

# Effect of Training on Employee Performance at PT. Mars Lestari Palembang

Saskia Maharani<sup>1)</sup>, Hamid Halin<sup>2)</sup>, Juhaini Alie<sup>3)</sup>

<sup>1),2),3)</sup>Universitas Indo Global Mandiri, Indonesia

Email: sskiamhrn999@gmail.com <sup>1)</sup>, hamidhalin@uigm.ac.id <sup>2)</sup>, juhaini@uigm.ac.id <sup>3)</sup>

## Abstract

This study aims to analyze the effect of training on the performance of employees of PT Mars Lestari Palembang. The data in this study were obtained through interviews and questionnaires. The research method used in this research is simple linear regression analysis. The results of the study prove that job training (X) has a significant positive effect on employee performance (Y). This research is expected to help companies to improve employee performance through training

**Keywords:** training, employee performance, human resources

## 1. Introduction

In facing an era of increasingly competitive competition, the issue of Human Resources is a concern for the company to survive. Human Resources are expected to develop themselves actively to gain new knowledge and experiences. Basically, Human Resources is the most important thing owned by the company. Therefore, the Human Resources needed at this time are Human Resources who are able to master technology quickly to the changes that are developing at this time.

The object of this research is PT. Mars Lestari Palembang In Banyuasin Regency which is one of the companies engaged in Bottled Drinking Water (AMDK) which has several packages, including Mega Vin cup 240 ml, Mega Vin 600 ml bottles, Mega Vin bottles 1500 ml, and Mega Vin gallons 19 liters. The production of bottled water has met the Indonesian health standards with the number of the Ministry of Health DIP 249.1060.30003 and the Indonesian National Standard (SNI) 01-3553-1996.

According to Sedarmayanti (2009: 164) Training is "a short-term educational process utilizing systematic and organized procedures, where non-managerial personnel learn technical skills and knowledge for certain purposes". This means that the training will shape employee attitudes and behavior according to what the company expects and according to the field of work that has been entrusted to him.

Based on the results of the researcher's interview with one of the employees of PT. Mars Lestari Palembang that job training is very important and helps develop knowledge, attitudes, and skills, creates a willingness to cooperate between fellow employees and management so that employee performance continues to increase and can achieve the goals the company wants

## 2. Research Method

This research will be conducted at PT. Mars Lestari Palembang is located on Rawangsari Street, KM 18, Banyuasin Regency, South Sumatra. The time of this research was conducted in November 2020. The data analysis method is qualitative and quantitative. According to Sugiyono (2018) qualitative analysis is a research method used to examine natural object conditions using triangulation (combined) data collection techniques in the form of words.

### 3. Findings and Discussions

Based on the questionnaires distributed to the respondents, the following discussion will be conducted which aims to discuss the research problem and answer which aims to discuss the research problem and answer the research objectives. Respondents employees at PT. Mars Lestari Palembang with a total of 30 people and data management using SPSS 22.0.

The t-test is used to determine whether the training partially affects performance. The test uses a significance level of 0.5 from 2 sides.

Tabel 1. Hasil uji t (parsial)

#### Coefficients<sup>a</sup>

|       |            | Unstandardized Coefficients |            | Standardized Coefficients |       |
|-------|------------|-----------------------------|------------|---------------------------|-------|
| Model |            | B                           | Std. Error | Beta                      | t     |
| 1     | (Constant) | 1,399                       | ,549       |                           | 2,547 |
|       | X          | ,681                        | ,130       | ,702                      | 5,222 |

a. Dependent Variable: y

Based on the test results, the above data was obtained using the SPSS program, which is the SPSS version 22.0 program using the t-test which is used to facilitate researchers in seeing or analyzing whether there is an influence or relationship between training on performance. From table 4 above, the researcher can find out the t value of 5.222 with a significant value of 0.000. So it can be concluded that by using the t-test we can find out that training has a significant effect on employee performance. Training greatly affects the performance of employees, for that if the training provided is acceptable in accordance with the needs of the employee, the training will be able to improve its performance in carrying out the work or tasks given by the superiors can be carried out properly and can be responsible.

Regarding training, basically, the company is good at providing training to its employees, and the company certainly does not need to make changes in conducting training, it just needs to improve in providing training so that it can further improve the performance of its employees. Superiors and subordinates must cooperate and superiors must often pay attention to employees and re-correct the work done by employees so that they can be more professional at work in order to produce even better performance.

### References

- Anggereni, N. W. E. S. (2018). Pengaruh Pelatihan Terhadap Kinerja Karyawan Pada Lembaga Perkreditan Desa (Lpd) Kabupaten Buleleng. *Jurnal Pendidikan Ekonomi Undiksha*, 10(2), 606-615.
- Agusta, L. (2013). Pengaruh pelatihan dan motivasi kerja terhadap kinerja karyawan CV Haragon Surabaya. *Agora*, 1(3), 1399-1408.



- Octavianus, W. R. (2018). Pengaruh Pengalaman Kerja Dan Pelatihan Kerja Terhadap Kinerja Karyawan PT. Telkom Indonesia Cabang Manado. *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis dan Akuntansi*, 6(3).
- Sugiarti, Hartati Tuti & Hafiza Amir. (2016). Pengaruh Pelatihan Kerja Terhadap Kinerja Karyawan Pada PT. Padma Aktuaria Jakarta. *Jurnal Adm Bisnis Terapan Politeknik Negeri Jakarta*.
- Sugiyono. (2018). *Metode Penelitian Kualitatif Kuantitatif dan R&D*. Bandung: Alfabeta.
- Sugiyono. (2018). *Metode Penelitian Kombinasi (Mixed Methods)*. Bandung: Alfabeta.
- Sunyoto Danang. (2013). *Manajemen Sumber Daya Manusia*. Yogyakarta: PT Buku Seru.
- Suparno Eko Widodo. (2015). *Manajemen Pengembangan Sumber Daya Manusia*. Yogyakarta: Pustaka Belajar.
- Triasmoko, D., Mukzam, M. D., & Nurtjahjono, G. E. (2014). Pengaruh Pelatihan Kerja Terhadap Kinerja Karyawan. *Jurnal Administrasi Bisnis*, 12(1), 10.
- Yusnita, N., & Fadhil, F. (2015). Pengaruh Pelatihan Karyawan terhadap Kinerja Karyawan pada CV Cibalung Happy Land Bogor. *JIMFE (Jurnal Ilmiah Manajemen Fakultas Ekonomi)*, 1(1), 1-5.