

The Effect Of Work Training, Work Environment And Work Motivation On The Work Productivity Of PT. XYZ

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ABSTRACT

The purpose of this study was to determine the effect of job training and the work environment on the work productivity of PT. XYZ. Quantitative data collection through questionnaires distributed to Department employees *Cutting* PT. XYZ which is 166 is the method used in this study. The analytical tools used were data instrument testing, classical assumption testing, hypothesis testing, and multiple linear regression testing using SPSS version 25. The results of the t test in this study were job training partially having a positive and significant effect on work productivity at PT. XYZ, the work environment partially has a positive and significant effect on the work productivity of employees of PT. XYZ, work motivation partially has a positive and significant effect on the work productivity of PT. XYZ. The results of the job training f test, work environment, work motivation simultaneously affect the work productivity of employees of PT. XYZ.

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INTRODUCTION

PT. XYZ operates in the textile industry and currently has four production lines ranging from spinning, weaving, fabric printing, and garment departments. Intense competition in the business world, especially in the garment industry, has made PT. XYZ requires an effective and efficient management system. Human resource management plays an important role for individuals and groups. The main factor in a company is human resources. Human resources are regulated in order to maximize employee work productivity. The contribution of human resources in a company can determine the progress or decline of a company. The inability to face competitors will result in a company experiencing setbacks and being left out because it does not have competitive human resources. Increasing employee competence and improving quality in terms of employee productivity, more and more companies are conducting job education and training in conditions like this (Nursifa in Parashakti & Noviyanti, 2021). Implementation of job training programs that are carried out according to company needs is one of the developments in employee performance (Triasmoko et al., in Niati et al., 2021). Another factor that affects work productivity is the work environment according to Sutrisno in Kurnia Putri Manoppo et al., (2021) is a facility that is around employees who carry out their duties which can affect the implementation of work. Productivity is influenced by one factor, namely motivation, stimulating or encouraging the workforce needs to be done so that it can give passion or enthusiasm at work. Productivity will not be achieved if you do not get support from other people and are not motivated (Hartoyo in Parashakti & Noviyanti, 2021).

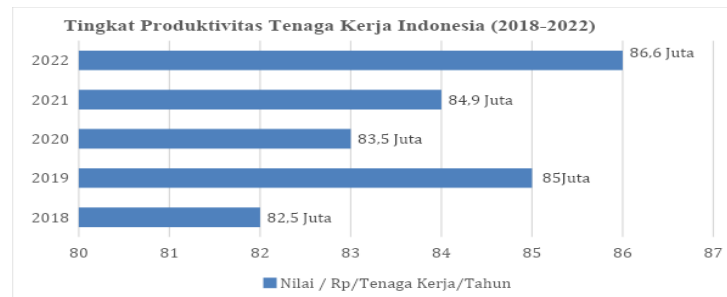


Figure 1. Indonesian Labor Productivity Level (2018-2022)

Source: databoks.katadata.co.id

In 2018 the productivity of Indonesia's workforce is at 82.6 million per worker per year. In 2019 it increased to 85 million per worker per year, but in 2020 along with the pandemic covid-19 decreased to 83.5 million per worker per year. In 2021 the work productivity of the Indonesian workforce will begin to rise at 84.9 million per worker per year and in 2022 it will increase to 86.6 million per worker per year.

In October in the department spinning employees are laid off or on vacation and in the garment department there is a reduction in working hours. Reporting from CNCB Indonesia (2022) the phenomenon in the textile sector is that workers are laid off because textile factories and textile products are affected by weakening purchasing power in export destinations. These conditions forced factories to cut working hours and lay off employees.

METHOD

Productivity

Productivity taken from foreign language product which means results. Results from something an action or process that influence something and productive is say nature for someone who own power and ability to produce something. Work productivity according to Sunyoto in Parashakti & Noviyanti (2021) is a benchmark that takes into account between input and output used by the company and employee roles that have a unity of time. Sinungan (2013) work productivity is the amount of output a person achieves overhaulin unit which work unit done including activity which effective and efficient use of materials to achieve output obtained based on input. The conclusion of productivity is the extent to which the results achieved in a production process are inseparable from efficiency and effectiveness. Efficiency is measured by ratios output to input. According to (Putra et al., 2022) benchmarks for work productivity include:

- Skills
- Improve the results achieved
- Work spirit
- Development
- Quality
- Efficiency

Work training

According to A.A Anwar Prabu Mangkunegara (2013) job training is a short-term educational process of a systematic and organized mechanism in which non-managerial employees learn technical knowledge and skills for limited purposes. Training is the process of training and equipping workers by increasing their competencies, knowledge and attitudes (Kinanti et al., in

Parashakti & Noviyanti, 2021). According to Edy Sutrisno (2016) training is an effort to improve work performance (performance) an employee in his current job or in another job that will soon be filled. Conclusion training is a short-term educational process to learn competencies, knowledge and attitudes to improve the work performance of an employee in the job to be filled. In previous research conducted by (Harahap & Sitanding, 2022) that job training has a partial and significant effect on employee work productivity. According to Dessler in Surbakti & Sihombing, (2022) indicators of job training include:

- a. Instructor
- b. Participant
- c. Material
- d. Motode
- e. Training goals
- f. Target

Work environment

The work environment is a prerequisite in the company materially or mentally in the company (Rahman et al., (Beti Saputri, 2020) According to Bindiab et al., in Nugroho, (2021) the work environment is a place where workers complete work every day The work environment is a situation in the workplace that can have an effect on employees directly or indirectly (Afriliani et al., 2022). The work environment is a place where employees complete tasks, both physical and non-physical. Previous research conducted by (Prawoto & Hasyim, 2022) that the work environment has a partial and significant effect on employee work productivity According to Serdarmayanti in Nabawi, (2019) indicators of the work environment include:

- a. Lighting
- b. Air temperature
- c. Noise
- d. Spatial
- e. Security
- f. Employee relations

Work motivation

According to Gitosudarmo (2015) motivation is often understood as a determinant of individual behavior because it is a factor that encourages individuals to be creative in carrying out certain activities. Motivation is an important factor requiring people to carry out tasks that are in line with their duties and functions_(Purwani & Istiyanto, 2022). According to Heryanda et al., in Purwani & Istiyanto (2022) motivation comes from a strong will to achieve goals. Motivation is a factor that motivates a person to carry out their duties in order to achieve goals. In research conducted by (Prawoto & Hasyim, 2022) that work motivation has a partial and significant effect on employee productivity. According to McClelland and Veithzal Rival in Muna & Isnowati, (2022) indicators of job training include:

- a. Enjoys challenges at work
- b. Responsibility
- c. Work performance
- d. Finding a position in a group
- e. Looking for ways to expand power
- f. Appreciation
- g. Have good relationships in the organization

- h. Have good cooperation

Hypothesis

H1: Job training (X1) has a positive and significant effect on work productivity (Y) of PT. XYZ

H2: Work environment (X2) has a positive and significant effect on work productivity (Y) PT. XYZ

H3: Motivation has a positive and significant effect (X3) on work productivity (Y) of employees of PT. XYZ

H4: The relationship between job training (X1), work environment (X2), work motivation (X3) simultaneously has a significant influence on work productivity (Y) of employees of PT. XYZ

Framework of Mind

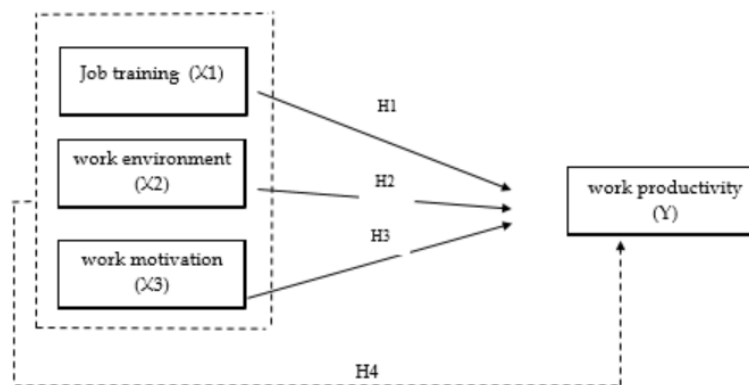


Figure 2. Framework of Mind

Information:

————— : Partial testing

----- : Simultaneous testing

Population and Sample Methods

The purpose of this study was to determine the effect of job training, work environment and work motivation on the work productivity of PT. XYZ. The method used in this research is quantitative with analytical techniques using statistical analysis. The population used is the workers of PT. XYZ which amounted to 11,250 people and the sample used was department employees Cutting. With the sample research technique non probability purposive sampling. On December 7, 2022 Department employees Cutting totaling 198. The sample criteria are employees of PT. XYZ who work in the Department *Cutting* who have worked for more than one year. There are 166 workers who have worked for more than one year.

Data Collection Techniques

The questionnaire in this study is used to obtain the main data which is distributed to a sample of respondents. Secondary data is obtained by examining company documents and reviewing relevant literature. Analysis techniques include: instrument test, classical assumption test, hypothesis testing and multiple linear regression.

RESULTS AND DISCUSSION

1. Validity test

The validity test is used to measure the validity or invalidity of the questionnaire questions used in the study. This study uses a validity test to determine whether the research instrument can *The Effect Of Work Training, Work Environment And Work Motivation On The Work Productivity Of PT. XYZ.*

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be carried out or not. The result of the validity test is that all statement items are valid because the validity value is less than 0.05. From the research that has been carried out, the indicator is said to be valid if the R count is greater than R table (0.1524), the results of data processing that has been done using SPSS version 25 that the R count is greater than R table is 0.1524 which is X1, X2, X3 credible.

2. Reliability Test

The reliability test is used to measure the consistency of the answers from the respondents. Each variable in this study will be stated reliable when *Cronbach's Alpha* value above 0.6.

Table 1. Reliability Test

Variable	Cronbach's Alpha	Status
Job training (X1)	0,815	Reliable
Work environment (X2)	0,753	Reliable
Work motivation (X3)	0,780	Reliable
Work productivity (Y)	0,836	Reliable

3. Multicollinearity Test

The multicollinearity test aims to see the correlation between independent variables having multicollinearity symptoms.

Table 2. Multicollinearity Test

Variable	Tolerance	VIF	Status
Job training (X1)	0,843	1,187	There is no multicollinearity
Work environment (X2)	0,636	1,573	There is no multicollinearity
Work motivation (X3)	0,585	1,711	There is no multicollinearity

VIF value less 10 and value tolerance more than 0.10, there is no symptom of multicollinearity.

4. Heteroscedasticity Test

Heteroscedasticity test with the test method white. Test White can be done by regressing the squared residual with the independent variable and the squared independent variable with multiplication (Udayani in Mokosolang et al., 2015).

Table 3. Heteroscedasticity Test

C ² Count	R Squere	C ² table	Status
46,978	0,238	195,97362	No symptoms occur heteroscedasticity

C grade² Calculate 46.978 less than C² table 195.97362 it can be concluded that there are no symptoms of heteroscedasticity.

5. Multiple Linear Regression Analysis

Table 4. Regression Test

Model	Unstandardized Coefficient	
	b	Std. Error
(Constant)	4,476	1,926
X1_TOTAL	0,106	,035

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X2_TOTAL	0,125	,047
X3_TOTAL	0,228	,046

$$Y = 4,476 + 0,106 X1 + 0,125 X2 + 0,228 X3$$

α (constant) = 4.476 that there is no influence of job training variables, work environment, and work motivation on work productivity of 4.476 units.

- X1 (job training) = 0.106 that for every increase in the independent variable X1 (job training) by one unit, it will result in an increase in the variable Y (work productivity) by 0.106 units.
- X2 (work environment) = 0.125 that every increase in the independent variable X2 (work environment) by one unit, will result in an increase in the dependent variable Y (work productivity) of 0.125 units.
- X3 (work motivation) = 0.228 that for each increase in the independent variable X3 (work motivation) by one unit, it will result in an increase in the dependent variable Y (work productivity) of 0.228 units.

6. Anova Test (f)

Table 5. Uji Anova

	Model	Sum of Squares	df	Mean Square	F	Say.
	Regression	205,908	3	68,636	37,457	,000
1	Residual	296,845	162	1,832		
	Total	502,753	165			

From the above results it is known that the significance value is 0.000, then $0.000 < 0.005$, the influence of job training variables (X1), work environment (X2) and motivation (X3) simultaneously or simultaneously on work productivity variables (Y).

7. Partial Test (t)

Independent and dependent variables are said to be significant when the sig value. at test $t < 0.05$.

Table 6. Partial Test

Variable	T count	Say.	Status
X1_TOTAL	3,008	,003	Positive and significant influence
X2_TOTAL	2,684	,008	Positive and significant influence
X3_TOTAL	4,921	,000	Positive and significant influence

Based on the partial test table (t) obtained above, then:

- The calculated t value for job training is 3.008 with a significance of 0.003 while the t table value with $(df=n-k-1) = 166-4-1 = 163$, with a significance of 0.05 obtained 1.65426, 65431 then H_0 is rejected and H_a is accepted means job training positive and significant effect on employee productivity.
- The calculated t value for the work environment is 2.684 with a significance of 0.008 while the t table value with $(df=n-k-1) = 166-4 = 163$, with a significance of 0.08 obtained 1.65426, then H_0 is rejected and H_a is accepted, meaning the work environment has a positive influence and significant effect on employee work productivity.
- The calculated t value for work motivation is 4.921 with a significance of 0.000 while the t table value with $(df=n-k-1) = 166-4-1 = 163$, with a significance of 0.08 obtained 1.65426, then H_0 is

rejected and H_0 is accepted, meaning work motivation has an effect positive and significant to the work productivity of employees.

8. Analysis of the Coefficient of Determination

Table 7. The Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,640 ^a	,410	,399	1,35365

Based on the table above the coefficient of determination (Adj. *RSquare*) obtained by 39.9% shows that job training (X1), work environment (X2) and work motivation (X3) affect work productivity (Y) by 39.9% and for the remaining 60.1% it is influenced by variables that not examined in this study.

Discussion

Effect of job training on work productivity

The results of research that have a positive and significant effect will change the perception of respondents that job training will increase work productivity. Job training provided by the company to employees with appropriate job trainers, employees have high motivation, and the material provided is in accordance with the needs of the job will increase employee work productivity. Job training is carried out so that employees have more knowledge to carry out their duties, in addition to knowledge, employees who are trained so that they are able to carry out their duties, after carrying out job training employees are expected to have interest and awareness of the work being done to increase work productivity. In line with previous research that job training has a significant positive effect on the work productivity of PT. Advantage SCM Unit NAA Central Jakarta (Rosidah & Abidin, 2021)

The influence of the work environment on work productivity

The results of research that have a positive and significant effect will change respondents' perceptions in terms of the work environment being able to increase employee work productivity. A conducive work environment, appropriate layout, adequate air circulation, supportive workplace facilities will provide employees with a sense of comfort at work so as to increase employee work productivity. In previous research, the work environment has a positive and significant effect on work productivity Production Section 1 PT. JS Jakarta (Trisnawaty & Parwoto, 2021).

Effect of work motivation on work productivity

The results of research that have a positive and significant effect will change respondents' perceptions of work motivation as having been able to increase employee work productivity. If the company cares about achievement, performance appraisal is carried out objectively, employees get recognition and appreciation from colleagues and involving employees in making decisions will increase the work productivity of PT. XYZ. Employees who have high work motivation will do their job seriously in order to provide the best results. In the world of work employees will work diligently to complete their work. Work motivation is needed because it gives encouragement to employees. This reset is in line with research conducted by (Alfarisi & Wahyuati, 2021) that work motivation has a positive and significant effect on the work productivity of employees of PT. Bondi Syad Mulia Surabaya.

Effect of job training, work motivation, work environment simultaneously on work productivity

In the F test the significance value is 0.000, then $0.000 < 0.005$ or you can see the f count is 37.457 and the f table is 2.66 then $37.456 > 2.66$ which means that H_0 is rejected and H_a is accepted. Based on the results of testing the hypothesis (H_4) that the variables of job training, work environment, and work motivation simultaneously or simultaneously have a positive effect on employee work productivity. The research results show that employees in the department *cutting* attend job training, a supportive work environment and have high work motivation towards the company so that work productivity can increase. Company goals can be achieved if work productivity continues to be improved.

CONCLUSION

Job training partially has a positive and significant effect on the work productivity of employees of PT. XYZ. The work environment partially has a positive and significant effect on the work productivity of employees of PT. XYZ. Work motivation partially has a positive and significant effect on the work productivity of employees of PT. XYZ. Job training, work environment, work motivation simultaneously affect the work productivity of PT. XYZ employees

The limitations of this research are that researchers only conduct research on workers who work in the Department Cutting PT. XYZ, the only variables tested were job training, work environment and work motivation. The next researcher is recommended to test the variables independent which is thought to affect employee productivity in addition to the variables in this research, such as leadership style is a manager's strategy in motivating employees to achieve company goals (Beti Saputri, 2020). Other variables such as compensation and work discipline.

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