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The Effect of Training and Work Equipment on Improving Employee Performance at PT. Hasema Philip

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Abstract: The purpose of this research is to answer the problem formulation that has been determined, namely: To analyze the effect of training on improving employee performance, To analyze the effect of work equipment on improving employee performance. To analyze the effect of training and work equipment simultaneously on improving employee performance at PT. Hasema Philip. Training (X1) has an effect on employee performance (Y) . The calculated t value is 5.603, which is greater than the t table of 1.986 at a significance level of 5%. Work Equipment (X2) has an effect on employee performance (Y). The results of the t test show that the calculated t value is 11.497, which is greater than the t table of 1.986 . The F test shows that the calculated F value is 190.541, which is greater than the F table. 2.70 , significance of 0.000 < 0.05. R value Square of 0.811 , that 81.1% of employee performance can be explained by Training and Work Equipment , while the remaining 18.9% is influenced by other factors not examined in this study.

Keyword: Training , Work Equipment and Employee Performance.

INTRODUCTION

Improving individual employee performance will boost overall human resource performance, which is reflected in increased productivity. Performance appraisal is integral to any organization. Support from management, including direction and resource support, such as providing adequate equipment to facilitate the achievement of goals through mentoring, guidance, training, and development, will further facilitate objective performance appraisals.

Overall, employee performance at PT. Hasema Philip can be said to be high. However, based on several aspects or indicators, performance still shows low performance. One of the low performance is indicated by the quantity of employee work, where the amount of work that can be achieved by employees in carrying out their duties based on the amount of work that still

does not meet the organization's expectations and targets for completion on time as set by the organization's leadership .

Simamora (2019 :345) explains that training is a series of activities designed to improve a person's skills, knowledge, experience, or attitude. Training is expected to improve employee skills, thereby increasing work productivity and enabling the organization to produce quality products.

Training can be aimed at both existing and new employees. According to Dessler (2009) , training is "the process of teaching new or existing employees the basic skills they need to perform their jobs." Training is one way to improve the quality of human resources in the workplace. Employees, both new and existing, need to participate in training because job demands can change due to changes in the work environment, strategies, and so on. Existing employees also need to learn and be trained to improve poor performance, acquire new knowledge, technology, and skills, and adapt to organizational developments and new organizational policies.

The office equipment process means the organization of the need, provision, use of tools, objects, places and other facilities and all these needs are used within the framework to help the smooth running of office activities. In relation to office equipment, it is necessary to pay attention in particular to the need for work equipment, standardization and detailing of objects, the process of purchasing objects and payments, procedures for using objects both requests and expenditures, recording and managing assets, techniques for storing and maintaining assets, warehouse maintenance and transportation of objects, because this is related to office equipment (supplies) to help the smooth running of office activities and activities.

Human Resource Management

Human resource management is a branch of management that focuses on the regulation of human roles in achieving optimal goals. This regulation encompasses issues of planning, organizing, integrating, maintaining, disciplining, and terminating employees to help achieve the goals of the agency, employees, and the community.

According to Hasibuan (2020:10), "Human resource management is the science and art of managing relationships and roles of the workforce to effectively and efficiently help achieve the goals of the agency, employees, and society." Ivancevich (2019:1) states that: " Human resource management (HRM) is the effective management of people at work . Human resource management (HRM) is the effective management of people in the workplace.

Rahmawati (2018:3), stated that:

“Human resource management is the process of planning, organizing, influencing and supervising the activities of procuring, developing, compensating, integrating, maintaining and discharging human resources in order to achieve various individual, organizational and societal goals.”

From the definition above, it can be concluded that human resource management is a process of utilizing human resources effectively and efficiently, which consists of planning, organizing, directing and supervising which is carried out to determine and achieve predetermined goals.

Employee Performance

The definition of performance according to Moeheriono (2022:95) is , performance or performance is a description of the level of achievement of the implementation of a program of activities or policies in realizing the goals, objectives, vision and mission of an organization as outlined in the strategic planning of an organization.

Mangkunegara (2021:67), employee performance (work achievement) is the work results in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him . And according to Wirawan (2020 : 13) ,

employee performance is a function of the results or what an employee achieves and the competencies that can explain how employees can achieve these results.

Moeheriono (in Rosyida, 2019:11) defines employee performance or performance definition as the result of performance that can be achieved by a person or group of people in an organization both qualitatively and quantitatively, in accordance with the authority, duties and responsibilities of each in an effort to achieve the goals of the organization concerned legally, without violating the law and in accordance with morals or ethics. Performance as the results of the work function/activities of a person or group in an organizational activity that is influenced by various factors to achieve organizational goals in a certain period .

Based on the above opinion, it can be synthesized that employee performance is the ability to achieve job requirements, where a work target can be completed on time or within the allotted time limit so that the goal is in line with the company's morals and ethics. Thus, employee performance can contribute to the company.

Job Training

According to Dessler (2021:280), training is the process of teaching new employees the skills they need to perform their jobs. Training focuses more on developing work skills that can be used immediately, while education provides knowledge on a specific subject but is more general in nature and structured over a much longer period .

Meanwhile, according to Rivai (2020:226), training is a systematic process of changing employee behavior to achieve organizational goals. Training relates to employee skills and abilities to perform current work. Training is current-oriented and helps employees acquire specific skills and abilities to succeed in their jobs .

According to Mangkunegara (2020:44), the term training is aimed at implementing employees in order to improve technical knowledge and skills, while development is intended for managerial level employees in order to improve conceptual abilities, decision-making abilities, and expand human relations .

Based on the description above, it can be synthesized that training is a process to improve employee competence and can train employee abilities, skills, expertise and knowledge to carry out work effectively and efficiently to achieve goals in a company.

Work Equipment

A facility is a physical means that can process input into a desired output. It facilitates and facilitates the execution of functions. Work facilities are physical means of supporting company activities, used in the normal course of business, have a relatively permanent lifespan, and provide benefits for the future. Work facilities are crucial for companies because they can support employee performance, such as in completing work (Apri Dahlius & Mariaty Ibrahim, 2019:3).

Husnan (in Sri Wahyuni, 2019) defines work facilities as the tools and infrastructure needed to help employees complete their work more easily and thus improve their performance. These work facilities are a form of company service to employees to support their performance in meeting their needs, thereby improving their work performance.

Meanwhile, Ibid's opinion (in Ulfa Purnama Sari, 2018) defines work facilities as the availability of pleasant facilities for employees, such as places of worship, medical insurance, old age security, and so on. If the office is able to provide these facilities, the office can increase employee enthusiasm and pleasure, so that their enthusiasm and passion for work can also be increased. Work facilities are a form of service for agencies to employees to support performance in meeting employee needs, so that it can increase employee work productivity (Tjiptono, in Sri Wahyuni, 2019).

Work facilities are related to the work environment, because the work environment is also a work facility, with a comfortable work environment, employees can carry out their work

well. According to Ovidiu, (2019) simply, what is meant by facilities is a physical means that can process an input to the desired output. Furthermore, according to Rista (2014) facilities are providers of physical equipment to provide convenience to their users, so that the needs of the users of these facilities can be met. Added by Bary (2022:67) work facilities are a means provided by the company to support the running of the company's tone in achieving the goals set by the control holder. According to Sriyadi in Nugroho (2021:15) states that facilities are building equipment related to better and more efficient control obtained from security and comfort.

Employee activities in an organization require facilities to support their work so that the organization's activities run according to its goals. An employee must be able to operate or utilize existing facilities. Moenir (in Rupik Arofah, 2019) states that facilities are everything used, worn, and occupied by employees, both in relation to the work environment and to facilitate the smooth running of work.

Based on the description above, it can be synthesized that work facilities are anything in the form of means or tools used to facilitate activities in the company, so that employees in the company can carry out their work well.

METHOD

Types of research

This type of research is associative quantitative research , namely research that aims to determine the relationship or influence between two or more variables. According to Sugiyono (2019:7) , quantitative research is a research method based on the philosophy of positivism, used to research a specific population or sample, data collection using research instruments, data analysis is quantitative or statistical with the aim of testing predetermined hypotheses. In the context of this research, a quantitative approach is used to measure the extent of the influence of training (X_1). And work equipment (X_2) on improving employee performance (Y) at PT. Hasema Philip objectively through numerical data processing

Sample population

According to Sugiyono (2019:126) , population is a generalization area consisting of objects or subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn . The population in this study is all employees of PT. Hasema Philip who are actively working in 2025. Based on data from the Human Resource Development (HRD) section , the total number of company employees is 120 people consisting of employees in production, administration, logistics, and marketing, so in determining the sample of this study using the Slovin formula, From these calculations, the results obtained 92 people.

Method of collecting data

Research instruments are tools used by researchers to collect the data needed to answer the problem formulation and test the research hypothesis. In this study, the main instrument used was a questionnaire compiled based on indicators of each research variable, namely Training (X_1), Work Equipment (X_1) , and Workplace (X_1). (X_2) , and Employee Performance Improvement (Y) . The data collection techniques used in this study are as follows:

Questionnaire

A questionnaire was given to respondents to determine the effect of training and work equipment on improving employee performance at PT. Hasema Philip .

Assessment of a series of research questionnaire statements that have been answered by respondents using the following research norms:

A question is positive if the answer is: a) Strongly Agree Score 5, b) Agree Score 4, c) Quite Agree Score 3, d) Disagree Score 2, e) Strongly Disagree Score 1.

Likert scale . The Likert scale is used to measure an individual's or group's attitudes, opinions, and perceptions about social events or phenomena. In this research, these social phenomena have been specifically defined by the researcher, and are hereinafter referred to as research variables.

Research Instruments

Instrument Research on the variables of Training (X1) , Work Equipment (X2) and Employee Performance Improvement (Y) at PT. Hasema Philip in the form of a questionnaire with a Likert scoring model filled out by respondents on the questionnaire distributed. The Likert scale consists of 5 (five) scales, namely Strongly Agree (SS), Agree (S), Quite Agree (CS), Disagree (TS) and Strongly Disagree (STS) with weighted values for positive and negative statements .

Analysis Method

The analysis technique used in this study is quantitative analysis using statistics. Furthermore, to obtain and expedite data input, statistical software was used to support this research. The software used to support this research is the SPSS (Statistical Product and Service Solutions) program version 29. In SPSS, raw data that has been processed into numbers is input into SPSS, making it easier for the author to conduct this research .

Validity Testing

$$r_{xy} = \frac{n(\sum XY) - (\sum X)(\sum Y)}{\sqrt{n(\sum X^2) - (\sum X)^2} \cdot \sqrt{n(\sum Y^2) - (\sum Y)^2}}$$

The basis for decision making in validity testing is as follows :

a. If the r value is positive and the r result is > r table , then the item or variable is valid. b. If the r value is negative and r result < r table or r result is negative > r table then the item or variable is invalid.

A questionnaire is declared valid if the r value obtained from the calculation results (r xy) is greater than the table r value (5%).

Instrument Reliability Test

According to Arikunto (2020:221), reliability refers to the degree to which an instrument is sufficiently reliable to be used using the Cronbach's Alpha formula. The formula used in this reliability test is as follows:

$$r_1 = \left[\frac{k}{(k-1)}\right]\left[\frac{S_t^2 - \sum p_i q_i}{S_t^2}\right]$$

The basis for decision making in the reliability test in this study is as follows: 1) If the r alpha value is positive and r alpha > r table , then the item or variable is reliable. 2) If the r alpha value is negative and r alpha < r table or r alpha is negative > r table , then the item or variable is not reliable.

Multiple Regression Analysis

Sugiyono (2019:277) proposed multiple linear regression analysis used to make predictions, how the value of a variable changes dependent if the value of the independent variable is increased or decreased. This analysis is used by involving two or more independent variables. between the dependent variable (Y) and the independent variables (X 1 , and X 2), This method is used to determine the strength of the influence between several factors. independent variables simultaneously with the dependent variable

$$\mu_{Y/X_1, X_2, \ldots, X_n} = A + B_1X_1 + B_2X_2 + \ldots + B_nX_n$$

technique used in this study was multiple linear regression. The analysis was conducted computerized using the computer program Statistical Product and Service Solutions (SPSS) Version 29 for Windows .

Hypothesis

The calculations or analysis in this study utilize the SPSS computer program for Windows 2 9. The test statistics used are:

F test

The F test statistic is used to determine simultaneously (multiple) the influence between Training (X) and Work Equipment (Y) on Employee Performance. (Y) , with the test decision being: 1) H o is accepted if F count < F table, 2) H o is rejected if F count > F table .

t-test

To determine the influence of the independent variable individually (partially) on the dependent variable, the decision is to use a partial test (t-test) with the test decision being: 1) H0 is accepted if t count < t table, 2) H o is rejected if t count > t table, 1) Then to find out the magnitude of the influence, use the partial determination coefficient (r2) . If the r 2 for each independent variable is greater , the greater its contribution to the dependent variable and if there is a dependent variable with the largest r 2 number, the smallest probability and the highest calculated r , then the dependent variable has a large relationship to the independent variable .

F test

The F test is used to determine whether there is a simultaneous influence between the independent variables on the dependent variable. The F test formula according to Sugiyono (2019:190) is as follows:

$$F = \frac{R^2 / k}{(1-R^2) / (n-k-1)}$$

Information:

F = F value (F count)
R2 = Multiple correlation coefficient
K = Number of independent variables
n = Sample size

The basis for making the decision is as follows: 1) If F count < F table , then H 0 is accepted, 1) If F count > F table , then H0 is rejected .

Coefficient of Determination

The definition of the coefficient of determination according to Andi Supangat (2018:350) is: " The coefficient of determination is a quantity to show the level of strength of the relationship between two or more variables in the form of a percentage (showing how much percentage of the diversity of y can be explained by the diversity of x), or in other words how much x can contribute to y."

Mudrajad Kuncoro (2021:100) states that the coefficient essentially measures the model's ability to explain variation in the dependent variable. The coefficient of determination is between zero (0) and one (1). A small r2 value indicates that the independent variables' ability to explain variation is very limited. A value close to one indicates that the independent variables provide almost all the information needed to predict variation in the dependent variable.

The magnitude of the relationship between the variables “X 1 ” and “X 2 ” with the variable “Y” can be determined by using the coefficient of determination analysis, which is obtained by squaring the correlation coefficient. Based on the definition above, the coefficient of determination is part of the total diversity of the dependent variable that can be calculated by the diversity of the independent variable calculated with the coefficient of determination with the basic assumption that other factors outside the variable are considered fixed or constant. To determine the value of the coefficient of determination, it can be calculated using the formula:

$$K_d = r^2 \times 100\%$$

Information:

Kd = Value of coefficient of determination

r = Correlation coefficient value.

RESULTS AND DISCUSSION

The quantitative data that has been compiled, through the distribution of questionnaires or surveys that the researcher has conducted, becomes the average value of variable X 1 (Training), variable X 2 (Work Equipment) and variable Y (Employee Performance Employee Performance Employee Performance Employee Performance Employee Performance Employee Performance Employee Performance Employee Performance and analyzed using parametric statistics with the program SPSS Release 29.00 For Windows , namely to find out whether each variable studied has a positive influence on work motivation or vice versa. The data was analyzed using the regression analysis command (option) found on the SPSS main menu . The values in each SPSS output are described as follows:

Multiple Linear Regression Test

Coefficients [a]						
Model		**Unstandardized Coefficients**		**Standardized Coefficients**	**t**	**Sig.**
		B	Std. Error	Beta		
1	(Constant)	13,338	2,195		6,078	,000
	Training (X1)	,250	,045	,325	5,603	,000
	Work equipment (X2)	,559	,049	,666	11,497	,000
a. Dependent Variable: Performance (Y)						

Based on the SPSS output results in the coefficients table in above, it can be identified that the multiple linear regression equation is as follows:

$$Y = 13{,}338 + 0.250\ X_1 + 0.559\ X_2$$

The intercept constant value of 13.338 states that if the Training variable (X 1), the Work Equipment variable (X 2) increases by 1 unit, then the Employee Performance variable (Y) will increase by 13.338 .

The regression coefficient value of the Training variable (X1) against the Employee Performance variable (Y) is 0.250 . This means that if the Training variable (X1) increases by 1 unit , it will increase the Employee Performance variable (Y) by 0.250 , assuming the Training variable (X1) is considered constant.

The regression coefficient value of the Work Equipment variable (X2) against the Employee Performance variable (Y) is 0.559 . This means that if the Work Equipment variable (X2) increases by 1 unit , it will increase the Employee Performance variable (Y) by 0.559 , assuming the Work Equipment variable (X2) is considered constant .

The Effect of Training (X 1) on Employee Performance (Y)) .

calculated t value for variable X1 (Training) is 5.603 , while the t table value for N = 92 is 1.986 . So 5.603 > 1.986 , it can be concluded that partially the Training variable (X1) has an effect on Employee Performance (Y) .

The Influence of Work Equipment (X 2) on Employee Performance (Y) .

calculated t value for variable X2 (Work Discipline) is 11.497 , while the t table value for N = 92 is 1.986 . So 11.497 > 1.986 , it can be concluded that partially the work equipment variable (X2) has an effect on employee performance (Y).

F test

From the results of the ANOVA test or f count, the calculated f value is 190.541 which is greater than the f table value for N = 92 of 2.70 or 190.541 > 2.70 with a significant level of 0.000 because 0.000 < 0.05, it can be said that the Training variable (X1) and the Work Equipment variable (X2) jointly influence the Employee Performance variable (Y) .

Coefficient of Determination

Based on the Model Summary table, the R Square value is 0.811 , meaning that training and work equipment have an influence of 81.1 % on employee performance, while the remaining 18.9 % is influenced by other factors not examined by the author in this study .

CONCLUSION

Training (X1) has a positive and significant effect on employee performance (Y) . This is proven by the results of the t-test which shows a calculated t- value of 5.603. greater than the t table of 1.986 at a significance level of 5% .

Work Equipment (X2) has a positive and significant effect on employee performance (Y). The t-test results show a calculated t value of 11.497 which is greater than the t-table of 1.986.

There is an influence of Training and Work Equipment jointly on employee performance . This is proven through the F test with a calculated F value of 190.541 which is greater than the F table of 2.70 , and a significance level of 0.000 < 0.05.

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