

Effect of Training and Work Concerning on Employee Performance at PT. Golden Oilindo Nusantara

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Abstract

This study aims to investigate the effects of training and work discipline on employees' performance at PT Goulden Oilindo Nusantara. Sample were selected deploying the saturated sample technique. Data of 30 respondents were collected through a questionnaire and analyzed using the multiple linear regression method. The results of the investigation unveil that partially each of training and work discipline has a significant effect on employees' performance. Likewise, simultaneously training and work discipline have a significant effect on employees' performance. These empirical findings can provide benefits for PT Golden Oilindo Nusantara. The leader of the company should optimize the training and work discipline factors to enhance employees' performance.

Keywords: training, work discipline, performance, HR management

1. Introduction

Human resources are very important and valuable assets in a company organization so that the desired goals are achieved, of course because they are supported by reliable human resources in carrying out their duties and are responsible for carrying them out.

Training is a short-term education that is usually more focused on useful practices to improve employee performance and to reduce errors on the job. On increasing the ability to do a specific job at this time. Discipline occupies a very important and strategic role, because ideally all forms of government bureaucracy require discipline. The ability in good discipline management will be able to improve the quality of the service itself and be able to organize government in accordance with the wishes of the community.

Performance is the result or level of success of a person as a whole during a certain period in carrying out tasks compared to various possibilities, such as work standards, targets or targets, or criteria that have been determined in advance and have been mutually agreed upon (Rivai and Basri, 2005:14) in kaswan (2012).

PT. Golden Oilindo Nusantara is a company engaged in palm oil, and has a large number of employees, both in the office and operational fields, one of which needs to be considered at PT. Golden Oilindo Nusantara is an employee performance that is still lacking in PT. Golden Oilindo Nusantara. This can be seen from the less than optimal work results obtained. Work results that are less than optimal are usually influenced by various aspects including employee absence.

The purpose of this study was to find out and analyze the extent of the influence of training and discipline on employee performance at PT. Golden Olindo Nusantara. The theory used in this study is the theories of Human Resource Management, which is related to employee performance.

2. Research Method

The object of this research is employees at PT. Golden Oilindo Nusantara. Training and Discipline that comes from internal individuals will certainly affect the performance of an employee in a company. This research lasted for approximately 3 months. The place of this research was carried out at PT. Golden Oilindo Nusantara is located on the Rambutan River, North Indralaya District, Ogan Ilir Regency, South Sumatra. This study involved employees at PT. Golden Oilindo Nusantara. This study will focus on the effect of training and work discipline on employee performance at PT. Golden Oilindo Nusantara.

3. Findings and Discussions

Based on the simultaneous test (F test), which was carried out by researchers on the variables of training and work discipline on employee performance, it showed a significant probability where the results of the F test calculation obtained a value of 12,214 with a probability level ($0.000 < 0.05$) so it can be stated that H_0 rejected and H_a accepted, meaning that there is a significant influence between the training variables (X_1) and work discipline (X_2) simultaneously or together on the performance of employees at PT. Golden Oilindo Nusantara.

Based on the results of the partial t-test test, for the training variable on employee performance it shows a significant probability with the results of the t-count calculation of 2,323 and a significant probability level ($0.019 < 0.05$), then the hypothesis test states that H_0 is rejected and H_a is accepted, meaning that partially there is an effect of training. on Employee Performance of PT. Golden Oilindo Nusantara.

Based on the results of the partial t-test test, the work discipline variable on employee performance shows a probability with the results of the t-count calculation of 2,448 with a significant probability level, namely ($0.015 < 0.05$) then H_0 is rejected and H_a is accepted, meaning that partially there is an effect of Work Discipline on Performance Employees of PT. Golden Oilindo Nusantara.

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