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**THE INFLUENCE OF JOB TRAINING, WORK MOTIVATION, AND COMPENSATION ON
EMPLOYEE JOB PERFORMANCE AT PT. KARYA MURNI PERKASA**

Daswin Alldobest Risardo Pardede, Prihatin Lumbanraja, Endang Sulistya Rini
Master of Management Science, Universitas Sumatera Utara, Medan, North Sumatera, Indonesia
pardededoeswin@yahoo.com

Abstract

The purpose of conducting this research is to determine the Influence of Job Training, Work Motivation, and Compensation on Job Performance. The benefits of this research are to provide information and knowledge, as well as to broaden insights, especially in the field of management, regarding the influence of the variables in this study. This research is causal and employs quantitative methods using SPSS software to assist in processing primary data from employees of PT. Karya Murni Perkasa. The results of this study show that the variables that have a significant positive influence on Job Performance are Job Training, Work Motivation, and Compensation, both partially and simultaneously.

Keywords: Job Training; Work Motivation; Compensation; Job Performance.

Introduction

Human Resources (HR), in this context, refers to individuals who contribute their energy, thoughts, talents, creativity, and efforts to a company. Every company strives to obtain employees who are actively engaged in the company's activities and contribute to achieving the predetermined targets. From a management perspective, there are several requirements for effectively managing a company's objectives. The effectiveness of a company depends greatly on its adaptability, readiness to face the environment, and the ability to acquire the necessary resources for its growth.

Human resources play a crucial role in driving a company. People are one of the determinants of a company's goal achievement, and as such, companies must provide training tailored to the needs of employees from various divisions and monitor their progress while motivating them. One measure of a company's success is the level of job performance achieved by its employees.

The targets achieved by employees represent job performance, which includes both the quality and quantity of work performed by an employee in fulfilling their responsibilities. Every

organization or company aims for effective programs aimed at achieving the company's goals. One way to improve the job performance of employees is to provide them with proper training.

According to a study conducted by Sulaefi (2017), it was found that employee training and development have a significant influence on employee job performance. This means that when employee training improves, job performance also increases.

Job training encompasses all activities aimed at providing, obtaining, improving, and developing job-related competencies, productivity, discipline, attitudes, and work ethics at a certain skill and expertise level as per job qualifications or job positions. Employee training aims to enhance participants' work abilities in specific job fields, ultimately improving their overall work capacity within an organization. According to Fatkhurrozi, Nawawi, & Trihasto (2018), job training means the process of helping employees acquire specific knowledge and skills and developing attitudes to perform their duties.

In addition to training, work motivation also significantly influences employee job performance. Motivation is something every employee needs to be driven to perform their job to the best of their abilities. The higher the motivation, the higher the job performance that employees can achieve. Motivation is considered crucial because it is what drives human behavior to work diligently and achieve optimal results.

Motivation and job performance are constructive and correlated elements. They are interdependent and cannot be separated from one another. Employee job performance tends to be low when there is no motivation to perform the job. Conversely, if employees are highly motivated to perform their tasks, their job performance is generally higher.

Compensation refers to the expenses and costs borne by a company. Companies expect that the compensation paid will yield greater job performance from employees. Compensation is all monetary or non-monetary rewards received by employees directly or indirectly as a reward for their services to the company. It plays a crucial role in an individual's life, as it represents the value of their work among their peers, family, and society. Absolute income levels determine an employee's standard of living, while relative income levels indicate their status, dignity, and worthiness.

In conclusion, compensation is vital to employees as individuals because their wages measure the value of their work compared to their colleagues, family, and society. An individual's absolute income level determines their standard of living, while their relative income level reflects their status, dignity, and worthiness. Therefore, company leaders must pay attention to the compensation provided to employees to align it with their performance and the company's goals and objectives.

Research methods

The approach used in this research is a quantitative approach with statistical analysis involving regression analysis. This research is designed in the form of a survey. A survey research is a field study conducted on a specific population, with data collection performed using questionnaires (Hasibuan & Zainal, 2007). The data used in this research is primary data.

Population is a generalized area consisting of objects/subjects with specific qualities and characteristics as defined by the researcher for study and subsequent conclusion drawing (Sugiyono, 2017). According to Sugiyono (2017), a sample is a subset of the total characteristics possessed by the population. When the population is large, and it is not feasible for the researcher to study every individual in the population, often due to limitations in terms of funds, manpower, and time, the researcher can select a sample from that population. In this research, the population comprises all 80 employees of PT. Karya Murni Perkasa, and all of them are considered as the sample.

Results Hypothesis Test T Test

**Table 1. Results of the t-test (Partial Test)
Coefficients^a**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.379	5.060		1.261	.214
	X1	.209	.101	.244	2.079	.043
	X2	.331	.122	.339	2.708	.009
	X3	.325	.115	.329	2.824	.007

a. Dependent Variable: Y

Training (X1) influences Job Performance (Y).

The t-test results show that the t-value for the Training (X1) variable is 2.079, with a t-table value of 1.991. It is known that the t-value > t-table value because 2.079 is greater than 1.991. The significance value (p-value) for the Training (X1) variable is also less than 0.050, specifically 0.043. Therefore, we reject the null hypothesis (Ho) and accept the alternative hypothesis (Ha). It can be concluded that there is a significant influence of Training (X1) on Job Performance (Y).

Work Motivation (X2) towards Job Performance (Y).

The results of the t-test indicate that the t-value for the variable Work Motivation (X2) is 2.708, with a t-table value of 1.991. It is evident that the t-value > t-table because 2.708 is greater than 1.991. The significance value (p-value) for the Work Motivation (X2) variable is also less than 0.050, specifically 0.009. Therefore, we reject the null hypothesis (Ho) and accept the

alternative hypothesis (Ha). Consequently, it can be concluded that there is a significant influence of Work Motivation (X2) on Job Performance (Y).

Compensation (X3) influences Job Performance (Y).

The t-test result indicates that the t-value for the Compensation variable (X3) is 2.824, with a critical t-value of 1.991. This means that the t-value is greater than the critical t-value because 2.824 is larger than 1.991. The significance value (p-value) for the t-test of the Compensation variable (X3) is also less than 0.050, specifically 0.007. Therefore, we reject the null hypothesis (Ho) and accept the alternative hypothesis (Ha). Consequently, it can be concluded that there is a significant influence of Compensation (X3) on Job Performance (Y).

F Test

Table 2. Results of the F-test (Simultaneous Test)

		ANOVA ^a				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	137.134	3	45.711	14.659	.000 ^b
	Residual	143.446	76	3.118		
	Total	280.580	79			

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X1, X2

With the known value of the critical F-table being 2.72, let's compare the calculated F-value with the critical F-value. It is evident that the F-test is greater than the F-table because 14.659 is larger than 2.72. Therefore, we accept the alternative hypothesis (Ha) and reject the null hypothesis (Ho). Thus, it can be concluded that the regression model in this study, which includes Job Training (X1), Work Motivation (X2), and Compensation (X3), collectively has a significant impact on Job Performance (Y).

Discussion

The Impact of Job Training on Job Performance

The findings of this research are in line with several theories that assert job performance is influenced by job training. This is supported by a study conducted by Coogler, Parham, Jablonski, & Rachel (2007), which stated that the training variable significantly and positively affects employee job performance.

According to Handoko & Rambe (2018), training programs are designed to improve job performance, reduce absenteeism and turnover, and enhance decision-making. After undergoing training programs, organizations or companies typically expect participating employees to enhance their job performance. This viewpoint is further reinforced by Rivai (2021), who emphasizes the importance of training for both new and existing employees, defining it briefly as an activity to improve current and future job performance.

The Impact of Work Motivation on Job Performance.

Work Motivation has a significant effect on Job Performance. Hence, this is consistent with the theory put forward by Pattynama, Kojo, & Rep (2016). The research results show that motivation has a significant impact on job performance. Therefore, it can be concluded that there is a positive and significant relationship between work motivation and employee job performance. This means there is a direct correlation between work motivation and employee job performance. This positive and significant finding indicates that the higher the level of motivation provided to employees, the more it enhances their job performance. Conversely, when the level of work motivation given to employees is lower, employee job performance also decreases.

The Impact of Compensation on Job Performance.

The results of this research are consistent with several theories that suggest job performance is influenced by compensation. Djati & Khusaini (2003), in their study, support this notion by stating that the compensation variable has a positive and significant impact on job performance. When compensation is provided appropriately, it enables employees to exert their maximum capabilities and motivates them to achieve high job performance within the company.

According to Rivai (2021), when managed effectively, compensation will assist the company in achieving its goals and in attracting, retaining, and maintaining employees effectively. Compensation is used as a means to motivate and enhance the desired job performance.

Conclusion

Based on the research findings and discussions conducted on the Influence of Job Training, Work Motivation, and Compensation on Employee Job Performance at PT. Karya Murni Perkasa, the following conclusions can be drawn:

The variables of Job Training, Work Motivation, and Compensation have a significant influence on Employee Job Performance at PT. Karya Murni Perkasa. The Job Training variable has a significant influence on Employee Job Performance at PT. Karya Murni Perkasa. The Work Motivation variable has a significant influence on Employee Job Performance at PT. Karya Murni Perkasa. The Compensation variable has a significant influence on Employee Job Performance at PT. Karya Murni Perkasa.

Based on the research results and the conclusions above, the authors provide some recommendations to enhance Employee Job Performance at PT. Karya Murni Perkasa, which include:

Regarding training, the company is encouraged to pay more attention to what needs improvement in the training system to enhance employees' abilities and skills in their work. It is advisable to further enhance the provision of Work Motivation to employees to boost their enthusiasm in performing their tasks and achieving better results. While the compensation provided appears to be optimal with various motivating indicators for employees, the company

should also focus on other factors desired by employees, such as job promotions, salary increases, and the working environment.

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