



# The Influence of Training and Development on Employee Performance at CV Tiara Abadi pamekasan

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## ABSTRAK

Salah satu faktor penting dalam menopang eksistensi perusahaan dalam memajukan manajemen mutu dan kinerja adalah penguasaan kemampuan yang dimiliki sumber daya manusia dan kejelasan pengembangan karir. Perusahaan yang bersih dan sehat tentunya disebabkan oleh kinerja karyawan yang baik. Kinerja pegawai akan meningkat apabila pegawai diberikan pelatihan untuk meningkatkan kemampuannya dan juga program pengembangan karir yang jelas. Tujuan penelitian ini adalah untuk mengetahui pengaruh pelatihan dan pengembangan karir terhadap kinerja karyawan pada CV Tiara Abadi pamekasan, sebagian dan bersamaan. Penelitian ini tergolong Explanatory Research dengan pendekatan kuantitatif. Sampel yang digunakan adalah 100 karyawan CV Tiara Abadi pamekasan, dengan teknik purposive sampling. Jenis data yang digunakan adalah data primer yaitu pengumpulan data dengan menggunakan kuesioner. Analisis data yang digunakan adalah Regresi Linier Berganda dengan SPSS. Hasil penelitian ini menunjukkan bahwa pelatihan berpengaruh positif terhadap kinerja karyawan. Dan pengembangan karir berpengaruh positif terhadap kinerja karyawan. Secara simultan pelatihan dan pengembangan karir berpengaruh positif dan signifikan terhadap kinerja pegawai.

Kata Kunci : *Pelatihan, Pengembangan karir, Kinerja Karyawan*

## ABSTRACT:

One important factor in sustaining the company's existence in advancing quality and performance management is the mastery of capabilities possessed by human resources and the clarity of career development. A clean and healthy company is certainly due to good employee performance. Employee performance will improve if employees are given the training to improve their abilities and also a clear career development program. The purpose of this research is to find out the effect of training and career development to employee performance at CV Tiara Abadi pamekasan, partially and Simultaneously. This research is classified as Explanatory Research with a quantitative approach. The sample used was 100 employee of CV Tiara Abadi pamekasan, with purposive sampling technique. The type of data used is primary data, namely data collection using a questionnaire. Analysis of the data used is Multiple Linear Regression with SPSS. The results of this study indicate that training has a positive effect on employee performance. And, career developmet has a Positive effect on

employee performance. Simultaneously training and career have positive and significant effect on employee performance.

**Keywords :** *Training, Career Development, Employee Performance.*

## **Introduction**

In the current competition there are many challenges faced so that companies want employees who are able to work quickly and accurately. The existence of this competition also requires companies to have employees who can work optimally so that they can provide results in accordance with company goals. The success of an organization can be seen by the quality of the employees who work in it. Management HR has a role in an organization not just about a administration will but even more to the point on how to be able to develop the potential of human beings to be innovative and creative<sup>1</sup>.

The ability of employees is reflected from the performance, and the performance of the well is performance optimized. Performance in general can be interpreted as a person's success in carrying out a job. Performance that is a capital of a major for the company to reach the goal (which is embodied in the vision of mission contents) which is in charge of companies. So that the performance of employees is a matter that should be given attention over by the company. One thing that can give effect to the kin Gov employees such as training, training is a process where the people want to reach a certain ability to to help achieve the goals of the organization. Training is led and orientated at which ka short, the training will have influence on the performance and if the training is given by the company is successful then the performance of the employee will increase by itself<sup>2</sup>. Because in company training is very important for employees in the initial work that has the aim to improve the competency of the midwifeg Amdal, the company will try to carry out the development of the ability of the employee to download forms working environment is much better in the organization and to give training programs to gain the skills and competencies needed to reduce errors in work.

This study examines the training and development of employee performance. This concerns the performance of cv citra abadi to improve the performance of employees in the company in conducting training and employee development in developing creativity in work to get the best employee performance.

## **Literature review and hypothesis**

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<sup>1</sup> Ampomah , P. (2016). The Effect of Training and Development on Employee Performance in a Private Tertiary Institution in Ghana. Case Study: Pentecost University College ( Puc ) - Hana). *Asian Journal of Social Sciences and Management Studies* , 3 (1), 29-33.

<sup>2</sup> Mangkunegara, AP, & Waris, A. (2015). Effect of training, competence and discipline on employee performance in the company (case study in PT. Asuransi Bangun Askrida). *Procedia-Social and Behavioral Sciences* , 211 , 1240-1251.

## Training and Development

According to<sup>3</sup>, Training and development is essential for all organizations to achieve their objectives. Many researches have been done in this area for understanding the importance of training and development.

According to<sup>4</sup>, Training is a way that is done to improve the skills and knowledge of employees. Training is also a way of changing the attitude of employees so as to do work with more effectively.

An individual's training is the acquisition of knowledge, skills, and competencies required to execute a given work or employment. training can thus be defined as a planned and systematic effort by management aiming at changing employee behavior in a manner that would meet organizational goals. Training is a process of shaping and equipping individuals by increasing their skills, talents, knowledge, and behavior so that work can be conducted more quickly, effectively, and reasonably . According to Cole training is one factor that many organizations evaluate when attempting to progress personnel and issue promotions. Indeed, employee quality and continuous improvement of skills and productivity through training are now widely recognized as critical components in assuring the long-term survival and profitability of small firms, as well as creating a corporate culture that encourages continuous learning . Employees will gain specialized knowledge and be able to train skills that can later be applied in the workplace if they are given training<sup>5</sup> (Ichsan, 2020)

Performance is the result of the work late someone is quality and the quantity that is acquired by a person of employees in doing the work in accordance with the sole responsibility of the given entrusted<sup>6</sup>.According to<sup>7</sup> suggests performance is a result the work late that achieved by an in mel akukan job that was entrusted to him, which is based on skill, seriousness and experience as well as time. According to<sup>8</sup>

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<sup>3</sup> Choudhury, (2019), " Impact of Training and Development on Organizational Performance" Global Journal of Management and Business Research, Volume 11, Issue 7, Version 1.0

<sup>4</sup> Saida et al., 2020 Performance Management, Terjemahan : Tono Setiawan. Tugu Publisher. Yogyakarta.

<sup>5</sup> Ichsan,( 2020) Employee Performa . Pengaruh Pengalaman Kerja, Prestasi Kerja Dan Pelatihan Terhadap Pengembangan Karier Karyawan. E-Jurnal Manajemen Universitas Udayana, 8(7), 4073. nce

<sup>6</sup>. Kayode, T. (2001): "The Role of Training in charge Management" Journal of the Institute of Personnel Management of Nigeria. Vol. 10, No 7 PP. 24 – 31.

<sup>7</sup>. Hasibuan, MSP (2011). Human Resource Management . Jakarta: PT Bumi Aksara.

<sup>8</sup> Afroz , N. (2018). Effects of Training on Employee Performance-A Study in Banking Sector, Tangail Bangladesh. Global Journal of Economics and Business , 4 (1), 111-124.

performance is the result of the tasks that achieved the employees that are based on the requirements of the job. A job has requirements specific to be done in terms of achieving the purpose of which is referred to also as a standard work According to<sup>9</sup> Performance is about the behavior or matter what the do employees , not about what the result or the result of the work they are. System management of performance in typical include measurement of performance and outcomes ( ie , how the process is and what the results of its work). Performance is evaluative (whether it helps advance or actually obstructs organizational goals) and is multidimensional (ie , many behaviors are needed to describe employee performance). Based on the understanding that had been there, the authors draw a conclusion that the achievements of the work that is in produced by an employee in the mail I kan a task could be to in the evaluation of how high the level of performance of the employee of his, then the performance of employees should be determined by the achievement of a target of the period period time which become restrictions organization.

The effect of training on performance Based on the research that is done<sup>10</sup> suggests that the training effect significantly to the performance of the employee . In addition to that , the research that is done<sup>11</sup> also revealed that the training effect significantly to the performance . Based on the description above, the problem under study can be formulated as follows:

### **H1: Training influences employee performance at CV Tiara Abadi pamekasan**

Effect of development on performance Based on the research that is done<sup>12</sup> which is entitled " The impact of training and development on employee performance and effectiveness: A case study of District Five Administration Office, Bole Sub-City, Addis Ababa, Ethiopia " suggests that the development impact significantly on performance . In addition to that , the research that is done<sup>13</sup> also revealed that the

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<sup>9</sup> Suwanto. (2014). Performance Management . Yogyakarta: Atma Reader.

<sup>10</sup> Mangkunegara, AP, & Waris, A. (2015). Effect of training, competence and discipline on employee performance in the company (case study in PT. Asuransi Bangun Askrida). *Procedia-Social and Behavioral Sciences* , 211 , 1240-1251.

<sup>11</sup> Afroz , N. (2018). Effects of Training on Employee Performance-A Study in Banking Sector, Tangail Bangladesh. *Global Journal of Economics and Business* , 4 (1), 111-124

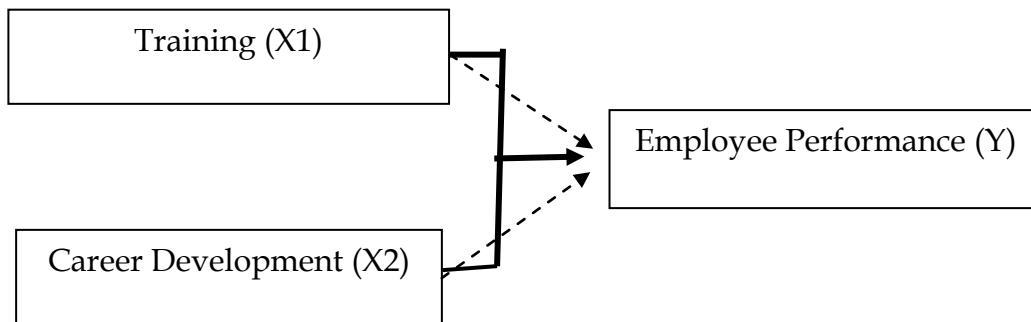
<sup>12</sup> Asfaw et al ., (2015). The impact of training and development on employee performance and effectiveness: A case study of the District Five Administration Office, Bole Sub-City, Addis Ababa, Ethiopia. *Journal of Human Resource and Sustainability Studies* , 3 (04), 188.

<sup>13</sup> Ampomah , P. (2016). The Effect of Training and Development on Employee Performance in a Private Tertiary Institution in Ghana. Case Study: Pentecost University College ( Puc ) - Hana). *Asian Journal of Social Sciences and Management Studies* , 3 (1), 29-33.

development of an effect on performance . Based on the description above, the problem under study can be formulated as follows:

**H2: Development influences employee performance at CV Tiara Abadi pamekasan**

The purpose of the study is that to determine the effect of the training and development of the consultant analyzes the impact of the environment. Results of the study is expected d apat provide input and picture for the company CV Tiara Abadi pamekasan to be able to give attention to the more well to training and development for factors that may affect the performance of the employee. Besides that, research is also hoped can provide knowledge and understanding of the effects of training and development to employee performance, and can be practiced in a company in the field of CV Tiara Abadi pamekasan.



**Research Methods**

The Sampel in this study were all employees at CV Tiara Abadi pamekasan as many as 100 people. Techniques that used in this research is purposive sampling. Purposive sampling is a technique of determining the sample because according to the research that is done<sup>14</sup>. the number of employees who meet the criteria to be respondents amounted to 35 people . Type of data used in the study is righteousness primary data and secondary. Collecting the data in the study is derived from the questionnaires , the list of heritage, and observation. Quantitative Analysis is a data analysis method that requires statistical and mathematical calculations. To make it easier to perform the analysis used SPSS version 22 using regression linear simple.

## Result and Discussions

### DESCRIPTIVE STATISTICS

|             | The Mean | Std. Deviation | N   |
|-------------|----------|----------------|-----|
| Performance | 3.5754   | 1.68006        | 100 |
| Training    | 4,5734   | 1.52037        | 100 |
| Development | 5,6276   | 1.49658        | 100 |

Source: Precesed Data (2023)

In tabel Descriptive Statistics show that the average (mean) performance with the number of 100 employees is 3.5754 with a standard deviation of 1.68006, the average training with a number of 100 employees is 4.5734 with a standard deviation of 1.52037, and development with an average of 5.6276 with a standard deviation of 1.49658

Table 1

### CORRELATIONS

|                     |             | Performance | Training | Development |
|---------------------|-------------|-------------|----------|-------------|
| Pearson Correlation | Performance | 1,000       | 0.851    | 0.898       |
|                     | Training    | 0.851       | 1,000    | 0.988       |
|                     | Development | 0.898       | 0.988    | 1,000       |
| Sig. (1-tailed)     | Performance | .           | 0.000    | 0.000       |
|                     | Training    | 0.000       | .        | 0.000       |
|                     | Development | 0.000       | 0.000    | .           |
| N                   | Performance | 100         | 100      | 100         |
|                     | Training    | 100         | 100      | 100         |
|                     | Development | 100         | 100      | 100         |

Source: Precesed Data (2023)

In the table Correlations, correlation or relationship between the three variables are variables of training with the performance obtained by  $r = 0.851$  with probability =  $0.000 < 0.05$  then  $H_0$  is rejected , which means that there is a relationship correlations

were significant between the score of the training with the performance . variable frequency development with performance  $r = 0.898$ .

Table 2

Variables Entered / Removed

| Model | Variabel Entered                   | Removed Variables | Method |
|-------|------------------------------------|-------------------|--------|
| 1     | Development, Training <sup>b</sup> | .                 | Enter  |

a. Dependent Variable: PERFORMANCE

b. quested variables entered.

Source: Precesed Data (2023)

Table variables entered / removed it explains about the variable that is inserted or disposed of and methods are used . in terms of these variables were included is a variable training and development as a predictor and methods are used enter.

Table 3

ANOVA

| Model |            | Sum of Squares | D f | Mean Square | F       | Sig.  |
|-------|------------|----------------|-----|-------------|---------|-------|
| 1     | Regression | 79,830         | 2   | 39,915      | 100,269 | 0.000 |
|       | Residual   | 12,741         | 32  | .398        |         |       |
|       | Total      | 92,571         | 34  |             |         |       |

a. Dependent Variable: PERFORMANCE

b. Predictors: (Constant), DEVELOPMENT, TRAINING

Source: Precesed Data (2023)

On the table is explained there is the influence of the real ( significant ) variable training (X1) and development (X2) are simultaneously against performance ( Y). F value (f arithmetic) of 100,269 and (significance level) sig = 0,000

Table 4  
**SUMMARY MODEL**

| Model | R     | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------|----------|-------------------|----------------------------|
| 1     | 0.929 | 0.862    | 0.854             | 0.63100                    |

a. Predictors: (Constant), DEVELOPMENT, TRAINING

b. Dependent Variable: PERFORMANCE

Source: Precesed Data (2023)

In this table explain the R-square of 0.862 or 86.2% which shows that the regression model can explain or describe the data behavior of 86.2% and the rest is influenced by other variables or in other words the training variable can be explained by the development variable of 86.2 %, remaining at 13.8 %. Standard error of estimate on the table this is at 0.63100 on variable performance . the analysis of previously standard deviation in descriptive statistics is 1.65006, where the numbers standard deviation is much more substantial than the standard error estimate that only 0.63100.

**Table 5**  
**COEFFICIENTS**

| Model        | Unstandardized coefficients |            | Standardized Coefficients | T      | Sig. |
|--------------|-----------------------------|------------|---------------------------|--------|------|
|              | B                           | Std. Error | Beta                      |        |      |
| 1 (Constant) | -3,759                      | .649       |                           | -5,820 | .000 |
| Training     | -1,658                      | .460       | -1,521                    | -3,592 | .001 |
| Development  | 2427                        | .467       | 2,401                     | 5670   | .000 |

a. Dependent Variable: PERFORMANCE

Source: Precesed Data (2023)

At the coefficients table, in column B in Constanta - 3, 759 , training was -1.658 and development was 2,627. Based on the data above , it can be said that : a constant of -3.777 and a regression coefficient of X1 -1.651 and a coefficient of X2 of 2.647.



1. Based on the results of the analysis of 35 responden regarding the training and development of the performance of employees the average (mean) performance with the number of 35 employees is 3.5714 with a standard deviation of 1.65006, the average training with a number of 35 employees is 4.5714 with a standard deviation of 1.52017, and the development of the an average of 5.6286 with a standard deviation of 1.49678
2. Column sig / significance on the output coefficient is at 0000 which means probabability be below 0025 then Ho is rejected. Then the result of the variables above can be said to be significant because of the training and development of an effect on performance.
3. For the analysis of the constants (-3779) it has presented the results of the numbers constants are significant.

## CONCLUSION

Conclusion Based on the results of the research , it can be seen that P Training in influence positively and significantly to the performance of employees and development influenced positively and significantly to the performance of the employee . It 's means that training and development are carried out to make the performance even increased , by reason that the training and development that there needs to be maintained existence is to keep improving the performance of the existing . U ntuk study further suggested to extend the research with a way to add variables study that the company can establish a policy that is more effective for the improvement of the performance of employees . Companies are advised to be a lot of organize training and development of employees so that the skills and knowledge to improve as well as the adaptation of employees to the task much faster and responsive.

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