The Influence Of Training And Career Development On Employee Performance In PT. Temprint West Jakarta

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ARTICLE INFO	ABSTRACT
	This research was conducted because there were problems related to the lack of training and career development which were thought to affect employee performance at PT. Temprint West Jakarta. This research aims to examine the effect of training and career development on employee performance at PT. Tempprint West Jakarta. The population in this study were all employees of PT. Tempprint West Jakarta and the research sample was 80 employees. Data analysis using simple, multiple linear regression, classical assumption testing, hypothesis testing and coefficient of determination. The results of this research show that simultaneously the training and career development variables have a significant effect on employee performance. The significant positive influence on the variables training (X1) and career development (X2) has a positive and significant influence on employee performance (Y) with a correlation value of 0.835, meaning it has a strong influence. Coefficient of determination 83.5%. Hypothesis testing obtained fcount > ftable or (194.885 > 3.115). The resulting tcount (17.952) > ttable value (1.664) and the p-value is also clearly significant, namely less than the specified significance level (0.000 < 0.05). Thus, Ho is rejected and Ha is accepted, so from this research it can be concluded that there is a positive and significant influence between the variables Training (X1) and Career Development (X2) on employee performance (Y) PT. Tempprint West Jakarta.
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INTRODUCTION

The existence of Human Resources (HR) is a crucial element of the company that must be considered. Human resources are the company's main asset to continue to progress and develop. By having a quality workforce, a company will be more effective in developing its operations. Of course, the human resource management process in a company must use various techniques and approaches to improve the skills and abilities of workers in meeting the company's needs. In Sihotang's opinion (Sinambela, L.P., 2021) "human resource management is the entire process of planning, organizing, controlling and supervising activities such as selection, training, placement, development financing, recruitment, maintenance and disposal of human resources."

Employee performance is the result of a person's work in quality and quantity in accordance with standards that have been determined based on the responsibilities given. Performance According to Sutrisno (2016:172) "Performance is the result of employee work

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seen from the aspects of quality, quantity, working time and cooperation to achieve the goals set by the organization." This is done for the interests and growth of the company so that the company can have good prospects in the competitive business world. For this reason, companies must be able to monitor the performance of their employees which indirectly impacts the coherence of the company itself.

Generally representative performance is at unacceptable criteria. This can be seen from the failure to achieve a single target period per year. It can be seen that the target achievement in 2021 is reaching 86% with a target of 100%. Then in 2022, namely reaching 84% with a target of 100%, then in 2023, namely reaching 88% with a target of 100%. Thus it can be concluded that PT's existing performance needs to be improved. .Temprint West Jakarta.

The factor that influences employee performance is training. Training can be defined as a planned process to modify attitudes or behavior, knowledge, skills through learning experiences. According to Veithzal Rivai, in (Mulyani, 2017) "Training is part of education which involves the learning process to acquire and improve skills outside the education system which prioritizes practice rather than theory" there is still motivation for employees that cannot be fulfilled by the company, so this can affect training in completing the job. Therefore, this shows that the provision of training at PT Tempprint West Jakarta is still not optimal and needs to be improved because there is still motivation that has not been received by employees. Apart from training, there are other factors that are often associated with employee performance, namely career development. Career development is a management process for planning employee work, namely company management including planning, implementation and supervision of work. Career development is also important in encouraging company representatives to carry out a series of activities aimed at achieving certain goals.

PT. Temprint Commerce Core (TIN) is a subsidiary of PT. Tempo Inti Media Tbk, is involved in the paper trading business. TIN's core business is the sale of light coated paper (LWC). Of course, in order to get maximum results in its implementation, an employee needs good performance in optimizing the aspects they have both regarding the individual and the company. These employees are fundamental to making maximum efforts to achieve company goals in building good relationships between employees and leaders. Even though improving performance, there are still many obstacles faced, making it difficult to realize company goals, such as a lack of training and career development which causes delays in completing assigned tasks.

Based on the description above, researchers are interested in conducting research regarding "The Influence of Training & Career Development on Employee Performance at PT. West Jakarta Tempprint". The aim of this research is to determine the effect of training on employee performance at PT. Temprint West Jakarta, to determine the influence of career development on employee performance at PT. Temprint West Jakarta and to determine the influence of training & career development on employee performance at PT. Temprint West Jakarta.

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METHODS

This part of the research is a type of quantitative research and uses quantitative descriptive methods. According to Sugiyono (2022:16) "quantitative methods are called traditional methods, because this method has been used for a long time so it has become a tradition as a method for research. This method is called a positivistic method because it is based on the philosophy of positivism. This method is a scientific/scientific method because it meets scientific principles, namely concrete/empirical, objective, measurable, rational and systematic."

According to Sugiyono (2022:126) "population is the whole element that will be used as a generalization area". The population element is the entire subject to be measured, which is the unit under study. In this case, population is a generalized area consisting of objects/subjects that have certain quantities and characteristics determined by the researcher to be studied and then conclusions drawn. So population is not only people, but also objects and other natural objects. In this research were all employees of PT. Tempprint West Jakarta. Located at JL. Palmerah 8 Kec. Kebon Jeruk, West Jakarta, with a total of 80 employees.

According to Sugiyono (2022:127) "a sample is part of the number and characteristics possessed by the population". If the population is large and it is impossible for researchers to study everything in the population, for example due to limited funds, personnel and time, then researchers can use samples taken from that population. The sample that will be taken in the research is a population of PT Tempprint West Jakarta employees, totaling 80 people or respondents. The type of sample used in this research is Non-Probability Sampling using a saturated sampling technique.

The type of data used by the author is primary and secondary data, according to Sugiyono (2017:137) primary data is a data source that is directly provided for data collection. Observation, namely data collection based on direct observation of the object under study and distribution of Questionnaires, according to Sugiyono (2017:142) a questionnaire is a data collection technique which is carried out by giving several questions or written questions to respondents to answer.

Meanwhile, for secondary data types, according to Sugiyono (2017), secondary data is a data source that is not directly received by the data collector, either through other people or through documents. Satisfaction Studies, usually used as a reference in research both theoretically and practically and Documentation, used as a data collection tool in conducting research. Secondary data sources are complementary data sources that function to complete the data required by primary data. Researchers obtained some secondary data from HRD PT. West Jakarta Temprint Indonesia to complete this research.

Data Analysis Techniques are a method or way to process data into information so that the characteristics of the data are easy to understand and also useful for finding solutions to problems, especially problems related to research. Data analysis is a process for examining, cleaning, changing, and modeling data with the aim of finding useful information so that it can provide guidance for researchers to make decisions on research questions. Data analysis is needed to prove whether the tentative results contained in the hypothesis

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can be accepted or rejected. Testing of this research calculation was assisted by using Statistical Product and Service Solution (SPSS). The forms of data analysis testing that will be used are:

a. Normality Test

According to (Ghozali, 2018) The normality test is a test carried out to find out whether the data is normally distributed or not. A regression model is said to be good if it has residual values that are normally distributed or close to normal. There are two ways to detect whether the residuals are normally distributed or not, namely by graphic analysis and statistical analysis.

b. Coefficient of Determination Test

According to (Sugiyono, 2017), the coefficient of determination is a measure to determine the suitability or accuracy between the estimated value or regression line and sample data. If the correlation coefficient value is known, then the coefficient of determination can be obtained by squaring it.

c. Multiple Linear Regression Test

The multiple regression test is a linear relationship between two or more independent variables (X1 and X2) and the dependent variable (Y). This analysis is to determine the direction of the relationship between the dependent variables, whether each independent variable is positively or negatively related and to predict the value of the dependent variable if the independent value increases or decreases.

d. Partial Significance Test t

The t statistical test is carried out to determine the effect of each independent variable on the dependent variable. According to (Ghozali, 2018) This test is carried out with the criterion that if the significance value is > 0.10 then the hypothesis is rejected.

e. Simultaneous Significance Test F

The F statistical test is carried out with the aim of showing that all independent variables included in the model have a joint influence on the dependent variable. According to (Ghozali, 2018) The criteria for this test use a significance level of <0.10. If the significance value is > 0.10, it means the research model is not suitable for use.

RESULTS AND DISCUSSION

Normality Test

Table 1. One-sample Kolmogorov-Smirnov Normality Test Results

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual
N		80
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	3.43816722
Most Extreme Differences	Absolute	.079
	Positive	.079
	Negative	-.066
Test Statistic		.079
Asymp. Sig. (2-tailed)		.200[c,d]

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Source: Data processed, 2024

The test results in the previous table produced a significance level of 0.200 > 0.05. So the assumption that the situation presented in the normality test is confirmed as NORMAL.
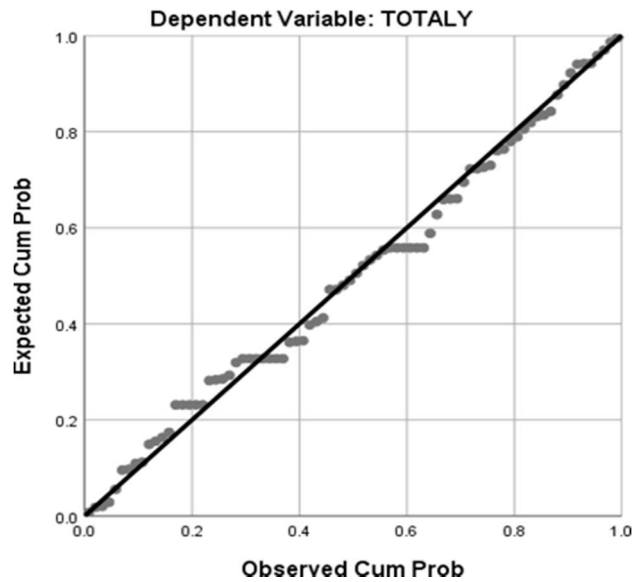

Figure 1. Probability Plot Normality Test Results
Source: SPSS 2024 processing data

Multicollinearity Test

Table 2. Multicollinearity Test Results

Variabel	Colinerity Statistics	
	Tolerance	VIF
Training (X_1)	0,355	2,813
Career Development (X_2)	0,355	2,813

Source: SPSS 2024 processing data

The table above displays the results of the multicollinearity test. It was revealed that the tolerance value in the training and career development variables was 0.355. These two values show significant indications of multicollinearity, because both are below the ideal value of 1. In addition, the Variance Inflation Factor (VIF) for these two variables reached 2.813, a figure which also remains below the threshold of 10. With this confirmation , it was concluded that the use of the regression model did not show significant interference due to multicollinearity.

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Heteroscedasticity Test

Table 3. Heteroscedasticity Test Results
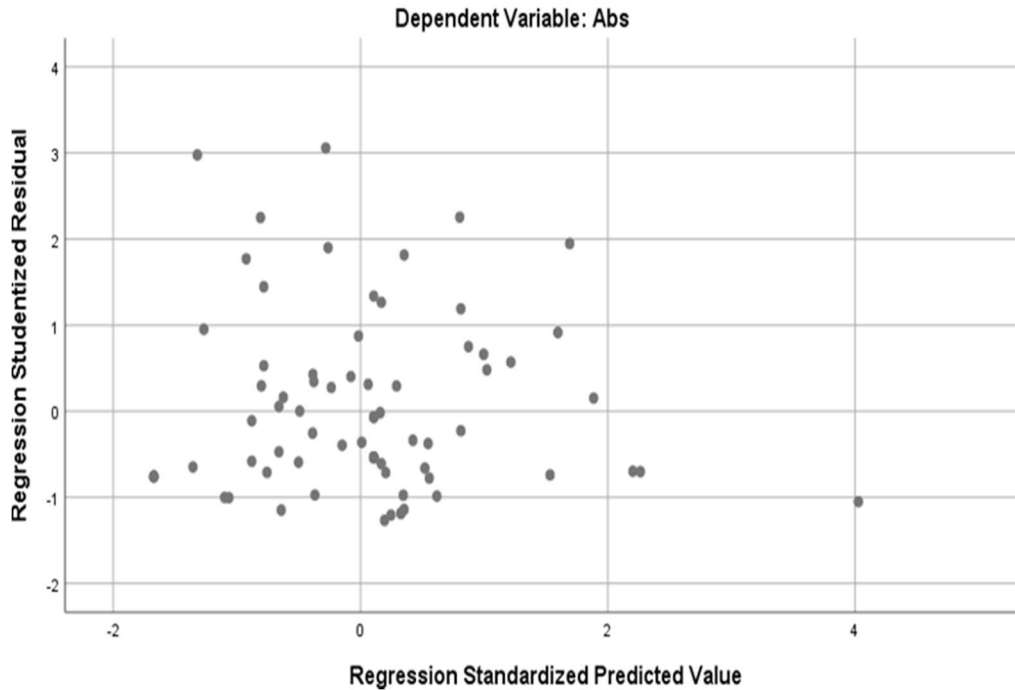
Source: SPSS 2024 processing data

Visual inspection of the displayed image reveals that the distribution of points on the scatter plot does not follow a regular pattern or consistent formation. Based on these findings, the conclusion is that there is no evidence of heteroscedasticity in the application of the regression model. In conclusion, the regression model reaches the criteria for use in further analysis.

Autocorrelation Test

Table 4. Autocorrelation Test Results

Model Summary^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.914^a	.835	.831	3.483	2.072

a. Predictors: (Constant), TOTALX2, TOTALX1
b. Dependent Variable: TOTALLY

Source: SPSS 2024 processing data

The score results show the Durbin-Watson value is 2.072. From these values, the conclusion is that the observation data is in the reference range of 1,550 to 2,460. This shows that there is no significant autocorrelation disturbance in the data.

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Simple Linear Regression Analysis

Table 5. Simple Linear Regression Test Training (X1) on Employee Performance (Y)

	Coefficientsᵃ					
	Unstandardized Coefficients		Standardized Coefficients		T	Sig.
Model	B	Std. Error	Beta			
1 (Constant)	18.733	3.746			5.000	.000
TOTALX1	.973	.076		.823	12.818	.000
a. Dependent Variable: TOTALLY						

Source: SPSS 2024 processing data

The regression equation Y = 18.733 + 0.973 X1 can be obtained from the test data in the table above. Based on the equation above, the following conclusions can be drawn:

a. A constant value of 18.733 means that employee performance (Y) will remain at 18.733 even though training (X1) is zero or does not increase.
b. The training regression coefficient (X1) value is 0.973 indicating a unidirectional relationship. This means that for every one unit increase in motivation, employee performance will increase by 0.973 points.

Table 6. Simple Linear Regression Test for Career Development (X2) on Employee Performance (Y)

	Coefficientsᵃ					
Model	Unstandardized Coefficients		Standardized Coefficients		T	Sig.
	B	Std. Error	Beta			
1 (Constant)	12.654	3.015			4.197	.000
TOTALX2	1.326	.074		.897	17.952	.000
a. Dependent Variable: TOTALLY						

Source: SPSS 2024 processing data

We can get the regression equation Y = 12.654 + 1.326 X2 from the test data shown in the table above. Based on the equation above, the following conclusions can be drawn:

a. A constant value of 12.654 means that employee performance (Y) will remain at 12.654 even though career development (X2) is zero or has not increased.
b. The career development regression coefficient value (X2) is 1.326, indicating a unidirectional relationship. This means that for every one unit increase in career development, employee performance will increase by 1,326 points.

Multiple Linear Regression Analysis

Table 7. Multiple Linear Regression Test Results

	Coefficientsᵃ					
	Unstandardized Coefficients		Standardized Coefficients		T	Sig.
Model	B	Std. Error	Beta			
1 (Constant)	9.826	2.893			3.397	.001
TOTALX1	.343	.092		.290	3.736	.000
TOTALX2	.982	.115		.664	8.560	.000
a. Dependent Variable: TOTALLY						

Source: SPSS 2024 processing data

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We can get the regression equation Y = 9.826 + 0.343 X1 + 0.982 X2 from the test data shown in the table above. Based on the equation above, the following conclusions can be drawn:

a. 9.826 is a constant value. Assuming no changes occur, the employee performance consistency value (Y) is 9.826.

b. 0.343 is the motivation value (X1). This can be interpreted as meaning that the employee performance variable (Y) will increase by 0.343 if the training variable (X1) increases.

c. The career development value (X2) is 0.427. This means that the employee performance variable (Y) will increase by 0.982 if the career development variable (X2) increases.

Correlation Coefficient Analysis

Table 8. Training Correlation Coefficient Test (X1) on Employee Performance (Y)

Correlations		TOTALX1	TOTALY
TOTALX1	Pearson Correlation	1	.823**
	Sig. (2-tailed)		.000
	N	80	80
TOTALY	Pearson Correlation	.823**	1
	Sig. (2-tailed)	.000	
	N	80	80
**. Correlation is significant at the 0.01 level (2-tailed).			

Source: SPSS 2024 processing data

The test results in the table above show that the correlation coefficient value is 0.823, which is between 0.80 and 1.000, which shows that there is a very strong relationship between the two variables.

Table 9. Career Development Correlation Coefficient Test (X2) on Employee Performance (Y)

Correlations		TOTALX2	TOTALLY
TOTALX2	Pearson Correlation	1	.897**
	Sig. (2-tailed)		.000
	N	80	80
TOTALY	Pearson Correlation	.897**	1
	Sig. (2-tailed)	.000	
	N	80	80
**. Correlation is significant at the 0.01 level (2-tailed).			

Source: SPSS 2024 processing data

The test results in the table above show that the correlation coefficient value is 0.897, which is between 0.80 and 1.000, which shows that there is a very strong relationship between the two variables.

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Table 10. Simultaneous Correlation Coefficient Test

Model Summary^b

Model	R	R Square	Adjuste dR Square	Std. Errorof the Estimate	R Square Change	Change Statistics			Sig. F Change
						F Change	df1	df2	
1	.914ᵃ	.835	.831	3.483	.835	194.885	2	77	.000

a. Predictors: (Constant), TOTALX2, TOTALX1
b. Dependent Variable: TOTALLY

Source: SPSS 2024 processing data

The test findings in the table above show that there is a very strong relationship (correlation coefficient 0.914 in the range 0.800–1.000) between training and career development on employee performance.

Test of the Coefficient of Determination (X1) Against (Y)

Table 11. Test of the Training Determination Coefficient (X1) on Employee Performance (Y)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			Sig. F Change
						F Change	df1	df2	
1	.823ᵃ	.678	.674	4.834	.678	164.292	1	78	.000

a. Predictors: (Constant), TOTALX1
b. Dependent Variable: TOTALLY

Source: SPSS 2024 processing data

The correlation coefficient of determination is 0.678 based on the data in the table above, indicating that employee performance characteristics are influenced by the training variable by 67.8% and the remaining 32.2% is influenced by other factors.

Test of the Coefficient of Determination (X2) Against (Y)

Table 12. Career Development Determination Coefficient Test (X2) on Employee Performance (Y)

Model Summary^b

Model	R	R Square	Adjuste dR Square	Std. Error of the Estimate	R Square Change	Change Statistics			Sig. F Change
						F Change	df1	df2	
1	.897ᵃ	.805	.803	3.761	.805	322.283	1	78	.000

a. Predictors: (Constant), TOTALX2
b. Dependent Variable: TOTALLY

Source: SPSS 2024 processing data

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From the data in the table above, it can be concluded that the work ethic variable influences employee performance variables by 80.5%, the remaining 19.5% is influenced by other factors, based on the correlation coefficient of determination of 0.805.

Test the Coefficient of Determination (X1) and (X2) Against (Y)

Table 13. Simultaneous Coefficient of Determination Test

					Model Summary[b]				
Model	R	R Square	Adjuste dR Square	Std. Error of the Estimate	R Square Change	Change Statistics F Change	df1	df2	Sig. F Change
1	.914[a]	.835	.831	3.483	.835	194.885	2	77	.000

a. Predictors: (Constant), TOTALX2, TOTALX1
b. Dependent Variable: TOTALLY

Source: SPSS 2024 processing data

The correlation coefficient of determination is 0.835 based on the data in the table above, indicating that employee performance characteristics are influenced by motivation and work ethic variables by 85.3%, while the remaining 16.5% is influenced by other factors.

Partial Hypothesis Test (t Test)

Table 14. Hypothesis Test Results (t Test) Training Variables (X1) on Employee Performance (Y)

	Coefficients[a]				
Model	Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	StandardizedCoefficients Beta	T	Sig.
1 (Constant)	18.733	3.746		5.000	.000
TOTALX1	.973	.076	.823	12.818	.000

a. Dependent Variable: TOTALLY

Source: SPSS 2024 processing data

It can be described as follows based on the SPSS output findings of the partial test (t test) in the table above:

The Effect of Training on Employee Performance

The results of the t test on the training variable (X1) show that the calculated t is greater than the t table (12.818 > 1.664) with a significance of 0.000 < 0.05. Alternatively, the calculated t is 12.818 and the table t is 1.664 (df = n-k-1 so df = 80-2-1 = 77). Thus, it can be said that H0 is rejected and H1 is approved, indicating that employee performance is more or less influenced by training variables.

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Hypothesis Test Results (t Test) Career Development Variables (X2) on Employee Performance (Y)

Coefficientsª					
Model	Unstandardized Coefficients		StandardizedCoefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	12.654	3.015		4.197	.000
TOTALX2	1.326	.074	.897	17.952	.000
a. Dependent Variable: TOTALLY					

Source: SPSS 2024 processing data

The Influence of Career Development on Employee Performance

The Career Development variable (X2) was tested using the t test, the t calculated result was greater than the t table (17.952 > 1.664) with a significance of 0.000 < 0.05, or tcount of 5.448 and t table of 2.002 (df = n-k-1 so df = 80-2-1 = 77). Thus it can be said that even though H0 is rejected, H2 is accepted, this shows that the career development variable influences employee performance to a certain extent.

Simultaneous Hypothesis Testing (F Test)

Table 15. Hypothesis Test Results (F Test) Training Variables (X1) and Career Development (X2) on Employee Performance (Y)

ANOVAª					
Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	4727.141	2	2363.571	194.885	.000ᵇ
Residual	933.859	77	12.128		
Total	5661.000	79			
a. Dependent Variable: TOTALLY					
b. Predictors: (Constant), TOTALX2, TOTALX1					

Source: SPSS 2024 processing data

The calculated F value of 194.885 is higher than the F table value of 3.115 and the significance value is (0.000 < 0.05) based on the test findings above. Thus, it can be said that training and career development have a significant and simultaneous influence on performance.

CONCLUSION

The following conclusions can be drawn based on research findings regarding the influence of training and career development on employee performance at PT Tempprint West Jakarta : The training variable (X1) contributes a significant positive impact on employee performance (Y) with a correlation value of 0.678. h. Has a strong impact, and the coefficient of determination is 67.7%. Hypothesis testing shows tcount > ttable or (12.818 > 1.664) which is also strengthened by the value ï² < sig.0.05 or (0.000 < 0.05). Therefore, because Ho is rejected and Ha is accepted, in conclusion, there is a beneficial and significant impact between the training variable (X1) on employee performance (Y) at PT. Tempprint West Jakarta. There is a significant positive influence on the career development variable (X2) on employee performance (Y) with a correlation value of 0.805, meaning it has a strong influence, the coefficient of determination is 80.5%. Hypothesis testing resulted in tcount >

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ttable or (17.952 > 1.664) and this was also strengthened by the ï² value < sig.0.05 or (0.000 <0.05). Thus, Ho is rejected and Ha is accepted, so that from this research the conclusion is that there is a positive and significant influence between the career development variable (X2) on employee performance (Y) at PT. Tempprint West Jakarta. The variables training (X1) and work development (X2) contribute a significant impact to employee performance (Y), with a correlation value of 0.835 indicating a strong influence. The coefficient of determination is 83.5%. For example, the test produces fcount > ftable or (194.885 > 3.115). Therefore, Ho is rejected and Ha is accepted, so the conclusion from this research is that the training variables (X1) and work development (X2) contribute a beneficial and significant impact on employee performance (Y) of PT. Tempprint West Jakarta.

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