LITERATURE REVIEW RELATIONSHIP OF WORK DISCIPLINE, REWARD AND JOB TRAINING ON WORK ACHIEVEMENT

Eric Hermawan
Lecturer of Institute STIAMI, Jakarta, Indonesia, email: erichermawan493@gmail.com

Corresponding Author: Eric Hermawan

Abstract: The Literature Review article on the Relationship of Work Discipline, Reward and Job Training to Job Performance is a scientific article that aims to build a research hypothesis on the influence between variables that will be used in further research, within the scope of Human Resource Management. The method of writing this Literature Review article is using the library research method, which is sourced from online media such as Google Scholar, Mendeley and other academic online media. The results of this study are: 1) Work Discipline is related to Work Performance; 2) Rewards are related to Work Performance; and 3) Job Training related to Job Performance. Apart from these 3 exogenous variables that affect the endogenous variable of Work Achievement, there are still many other factors including the variables of Motivation, Skill and Education.

Keywords: Work Discipline, Reward, Job Training, Work Achievement

INTRODUCTION
Work Performance is a condition that shows the abilities and achievements that have been achieved by employees, in this case the company is able to meet indicators related to work performance, namely honesty, creativity, productivity and leadership. Work performance will affect the company's performance because the level of productivity will affect the work performance obtained.

Formulation of problem
Based on the background of the problems that have been discussed, the researchers determine the formulation of the problem as follows:
1. Is Work Discipline related to Work Achievement?
2. Is Reward related to Work Achievement?
3. Is Job Training related to Work Achievement?

LITERATURE REVIEW
Work Achievement
According to Sutrisno (2011: 150) Job Performance is the result of a person's efforts which are determined by the ability of his personal characteristics and perceptions of his role in the job.
According to Bernardin and Russel in Sutrisno (2016: 150) Job Performance is the level of a person's proficiency in tasks that include his work, understanding the weight of an individual's ability to fulfill the provisions in the job.

Indicators of Work Achievement according to P. Hasibuan in Hartatik (2019: 130) are: Loyalty, achievement, honesty, discipline, creativity, cooperation, leadership, personality and responsibility.

This work performance has been widely studied by previous researchers, including: (Ananda, 2019).

**Work Discipline**

According to Hasibuan in Sinambela (2016: 335) Work discipline is a person's ability to work regularly, diligently and continuously and to do work in accordance with applicable rules without violating the rules that have been set.

According to Rivai (2011: 825) Work discipline is a tool used by company managers to communicate with employees so that they are willing to change a behavior as well as an effort to increase one's awareness and willingness to comply with all company regulations.

The indicators of Work Discipline according to Mangkunegara and Octorent (2015) are: Punctuality in coming to work, punctuality in returning home, compliance with applicable regulations, use of predetermined work uniforms, responsibility in carrying out tasks and carrying out tasks, work to completion every day.

Work Discipline has been widely studied by previous researchers including: (Elmi et al., 2016),

**Reward**

According to Mahmudi, Reward is a reward in the form of money given to those who can work beyond a predetermined standard. According to Ramayulis (2008) Rewards are gifts given for good deeds or things for actions that have been done.

Reward indicators according to Long in Jusuf, namely: incentives, bonuses, formal awards from the leadership, praise, and promotions.

Rewards have been widely studied by previous researchers, including: (Citra et al., 2021), (Suak et al., 2017),

**Job Training**

According to Henry Simamora in the Journal (Martina & Syarifuiddin, 2014) Job training is an effort to motivate and improve work skills, including providing counseling on employee behavior which follows up with the provision of training. According to Sedarmayanti in Denny Triasmiko 2014, p.3) Job Training is an effort to prepare someone to do their current job and development prepares employees who need knowledge, skills and attitudes.

According to Rivai (2013) Job training is an effort to improve the quality of employees' human resources. Job Training indicators according to Mathis and Jackson (2008) are: reactions to job training, learning outcomes, organizational impact and habit change.

Job Training has been widely studied by previous researchers, including: (Mamangkey et al., 2015), (Asshidiq, 2018), (Supatmi et al., 2012).

### Table 1. Relevant Previous Research

<table>
<thead>
<tr>
<th>No</th>
<th>Author (year)</th>
<th>Previous Research Results</th>
<th>Similarity with this article</th>
<th>Difference with this article</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Suharyono &amp; Ali</td>
<td>The Influence of Motivation, Discipline and Leadership Style on</td>
<td>Discussing Discipline on</td>
<td>In this study, there is a research locus,</td>
</tr>
</tbody>
</table>
RESEARCH METHODS

The method of writing scientific articles is the qualitative method and literature review (Library Research). Assessing theory and the relationship or influence between variables from books and journals both offline in the library and online sourced from Mendeley, Google Scholar and other online media.

In qualitative research, literature review must be used consistently with methodological assumptions. This means that it must be used inductively so that it does not direct the questions posed by the researcher. One of the main reasons for conducting qualitative research is that the research is exploratory, (Ali & Limakrisna, 2013). In the next stage, it will be discussed in depth in the section entitled "Related literature" or "library review" (Review literature), as the basis for formulating hypotheses and in the final stage these two literatures become the basis for comparing the results and findings. findings revealed in research. (H. Ali & Limakrisna, 2013)

DISCUSSION

Based on theoretical studies and relevant previous research tables, the following discussion is discussed:

1. Relationship Work Discipline on Work Achievement

Work Discipline is a condition in which a person does work according to existing rules and completes all his duties properly. Work discipline is the company's hope for every
employee. With the work discipline possessed by employees, it is considered that they will be able to carry out activities well in their company.

Work Discipline is related to Work Performance, such as research conducted by: (Yurnal, 2016), (Hermansyah, E. O., Machfoedz, M. B. A., & Kartawan, 2010).

2. Relationship Reward on Work Achievement

Reward is a form of attention given by an organization or company whose employees work well. Give rewards can be in the form of money, bonuses, award plaques and promotions. Before giving rewards to its employees, an organization or company will see the performance of its employees, whether they are entitled to receive the reward.

Rewards are related to Work Performance, in line with research conducted by: (Soetoto, 2018), (Kainde et al., 2021), (Atmoko & Noviriska, 2022).

3. Relationship Job Training on Work Achievement

Job training is the development of competencies or abilities and skills possessed by employees in an organization or agency. Job training will also have an impact on the company's performance because it has competent employees. The form of job training that can be provided by an organization or company can be in the form of seminars, workshops and other training.

Organizations or companies can also work with agencies that specialize in training, such as BNSP. Employees who have passed the training receive certificates and expertise that they take so that they can be implemented in their place of work.

Job Training is related to Job Performance, this is in line with research conducted by: (Noviriska, 2019), (Supriyadi et al., 2019), (Alurmei, 2019), (Mujab et al., 2021), (Corsini & Nugraha, 2021).

Conceptual Framework

Based on the problem formulation, theoretical studies, previous research and discussion of the influence between variables, the conceptual framework is obtained as follows:

![Figure 1. Conceptual Framework](image-url)

Based on the conceptual framework picture above, then: Work Discipline, Reward and Job Training are related to Work Achievement.

Apart from the variables of Work Discipline, Reward and Job Training which are related to Job Performance. There are many other factors that affect Work Achievement, including:
1) Motivation: (Karsono et al., 2022), (F. Saputra & Mahaputra, 2022b), (Kurniawan, D., Putra, C. I. W., & Sianipar, 2021), (Andrian et al., 2021), (R. Saputra & Dhianty, 2022b), (Muzzamil et al., 2021), (Irfana, T. B., Adam, H., & Mirza, 2018), (Sianipar, 2019), (Manrejo, 2019), (Dhianty, 2018), (Sjafrizal et al., 2020), (Ik san et al., 2022), (Imaddudin, 2020).

2) Skill: (Syauket et al., 2022), (F. Saputra & Mahaputra, 2022a), (Kurniawan, 2020), (Kurniawan, S., & Zen, 2021), (Sjafrizal et al., 2020), (Imaddudin et al., 2022), (R. Saputra & Dhianty, 2022b), (Sulistianto et al., 2020), (Athalarik & Zahra, 2021), (Er viani et al., 2019), (Ala, 2017), (Putra et al., 2022).

3) Education: (Karsono, 2018), (Ali et al., 2022), (Lantu & Irfana, 2019), (F. Saputra, 2022b), (Kainde et al., 2021), (Atmoko & Noviriska, 2022), (Ik san et al., 2022), (Zen, 2019), (Manrejo et al., 2020), (Dhianty, 2022), (Dwinarko, 2019), (Riyani et al., 2008), (Widiantoro et al., 2021), (Imaddudin & Susanto, 2020), (Sinthya et al., n.d.), (Ala et al., 2021).

4) Individual Characteristics: (Hartadi, 2018), (F. Saputra, 2022a), (Ilhamalimy & Ali, 2021), (Manrejo & Fit aningsih, 2021), (Zen et al., 2022), (Dhianty, 2021), (Soetoto, 2018), (Manrejo & Sebayang, 2021), (Dhianty, 2021), (Sinaga et al., 2020).


**CONCLUSION AND RECOMMENDATION**

**Conclusion**

Based on the problem formulation, theoretical study and discussion above, the researcher can conclude hypotheses for further research, namely:

1. Work Discipline is related to Work Achievement.
2. Reward is related to Work Achievement.
3. Job Training is related to Work Achievement.

**Recommendation**

Based on the conclusions above, there are other factors that can be used to develop hypotheses in further research that affect work performance, namely: Motivation, Skills, Education and Individual Characteristics.

**BIBLIOGRAPHY**


Saputra, F. (2022b). The Role of Human Resources , Hardware , and Databases in Mass


