

## The Influence of Job Training, Work Discipline and Work Motivation on the Performance of Global Prima Medan Foundation Employees

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### ABSTRACT

This research was conducted with the aim of finding out how much influence Job Training, Discipline and Motivation has on Global Prima Foundation Employee Performance, because Employee Performance is one of the things that must be achieved at the top level. Both individually and simultaneously, this research was also carried out to find out which one has a more dominant influence on employee performance. The population of the research was carried out by Global Prima Foundation Medan employees with a minimum sample size of 86 respondents using quantitative and technical digital analysis methods, namely large-scale linear analysis. The results of the research show that work training has no significant positive effect on employee performance, work discipline has a significant positive effect on employee performance, work motivation has a significant positive effect on employee performance, but as a result of simultaneous work training, work discipline, motivation has a significant positive effect on employee performance.

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## Introduction

In a world of increasing globalization, global funding sources have become an important factor in driving organizational and business vision because they can measure the achievements and goals of existing funding sources. To achieve good management, companies or other hair organizations have employees who have the skills, high enthusiasm, experience and extensive knowledge to manage a company or organization.

The research was carried out at the Global Prima Medan Foundation. This company operates in the education sector, where Global Prima is a foundation that can be said to be a new foundation but has been one of the best research institutions in Medan since 2009 with an A predicate at every level. Primai Global Foundation is a large part of the Primai group which is known as a group that prioritizes education and health and is a formal educational institution and is committed to being the best educational medium for Indonesian children. In this research we use the factors of job training, work discipline and motivation on the performance of the employees of the Global Primai Medan Foundation. Because we have observed these factors which are important issues to develop good performance.

The target factor is the influence of job training. This research takes into account job training variables which can be the cause of decreased employee performance. The cause can be seen from training that is rarely carried out, resulting in errors in performance.

The key factor that is a variable in reducing employee performance is work discipline. At this Foundation, work discipline is not strictly implemented, so there are still some employees who are late for their shift and receive their salary at 06.45, but are often late for work at 07.00 and sometimes don't even go on shift. However, there are still several employees who do not come to work for unreasonable reasons, causing delays in the Foundation's operations.

This third factor is thought to be the company's problem, namely motivation. This can be seen from the lack of motivation or support and encouragement from company leaders and also from the work environment, so that employees feel bored at work or lazy at work so that their work is not completed over time and employees feel uncomfortable. responsibility for their work is reduced.

The good performance of the foundation is essentially controlled by the employees of the Global Primai Medan Foundation who are able to complete their performance in good faith. However, in reality, the

performance of Primai Global Foundation employees is still not optimal in completing work quickly and on time.

Based on the background explained in this article, the author is interested in conducting research with the title "The Effect of Career Training, Work Discipline and Motivation on the Performance of Salaried Employees of the Global Primai Medan Foundation"

## **Literature Review**

### **Job Training**

Job Training Theory, according to Maingakuprawira and Hubeis (2016:62) is a method for providing information, capabilities, and certain attitudes so that workers are more competent and able to carry out their duties smoothly and in accordance with the design of workplace regulations. Job Training Theory, according to Mangkupraiwirai (2016: 135) suggests that training can improve employees' knowledge and abilities. Increasing the knowledge and expertise of these employees will have an impact on how well they can improve their work and fulfill the requirements set by the Foundation.

Job Training Theory, according to Edwin B. Flippo in Sedarmayanti (2017), is the process of helping employees develop behavioral traits, attitudes, knowledge and skills that will make them more productive in their current career or in the future.

Based on the meaning of Job Training put forward by several experts, researchers can draw the conclusion that job training is an activity that is planned and carried out within a certain time frame to provide knowledge and abilities to workers so that they can carry out their work more easily and match the atmosphere in the workplace.

### **Work Discipline**

Work Discipline Theory, according to Haisibuain (2017: 193) Work discipline is the awareness and willingness of people to obey all foundation regulations and applicable social norms. Job Discipline Theory, according to Prof. Dr. H. Edy Sutrison, M. Si (2016: 86) is an activity or action that is carried out with the aim of improving the attitude or behavior that occurs among employees. The theory of work discipline, according to Sinambelai from Taiufik Akbar and Slamet (2017), is the ability to carry out tasks consistently, routinely, and in accordance with the desire to comply with the rules that have been established. Based on the definition of Work Discipline put forward by several experts, researchers can draw the conclusion that work discipline is needed to determine the attitudes and behavior of employees to ensure that they follow the rules and habits that apply in the workplace.

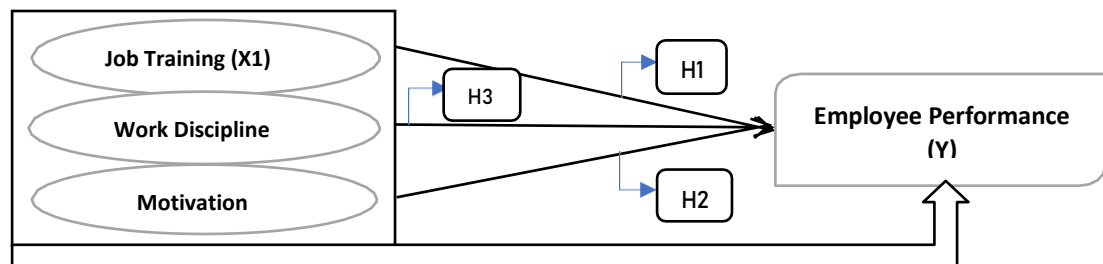
### **Motivation**

Motivation Theory, according to Mangkunegara (2017), motivation is an impulse that arises directly which motivates a person to take action to resolve every problem they face in order to achieve better results. Motivation theory, according to Hamali (2016: 133), motivation can be defined as an internal strength that a person has with the ability to influence the conditions they face. Motivation theory, according to Mohtar (2019:20), is the drive that people in the workplace have to act in ways that support the goals they have set. Based on the understanding of motivation put forward by several experts, researchers can conclude that motivation is something that is generated or an underlying urge for someone to carry out an action in order to achieve a certain goal.

### **Employee Performance**

Employee Performance Theory, according to Kaswan (2017: 278) Employee performance reflects employee behavior at work as part of the attainment of knowledge, skills and kindness that supports or advances organizational goals. The Kineirjai Peigaiwai theory, according to Rivai & Basri (2017: 138) is a result of the level of individual success as a whole over a certain period of time. Employee Performance Theory, according to Daiulay (2019: 210) is the result of the quality and quality of work carried out by employees. Based on the understanding of employee performance put forward by several experts, Daipait researchers have come to the conclusion that employee performance is the result of a specific work process which is carried out in a planned manner at a time that has been determined by the employee and the organization.

## Conceptual Framework



**Figure 1 Conceptual Framework**

Based on an assessment fabric that is based on a conceptual framework, a hypothesis formulation in the research is created as follows:

- H1 : Job training has an influence on the performance of employees paid by Yaiyaisan Global Prima Medan.
- H2 : Job discipline influences employee performance at Yayasan Global Prima Medan.
- H3 : Motivation influences employee performance at Yaiyaisan Global Prima Medan.
- H4 : Job Training, Work Discipline, and Motivation influence employee performance at the Primai Global Medan Foundation.

## Method

The methodological approach used is a quantitative approach. The quantitative approach is a positivistic (concrete data) based research method that uses numerical data that is relevant to the problem being researched and tested using statistics as a calculation test tool (Sugiyono, 2018:13). Based on the research results, the employee population of Global Prima Medan School is 86 employees. To determine the number of employees, the Saturated Sampling Formula is used. In this research, the data collection method used is through observation, questionnaires and documentation. The data analysis technique used is multiple linear regression analysis which is used to reveal the influence between several independent variables and related variables.

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e_i$$

- Y : Employee Performance
- X1 : Job Training
- X2 : Work discipline
- X3 : Motivation
- a : Constant
- b : Regression Coefficient.
- e: Standard Error (5%)

## Results

### Descriptive Statistics

**Table 1 Descriptive Statistics**

	Job training	Work Discipline	Motivation	Employee Performance
Mean	44.88372	39.55814	36.09302	39.83721
Median	45.00000	40.00000	37.00000	40.00000
Maximum	50.00000	45.00000	40.00000	45.00000
Minimum	36.00000	30.00000	30.00000	33.00000
Std. Dev.	2.830168	3.089278	2.139972	2.785933
Skewness	-0.404231	-0.712543	-0.650493	-0.241591
Kurtosis	3.075066	3.334189	3.082098	2.322462
Jarque-Bera	2.362292	7.677479	6.089172	2.481540
Probability	0.306927	0.021521	0.047616	0.289162
Sum	3860.000	3402.000	3104.000	3426.000
Sum Sq. Dev.	680.8372	811.2093	389.2558	659.7209
Observations	86	86	86	86

1. The Field Work Practice value is 44.88372, the highest value is 50.00000 and the lowest value is 36.00000.
2. The value of the Work Discipline variable is 39.55814, the highest value is 45.00000 and the best value is 30.00000.
3. The motivation value is 36.09302, the highest value is 40.00000 and the lowest value is 30.00000.
4. The average value of the employee performance variable is 39.83721, the highest value is 45.00000 and the best value is 33.00000.

### TEST MULTICOLLINEARITY

Table 2 Test Multicollinearity

Variable		Coefficient Variance	Uncentered VIF	Centered VIF
		14.44085	338.2417	NA
Motivation	Job Training	0.010473	496.1302	1.942046
	Work Discipline	0.010430	384.5828	2.304319
		0.022814	698.5293	2.418624
	@ISPERIOD("35")	3.908444	1.064486	1.052108
	@ISPERIOD("36")	3.792050	1.032785	1.020776
	@ISPERIOD("39")	3.764034	1.025155	1.013235
	@ISPERIOD("80")	4.422986	1.204624	1.190617

Figure 3 Multicollinearity Test

Based on table 2 the results of the Multicollinearity test through the Variance Inflation Factors test show that the VIF value of the job training variable is 1.942046, work discipline is 2.304319, and motivation is 2.418624, the value of the inflation factor variable is <10 in the data used in the research, there is no multicollinearity problem.

### Testing Hypothesis by Partial

Table 3 Partial Test

Variable	Coefficient	Std. Error	T-Statistics	Prob.
C	12.44660	3.800112	3.275326	0.0016
Job Training	-0.095126	0.102339	-0.929523	0.3555
Work Discipline	0.285187	0.102126	2.792499	0.0066
Motivation	0.560861	0.151042	3.713271	0.0004
@ISPERIOD("35")	5.720540	1.976978	2.893578	0.0049
@ISPERIOD("36")	5.091149	1.947319	2.614441	0.0107
@ISPERIOD("39")	-5.918556	1.940112	-3.050626	0.0031
@ISPERIOD("80")	6.766354	2.103090	3.217340	0.0019

Based on the output results in Figure 3.7 from multiple linear regressions, it shows:

1. Assess the coefficient of the job training variable (X1), which is -0.095126. The probability value is  $0.3555 \geq 0.05$ . shows that the relationship between these variables is negative and not significant so it is concluded that the job training variable has no influence on employee performance.
2. Assess the coefficient of the work discipline variable (X2) at 0.285187. Assess the probability as high as  $0.0066 \leq 0.05$ . shows that the relationship between these variables is significantly positive so it can be concluded that work discipline has an influence on employee performance.
3. Assess the coefficient of the Motivation variable (X3), which is 0.560861. The probability value is  $0.0004 \leq 0.05$ . shows that the variable relationship has a significant positive value, it can be concluded that the motivation variable has an influence on employee performance.

**Simultaneous Test (F Test)**

Table 4 F Test			
R-squared	0.565891	Mean dependent var	39.83721
Adjusted R-squared	0.526933	S.D. dependent var	2.785933
S.E. of regression	1.916161	Akaike info criteria	4.226933
Sum of squared resid	286.3905	Schwarz criteria	4.455244
Log likelihood	-173.7581	Hannan-Quinn criter.	4.318817
F-statistic	14.52550	Durbin-Watson stat	1.749978
Prob(F-statistic)	0.000000		

Based on table 4, the output of simultaneous testing results obtained a prob value (F-statistic) of 0.000000. A probability value < 0.05 indicates that all independent variables (work training, work discipline, and motivation) simultaneously influence the dependent variable (employee performance).

**Discussion****The effect of job training on employee performance**

Job training, which aims to improve the performance of employees who experience a decline or are not good and does not meet the company's expectations, has no influence on the performance of employees of the Global Prima Medan Foundation. Job training is not a fundamental factor causing increased employee performance. This research is in line with research (Hokgy Wicaiksono S. 2019) which shows that there is no significant influence between job training and employee performance.

**The influence of work discipline on employee performance**

In the leading global design field, employee discipline influences employee performance. These results indirectly impact the quality of work carried out by employees by implementing good work discipline through the application of indicators that will improve the performance of employees paid by the Global Primai Medan Foundation. The same research was also presented by (Dyaih Praitwi, 2023) which showed that work discipline has an influence on employee performance.

**The influence of motivation on employee performance**

Employee work motivation is a global and influential foundation based on improving employee work performance. Employees who have high motivation at work will increase the productivity of their work, this is usually supported by awards, achievements, career levels and education that the employee wants to achieve. On the other hand, employees who have low work motivation will have an impact on poor work results and can be an indicator of declining employee performance. Similar research was also conducted by (Bob Ailexaindro Hutaigalung, 2022) which shows that motivation has an influence on employee performance.

**Conclusion**

The conclusions from the results of this research are as follows:

1. Job training has no influence on the performance of paid employees of the Medan Global Prima Foundation,
2. Work discipline has an influence on the performance of employees in the global prime sector of the city of Medan,
3. Motivation has an influence on the performance of Prima Medan Global Foundation employees,
4. The variables of job training, work discipline and motivation have an influence of 52.6% on employee performance and the remaining 47.4% are influenced by other variables outside the research.

Suggestions from the research results are:

1. Motivation is the most important variable in improving employee performance. Strengthen the leadership of each substructure in the organization to pay more attention and focus more specifically on strong motivational factors to stimulate employee performance.
2. The work discipline implemented by the Global Prima Medan Foundation has had a good impact on employee performance, so that management can anticipate factors that could cause a decline in work performance in the future along with the preparations made.

3. The job training provided by Global Prima Medan management to employees has not had a significant impact. Input from researchers for job training providers to evaluate whether those providing job training use less effective methods, namely employees who are given job training are less able to follow the courses given.

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