is important in increasing employee productivity [8]. [9] say that performance is the result achieved by a person in carrying out the tasks assigned to him based on skill, experience, seriousness and time. Meanwhile [10] say that performance is the result of work in terms of quality and quantity produced by an employee in carrying out his duties in accordance with his responsibilities. Employee performance is very important to increase employee productivity and determine the success of an organization or company. [11]. PT. Ale Luwu Raya is a company located on Jl. Arowana No. 4 Balantang Village, District. Malili District East Luwu. PT. Ale Luwu Raya is a construction implementation company working on national projects. As a company with workers who come from various backgrounds, such as age, education level, religion, gender and work experience.

For companies, it is very important to know the level of work motivation of their employees, so that employee performance is always optimal and employee productivity increases. Employee training can also help them improve their abilities and knowledge, so that their performance increases to achieve company goals and make them competitive in the business world. Based on this explanation, researchers are interested in conducting research entitled: "The Influence Of Training And Work Motivation On Employee Performance". According to [12] training is short-term education that uses organized systematic procedures so that non-managerial workers learn technical knowledge and skills for specific purposes. According to [13] Training is the process of teaching new employees the skills needed to do their jobs. Employee training is an important activity in developing human resources so that employees can understand and comprehend their work so that the company's goals can be quickly implemented and achieve the expected targets [14]. [15] Says that a training program is a process designed to maintain or improve current job performance.

According to [16], work motivation is a good combination of forces originating from within oneself and from outside a person which encourages one to assess work behavior in a certain format, direction, intensity and time. According to [17] is a psychological process that moves a person to carry out certain actions to achieve goals. According to [18] states that work motivation is an incentive for employees to do their jobs well, it is also an emotional energy that is very important for new jobs, and is an important part of what makes someone succeed or fail in many things. Motivation questions how to direct the abilities and potential of subordinates so that they want to work together productively and realize the goals set by the company or organization [19].

We often hear the term performance and it is very important for a company or corporation to achieve its goals. In relation to human resource development, the performance

of an employee is needed to achieve performance for the employee himself and that is also for the success of the company. According to [20] performance is the result achieved by a person according to the standards applicable to the job in question. [21] stated that performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. According to [22] who said that performance is the result of a person's work over a certain time compared to various possibilities, such as standards, targets, or other criteria that have been set and agreed upon by the organization.

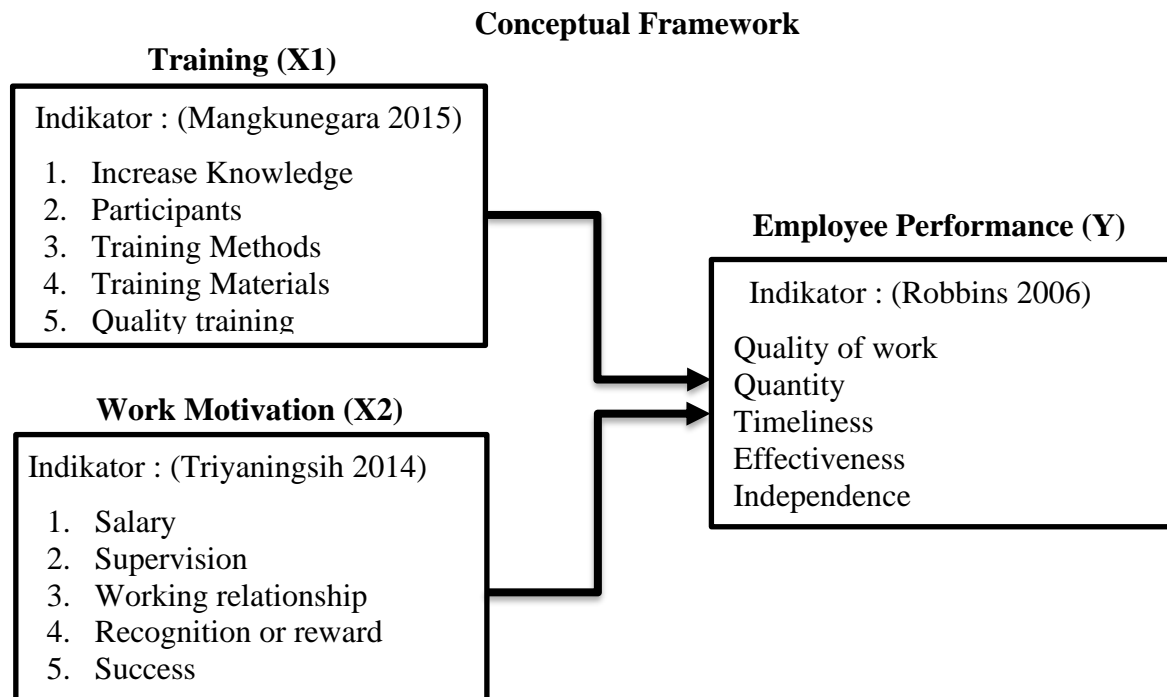


Figure 1 Research Framework

H₁ : It is suspected that job training has a positive and significant effect on employee performance.

H₂ : It is suspected that work motivation has a positive and significant effect on employee performance.

H₃ : It is suspected that training and work motivation simultaneously influence employee performance.

2. METHODOLOGY

This research uses a quantitative approach [23] . Quantitative research methods are a type of research that has systematic, planned and clearly structured requirements from the beginning to the end of the research design. This research was conducted on employees of PT. Ale Luwu Raya has a population of 50 employees. Data collection was carried out by providing a statement in each questionnaire and then distributing it to all employees. To determine the sample, this study used a saturated sampling technique, which means the population as a whole was taken as a

sample. This method is usually used when the population is relatively small. Data analysis was processed with the SmartPLS 4.0 program. The purpose of PLS (Partial Least Square) is to test the predictive relationship between constructs to find out whether there is a relationship effect or not.

The data analysis mode used is a validity test, namely to determine whether the questionnaire is valid or not. Reliability test to test whether the variables used are reliable or not. The R test is used to determine how far the dependent data is explained by the independent data. And hypothesis testing is used to make decisions about whether data is significant or not.

3. RESEARCH RESULT

a. Outer model

outer model test aims to specify the relationship between latent variables and their indicators

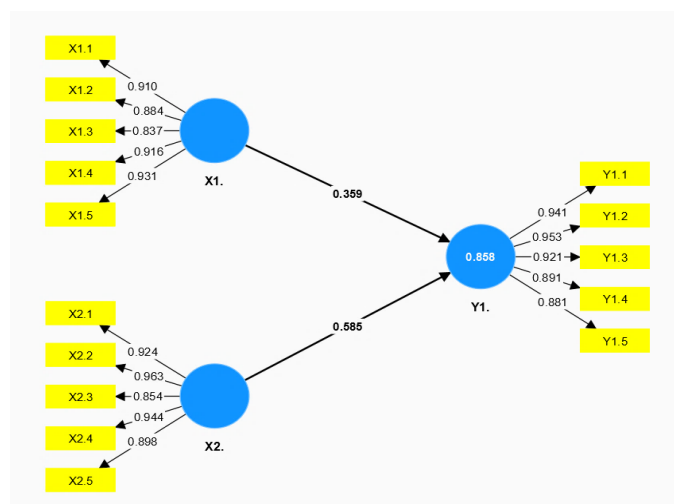


Figure 2 Outer Model

b. Convergent Validity (Loading Factor)

(Ghozali 2016) states that the validity test is used to measure the validity or invalidity of a questionnaire. The validity test with convergent validity is to determine the factor loading value on the latent variable with its indicators.

Table 1. Validity Test Results

Indicator	Training	Work motivation	Employee performance
PK1	0.910		
PK2	0.884		
PK3	0.837		
PK4	0.916		
PK5	0.931		
MK1		0.924	
MK2		0.963	
MK3		0.854	
MK4		0.944	
MK5		0.898	
KK1			0.941
KK2			0.953
KK3			0.921
KK4			0.891
KK5			0.881

The desired factor loading value is > 0.7 , and in validity testing all these indicators show a value > 0.7 .

c. Average Variance Extracted (AVE)

The value used as a measure is average variance extracted (AVE), where the expected value is > 0.5 . The results of the validity test to evaluate the AVE value are presented in the table below:

Table 2. Average Variance Extracted

Variable	Average variance extracted (AVE)
Training (X1)	0.803
Work Motivation (X2)	0.841
Employee Performance (X3)	0.843

Based on the table above, the AVE value of all variables observed in this study was found to be > 0.5 , indicating that all variables have adequate validity and can be used to test the SEM model.

d. Reliability Test

Reliability is a consistent indicator of a measurement of the variable. Reliability assessment in the SEM model uses *Composite Reliability* and Cronbach's Alpha. This type of reliability aims to evaluate the internal consistency of variable indicators.

Table 3. Composite Reliability and Cronbach Alpha values

Variable	Cronbach's alpha	Composite Reliability
Training (X1)	0.938	0.953
Work motivation (X2)	0.952	0.964
Employee performance (Y)	0.953	0.964

Cronbach's Alpha standard value to ensure the reliability of a variable is > 0.6 , and the *Composite Reliability standard* is > 0.7 . Therefore, Based on the table above, it can be concluded that all variables have values Cronbach's Alpha > 0.6 and *Composite Reliability value* > 0.7 so you can it is stated that the analyzed SEM model can be considered to have adequate reliability.

e. R Test

The R statistical test basically shows whether there is a relationship between variables significant and R Square of the research model. The R-Square value is used to assess the influence of the independent variable on the dependent variable. Estimated R-Square value can be seen in the table as follows:

Table 3. Results of *determinant analysis* of the dependent variable

Influence of Variables	R-Square	R-square adjusted
Employee Performance (Y)	0.858	0.852

Based on the table above, it is known that the R-Square value for the training and work motivation variables on employee performance is 0.852 which can be interpreted as meaning that the influence of the training and work motivation variables on employee performance is 85.2% while the remaining 14.8% is influenced by other variables. which was not examined in this study.

f. Influence Between Variables

SEM analysis is carried out to test the extent to which the independent variable influences the dependent variable. The structure of the SEM model, which reflects the results of the analysis of the influence between variables, is presented in the figure below:

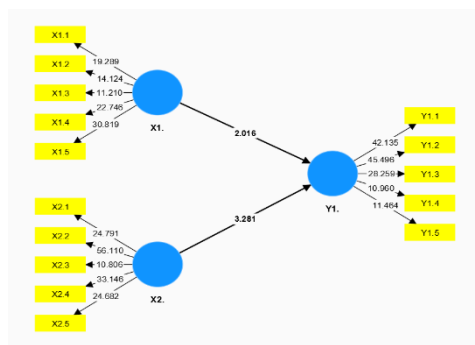


Figure 3. Influence of research variables

g. Structural Model Testing

Structural Equation Model (SEM) is an analytical technique that allows testing a series of relationships simultaneously. This relationship is established between one or several independent variables and one or several dependent variables. Each variable can take the form of a factor or construct that is built from several indicators which can be seen in the table as follows:

Table 4. SEM *structural model test results*

Direct influence	Q count	Q table	P Values	Cut of value
X1 > Y	2,016	2,011	0.044	0.05
X2 > Y	3,281	2,011	0.001	0.05

From the table above it can be seen that the hypothesis can be accepted if the T-count value > T-table or P values < Cut of value based on the table above it can be seen that:

Training on employee performance has a significant effect in a positive direction. This can be seen in the T-count > T-table value, namely $2.016 > 2.011$ which shows the direction of the positive influence. Or it can be seen in the P values which are $0.044 < 0.05$. So it is concluded that the training variable has a positive and significant influence on employee performance at PT Company. Ale Luwu Raya.

Work motivation has a significant effect on employee performance in a positive direction. This can be seen in the T-count > T-table value, namely $3.281 > 2.011$, which shows that the direction of influence is positive. Or it can be seen in the P values which are $0.001 < 0.05$. So it is concluded that the work motivation variable has a positive and significant influence on employee performance at the company PT. Ale Luwu Raya.

4. DISCUSSION

a. Training on Employee Performance

The results of the regression calculations show that there is a positive and significant influence between training variables on employee performance. This can be seen from the T-count which is greater than the T-table, namely $2.016 > 2.011$ or can be seen in the P value which is $0.045 < 0.05$. The results of this research are in line with research conducted by [24] which explains that job training has a positive and significant effect on employee performance. The results of this research are also in accordance with research from [25] which states that training for employees has a positive effect on employee performance. [26] States that training and rewards can increase the performance level of all members of the organization. This research is also supported by [27] which shows that providing training is very necessary and very important for the industrial world.

b. Work Motivation on Employee Performance

Based on the results of regression calculations, it shows that there is a positive and significant influence between work motivation variables on employee performance. This can be seen from the T-count which is greater than the T-table, namely $3.281 > 2.011$ or can be seen in the P value which is $0.001 < 0.05$. The results of this research are in line with research presented by (Putri and Astuti 2022) which explains that work motivation has a positive and significant effect on employee performance. The better a company motivates its employees, the greater their motivation to complete their tasks. This has a positive impact on company performance and productivity and provides time efficiency to achieve its targets.

The results of this research are also in accordance with research (Yunarsih 2019) which states that employee work motivation greatly influences their performance in the company. This research also suggests that work motivation cannot be separated from providing appropriate rewards and adequate appreciation to employees. (Anjeli et al., 2024) Reveals that motivation has a significant influence on employee performance and also has an impact on employee job satisfaction. (Bayudhiringantara and Hidayat 2022) Reveals that without motivation employees in a company cannot achieve and fulfill the goals it has set. Based on the results of this research, motivation has positive and very significant results on employee performance.

5. CONCLUSION

Based on the results and discussion of research at the company PT. Ale Luwu Raya can be concluded as follows:

1. Training has a positive and significant influence on employee performance.
2. Work Motivation has a positive and significant influence on employee performance.
3. Simultaneously, training and work motivation together have a positive and significant effect on employee performance.

To achieve the company goals of PT. Ale Luwu Raya regarding employee performance there are several suggestions made as follows:

1. Company PT. Ale Luwu Raya is advised to continue providing training and development for both new and existing employees. Job training for new employees helps them adjust to their new jobs, while job training for existing employees helps them avoid a decline in work quality. This training must be tailored to employee needs and the time it is implemented so that it can run effectively.
2. In addition, employee performance increases when the company provides work

motivation to its employees. This motivation can include moral encouragement, work enthusiasm, job satisfaction, increased productivity, and discipline. creating a good work environment, as well as a sense of care and responsibility towards others to improve employee performance.

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