



The influence of training, job interest, and job environment on employee performance at PT. Tanina Karya Ajiborna

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ABSTRACT

In achieving an organization's objectives, it is essential to have good human resources management. To ensure the smooth running of this system, several vital aspects such as training, job interest, and job environment should be considered. The purpose of this training is to analyze the influence of Training, Job Interest, and Job environment on the performance of PT. Tanina Karya Ajiborna's employees. The research method used is quantitative, where variables are measured using the Likert scale. Data collection methods include interviews. The total population of this study is 112 people, with a sample size of 89 individuals. Data processing utilizes the SPSS software with descriptive analysis and multiple regression hypothesis testing. The results show that the Partial Test (T-test) using SPSS for Training has a significance value of 0.567 and a t-statistic of 0.168. H1 is accepted, meaning variable X1 influences Y. For Job Interest, the significance value is 0.039, and the t-statistic is 2.101, which concludes that X1 has an effect on Y. Through the Partial Test (T-test) on the influence of Job environment on Employee Performance, the significance value is 0.678 and the t-statistic is 0.417. H1 is accepted, signifying that X1 affects Y. By conducting the Simultaneous Test (F-test) using SPSS on the effect of variable X on Y, the computed F value of 0.739 is greater than the F-table value of 2.71, or with a significance of 0.532, which means H0 is rejected and Ha is accepted.

Keywords: Training, Job Interest, Job Environment.

1. INTRODUCTION

PT. Tanina Karya Ajiborna was established in 2011. The company operates in the fields of construction, telecommunication, supply, importation, and exportation. PT. Tanina Karya Ajiborna can handle various SITAC, CME, and IT vendor projects in telecommunications in the Medan area and its surroundings. They have also managed several projects for Telkomsel and XL. Employees of PT. Tanina Karya Ajiborna have received training aspects from the Department of Labor. However, in the company's training programs, there is a lack of certain trainings such as enhanced installer skills, high-level testing, and workplace safety programs. As a result, there are employees who do not possess the WAH/K3 certificates, which are essential qualifications for fieldwork. There has been a decline in the job interest of PT. Tanina Karya Ajiborna's employees, leading to reduced performance. This is attributed to the company's lack of initiative in increasing employee incentives, which has led to a decline in employee job interest. Meanwhile, in the job environment at PT. Tanina Karya

Ajiborna's employees, leading to reduced performance. This is attributed to the company's lack of initiative in increasing employee incentives, which has led to a decline in employee job interest. Meanwhile, in the job environment at PT. Tanina Karya Ajiborna, employees follow the procedures set by the company. However, a major challenge for them is that some do not have official licenses from KEMENAKER. As a result, these employees sometimes face blacklisting and penalties from audit teams.

The company's performance outcomes have shown instability in achieving targets. Below is Table 1 with data on target achievements at PT. Tanina Karya Ajiborna.

Table 1. Target Achievement Data of PT. Tanina Karya Ajiborna (2022)

Month/Year	Company Target	Achieved Target	Percentage of Achieved Target (%)
January-February	100	97	97%
March-April	100	89	89%
May-June	100	78	78%
July-August	100	66	66%
September-October	100	69	69%
November-December	100	75	75%

Source: PT. Tanina Karya Ajiborna, Medan, 2022

In Table 1, which displays target achievement data, there is evident performance instability leading to a decrease in targets. Thus, adequate training is required to avoid performance failures within the job environment. With proper training, job interest will naturally arise.

2. LITERATURE REVIEW

The process and intricacies of workforce enhancement, job interest, job environment, and employee performance have been widely researched in various studies. Rosleny (2015) describes training as a pivotal learning tool, emphasizing the acquisition of diverse skills, concepts, and attitudes crucial for boosting employee performance (Shah et al., 2023). Key elements that influence the efficacy of training, as detailed by Kasmir (2016), encompass the interaction between participants and instructors, the relevance of training materials, the conduciveness of the training environment, and the duration allotted for training sessions. Mangkunegara (2016) further delineates indicators for training, emphasizing the roles of instructors, materials, objectives, and methodologies.

In parallel, the realm of job interest, as elucidated by Astuti (2015), is primarily an intrinsic motivation towards a desired outcome or task. This interest, according to Mashudi (2015), is shaped by a blend of internal needs, socio-cultural motives, and personal emotional factors. Such interests manifest in observable indicators like attention, feelings, awareness, and willpower, as pointed out by Maria (2015). The job environment is another fundamental aspect, defined by Effendy & Fitria (2019) as the web of interactions a person encounters in their professional hierarchy. This environment, as Sedarmayanti (2017) suggests, thrives on the active attention and support from leadership and hinges on robust inter-group cooperation. Laksmi (2016) further adds that a favorable job environment is marked by a conducive working atmosphere, complemented by harmonious relationships among peers, subordinates, and leaders. Moving to performance, Esthi & Marwah (2020) consider it as the measure of task achievement over a defined period. Mangkunegara (2017) pinpoints ability and motivation as prime influencers of performance, with Sutrisno (2017) further breaking down performance indicators into the quality and quantity of work, knowledge, and cooperative attributes.

The literature asserts a profound interconnection between training, job interest, and the job environment in shaping employee performance. Mangkunegara (2018) accentuates that aptly channeled training can amplify organizational benefits. Concurrently, Darmadi (2017) emphasizes the pivotal role of job

interest in steering active participation in tasks. Lastly, the ambient job environment, as highlighted by Nitisemito (2007) in Wijaya (2017), serves as the backbone influencing employees in their day-to-day tasks.

Research Framework

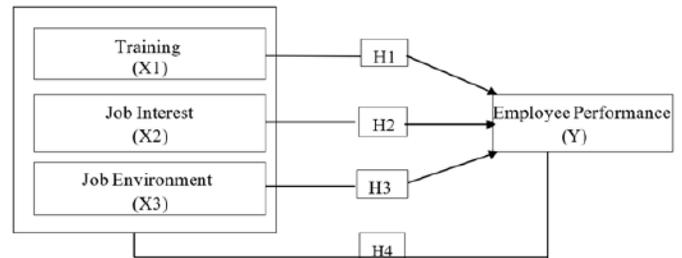


Figure 1. Research Model

Research Hypotheses

- H1: Training affects the performance of employees at PT. Tanina Karya Ajiborna.
- H2: Job interest affects the performance of employees at PT. Tanina Karya Ajiborna.
- H3: The job environment affects the performance of employees at PT. Tanina Karya Ajiborna.
- H4: Training, job interest, and the job environment influence the performance outcomes of employees at PT. Tanina Karya Ajiborna.

3. METHODOLOGY

The research was conducted at PT. Tanina Karya Ajiborna, located at Jl. Bunga Wijaya Kesuma No 6 Padang Bulan Selayang. The research timeline spanned from 11th July 2022 until its completion. The study adopted a quantitative approach, which according to V. Wiratna Sujarweni (2018), produces findings achieved using statistical procedures or other forms of quantification. Specifically, this research is of the "quantitative descriptive" type. Arikunto (2019) states this method involves the use of numbers throughout the research process, from data collection to presentation.

The nature of this research can best be described as explanatory, aiming to explain the positions of the studied variables and their interrelationships. The study covered a population of 112 employees at PT. Tanina Karya Ajiborna. Random sampling, as described by Sugiyono (2017), was employed, which involves randomly selecting samples without considering the population's strata. Based on the Slovin formula, a sample size of 89 employees was determined.

Data collection techniques utilized in this study included interviews, questionnaires, and documentation. Data sources were classified into two categories: primary (directly sourced) and secondary (pre-existing data). A table defined and measured the research variables, with variables like "Training", "Job Interest", and "Job environment", accompanied by their definitions, indicators, and scales such as Likert.

To ensure the reliability and validity of the research instrument, specific tests were applied. The validity test compared the r-value with a set table value, and an item was deemed valid if the table value was less than the computed r-value, as described by Sujarweni (2015:158). Reliability, according to Sugiyono (2016:185), was verified if the Cronbach Alpha exceeded 0.6.

Data analysis techniques involved various tests like normality, multicollinearity, and heteroskedasticity. For instance, Ghazali (2017:145) states that the normality test determines if residuals in a regression model have a normal distribution, which can be identified either statistically or graphically. Ghazali (2018) and Ghazali (2017:87) further detail the tests for multicollinearity and heteroskedasticity, respectively.

The research model was defined using a linear regression equation. The performance of the employees (dependent variable) was represented as Y, influenced by independent variables X1, X2, and X3. Ghazali (2016) explains the coefficient of determination (R^2) as a tool measuring how well the model explains the variation in the dependent variable. Tests were also applied to determine the influence of independent variables on the dependent variable, both simultaneously (F-test) and individually (t-test), as explained by Ghazali (2016).

4. RESULT AND DISCUSSION

Validity Test

Ghozali (2019, p. 5) stated that a validity test in research is used to determine whether a questionnaire is valid or not. A questionnaire is considered valid if the questions or statements in it accurately represent what is intended to be measured (Ghozali, Testing Data Questionnaire Instruments, 2019). In this study, the validity test was performed using the Statistical Package for Social Science (SPSS) to analyze numerical data using the Pearson Correlation test. According to Gunawan (2019, p. 12), a statement in a questionnaire is considered valid or not based on the following criteria:

- a) If the significance value is < 0.05 , then the item is deemed valid. However, if the significance value is > 0.05 , then the item is deemed not valid.
- b) If the calculated r value (r hitung) is \geq the table r value (r tabel), then the item is considered valid. Conversely, if the calculated r value is \leq the table r value, then the item is considered not valid.

A. Training Variable (X1)

The variable is deemed valid if the calculated r value for this variable is greater than the table t value, where the table r value for the 89 respondents tested in this study is 0.2084. This can be observed from the SPSS test table below:

Table 2. Validity Test for Variable X1

Item	R Value	R Table	Conclusion
X1.1	0.532	0.2084	VALID
X1.2	0.702	0.2084	VALID
X1.3	0.726	0.2084	VALID
X1.4	0.889	0.2084	VALID
X1.5	0.786	0.2084	VALID
X1.6	0.889	0.2084	VALID
X1.7	0.717	0.2084	VALID
X1.8	0.755	0.2084	VALID
X1.9	0.654	0.2084	VALID
X1.10	0.461	0.2084	VALID

B. Job Interest Variable (X2)

The variable is considered valid if the calculated r value for this variable is greater than the table t value. This can be observed from the following SPSS test table:

Table 3. Validity Test for Variable X2

Item	R Value	R Table	Conclusion
X2.1	0.633	0.2084	VALID
X2.2	0.705	0.2084	VALID
X2.3	0.699	0.2084	VALID
X2.4	0.742	0.2084	VALID
X2.5	0.720	0.2084	VALID
X2.6	0.588	0.2084	VALID
X2.7	0.491	0.2084	VALID
X2.8	0.477	0.2084	VALID
X2.9	0.656	0.2084	VALID
X2.10	0.635	0.2084	VALID

C. Job environment Variable (X3)

The variable is considered valid based on the calculated r value being greater than the table t value:

Table 4. Validity Test for Variable X3

Item	R Value	R Table	Conclusion
X3.1	0.539	0.2084	VALID
X3.2	0.733	0.2084	VALID
X3.3	0.738	0.2084	VALID
X3.4	0.718	0.2084	VALID
X3.5	0.649	0.2084	VALID
X3.6	0.766	0.2084	VALID
X3.7	0.695	0.2084	VALID
X3.8	0.596	0.2084	VALID
X3.9	0.662	0.2084	VALID
X3.10	0.623	0.2084	VALID

D. Employee Performance Variable (Y)

This variable is valid if the calculated r value exceeds the table t value:

Table 5. Validity Test for Variable Y

Item	R Value	R Table	Conclusion
Y1	0.524	0.2084	VALID
Y2	0.312	0.2084	VALID
Y3	0.414	0.2084	VALID
Y4	0.605	0.2084	VALID
Y5	0.707	0.2084	VALID
Y6	0.675	0.2084	VALID
Y7	0.304	0.2084	VALID
Y8	0.666	0.2084	VALID
Y9	0.467	0.2084	VALID
Y10	0.647	0.2084	VALID

Reliability Test

Ghozali (2020, p. 66) posits that reliability is one way to measure a questionnaire that consists of indicators from a variable or construct. Generally, a reliability test is beneficial for gauging the dependability of a questionnaire or interview outcomes. This test ensures whether the questionnaire can be employed to elucidate the ongoing research (Marzuki, Armereo, & Rahayu, 2020).

A questionnaire is deemed reliable if a respondent's answer regarding a given statement remains stable or consistent over time (Ghozali, 2016, p. 47).

Moreover, according to Ghozali (2016, p. 48), research is also considered reliable if the Cronbach's Alpha value is greater than 0.70. Conversely, if the Cronbach's Alpha value is less than 0.70, the research is regarded as less reliable.

A. Variable X1 In this case, the researched variable is regarded as reliable since it meets the criteria of the Cronbach's Alpha value being greater than 0.60. This is evidenced by the SPSS test results, which indicate a Cronbach's Alpha value of 0.895 for 10 items.

B. Variable X2 Similarly, the variable in this section is deemed reliable because it satisfies the criterion of a Cronbach's Alpha value greater than 0.60. The SPSS test results show a Cronbach's Alpha value of 0.835 for 10 items.

C. Variable X3 This variable is also considered reliable, as it conforms to the Cronbach's Alpha value criterion of being above 0.60. The SPSS test results reflect a Cronbach's Alpha value of 0.845 for 9 items.

D. Variable Y For this variable, its reliability is established by meeting the Cronbach's Alpha value criteria of more than 0.60. The SPSS test yields a Cronbach's Alpha value of 0.642 for 10 items.

Classic Assumption Test

Normality Test

The normality test assesses the normal distribution of data, used to determine if the data has a normal distribution so it can be used in statistics. This study uses the Kolmogorov-Smirnov normality test, stating that data is considered normal if it has a Monte Carlo significance value > 0.05. Whether the normality is normal or not can be concluded if the histogram display or normal plot meets the following criteria (Ghozali, 2013):

Data is considered normal if the data points scatter around the formed diagonal line. Meanwhile, in the histogram, it is in the center (not too far to the right or left), indicating a normal distribution pattern.

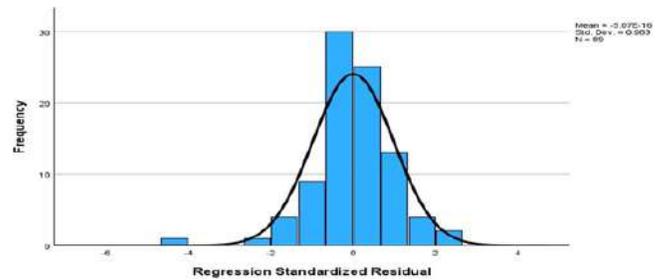


Figure 2. Histogram

Data is said to be not normal if the data points scatter far from the diagonal or do not follow the diagonal. In the histogram, it does not show a normal distribution pattern.

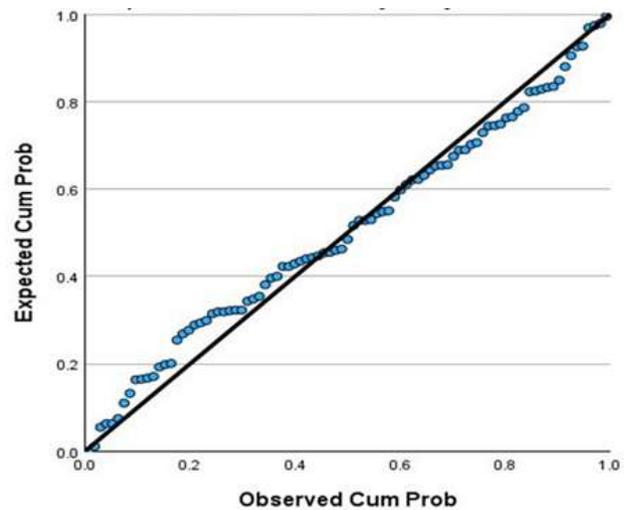


Figure 3. Scatterplot

Table 6. Kolmogorov-Smirnov

N		89	
Normal Parameters ^{a,b}	Mean	.0000000	
	Std. Deviation	3.70067893	
Most Extreme Differences	Absolute	.085	
	Positive	.060	
	Negative	-.085	
Test Statistic		.085	
Asymp. Sig. (2-tailed) ^c		.137	
Monte Carlo Sig. (2-tailed) ^d	Sig.	.110	
	99% Confidence Interval	Lower Bound	.102
	Upper Bound	.118	

a. Test distribution is Normal.

From the One-Sample Kolmogorov-Smirnov Test, for Unstandardized Residual with 89 samples, the data has a mean of 0.0000000 and a standard deviation of 3.70067893. The test statistic is 0.085, and the Monte Carlo Significance (2-tailed) is 0.110, suggesting a normal distribution.

Multicollinearity Test

The test can be conducted by examining the Tolerance and Variance Inflation Factor (VIF) values in the regression model. The criteria for decision making related to the multicollinearity test are as follows (Ghozali, 2016):

1. If $VIF < 10$ or Tolerance > 0.01 , then there is no multicollinearity.
2. If $VIF > 10$ or Tolerance < 0.01 , then multicollinearity is present.
3. If the correlation coefficient of each independent variable > 0.8 , then multicollinearity is present. However, if it's < 0.8 , there is no multicollinearity

Table 7. Coefficients

Model	Unstandardized Coefficients (B)	Std. Error	Standardized Coefficients (Beta)	t	Sig.
1	(Constant) 23.377	2.907		8.042	<.001
	Training -0.015	0.090	-0.024	-0.168	0.867
	Job Interest 0.253	0.120	0.279	2.101	0.039
	Job Environment 0.041	0.097	0.059	0.417	0.678

Dependent Variable: Employee Performance

Heteroskedasticity Test

The purpose of the heteroskedasticity test is to determine whether there is unequal variance of residuals across observations (Ghozali, 2013: 139). If the variance of residuals from one observer to another remains the same, it's called homoskedasticity. Otherwise, it's heteroskedasticity. The decision criteria for this test are: if the significance value > 0.05 , then there's no heteroskedasticity issue; but if < 0.05 , heteroskedasticity is present

Table 8. Coefficients (2)

Model	Unstandardized Coefficients (B)	Std. Error	Standardized Coefficients (Beta)	t	Sig.
1	(Constant) 4.980	1.974		2.523	0.013
	Training -0.011	0.061	-0.027	-0.185	0.854
	Job Interest -0.013	0.082	-0.022	-0.163	0.871
	Job Environment -0.057	0.066	-0.126	-0.861	0.391

Dependent Variable: ABRESID

From the above test table, it is evident that the scatterplot data points disperse in an unclear pattern both above and below zero on the Y-axis, implying no heteroskedasticity in the regression model.

Data Analysis Model

The research model used in this study is multiple linear regression analysis. The regression formula is: $Y = a + b_1.x_1 + b_2.x_2 + b_3.x_3 = 23.377 - 0.015 + 0.053 + 0.041$.

The value $a = 23.377$, where a is the constant, represents the condition when the employee's performance variable is not influenced by other variables i.e., training (x_1), job interest (x_2), and job environment (x_3). If there's no independent variable, the employee performance variable remains unchanged. b_1 indicates that the training variable has a positive influence on employee performance, meaning that an increase by one unit in the training variable affects the employee performance by 0.015. b_2 indicates that the job interest variable has a positive impact on employee performance, implying that an increase by one unit in this variable affects the employee performance by 0.053. b_3 indicates that the job environment variable has a positive influence on employee performance, implying that an increase by one unit in this variable affects the employee performance by 0.041.

Coefficient of Determination

The SPSS test result table shows an Adjusted R Square value of

0.009, meaning the independent variables influence the dependent variable by 0.9%.

Simultaneous Hypothesis Test (F-Test):

Given the F calculated value of 0.739 $>$ F table value of 2.71 or Sig. value of 0.532, this suggests rejecting H_0 and accepting H_a . This means that training, job interest, and job environment variables collectively have a significant influence on employee performance at PT. Tanina Karya Ajiborna.

Partial Test (T-Test):

First Hypothesis Testing (X_1): From the SPSS table, the significance value is 0.867 and t calculated for X_1 's influence on Y is 0.168. This suggests accepting H_1 , meaning X_1 has an influence on Y. Second Hypothesis Testing (X_2): The significance value is 0.039 and t calculated is 2.101. This suggests accepting H_1 , implying that X_2 affects Y. Third Hypothesis Testing (X_3): The significance value is 0.678 and t calculated is 0.417. This suggests accepting H_1 , meaning X_2 has an influence on Y.

5. CONCLUSIONS

Based on the research findings and discussions outlined in the previous chapter, the following conclusions can be drawn, by conducting a Partial Test (T-test) using SPSS to study the influence of Training on the Employee Performance at PT. Tanina Karya Ajiborna, it was found that the significance value was 0.567, and the t-statistic for the effect of X_1 on Y was 0.168. Therefore, it can be concluded that H_1 is accepted, meaning there is a significant effect of X_1 on Y. By conducting a Partial Test (T-test) using SPSS to study the influence of Work Interest on the Employee Performance at PT. Tanina Karya Ajiborna, it was found that the significance value was 0.039, and the t-statistic for the effect of X_1 on Y was 2.101. This implies that H_1 is accepted, indicating a significant effect of X_1 on Y. By conducting a Partial Test (T-test) using SPSS on the influence of Job environment on the Employee Performance at PT. Tanina Karya Ajiborna, the significance value was discovered to be 0.678, with the t-statistic for the effect of X_1 on Y being 0.417. This leads to the conclusion that H_1 is accepted, indicating a significant effect of X_1 on Y. By conducting a Simultaneous Test (F-test) using SPSS on the influence of Training, Work Interest, and Job environment on Employee Performance at PT. Tanina Karya Ajiborna, it was observed that the calculated F value of 0.739 is greater than the F table value of 2.71, or with a significance value of 0.532. This means that H_0 is rejected, and H_a is accepted, showing that the variables Training, Work Interest, and Job environment collectively have a significant influence on the Employee Performance at PT. Tanina Karya Ajiborna.

Based on the conducted research, the researcher offers the following suggestions, it is recommended that PT. Tanina Karya Ajiborna provides additional knowledge to encourage improvements in employee performance. Future researchers are advised to further develop this research by incorporating more variables, so that a more comprehensive analysis of the significant influences on employee performance can be observed.

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