DIJEFA: Dinasti International Journal of Economics, Finance & Accounting
E-ISSN: 2721-303X
P-ISSN: 2721-3021
https://dinastipub.org/DIJEFA dinasti.info@gmail.com +62 811 7404 455

DOI: https://doi.org/10.38035/dijefa.v6i2.4222
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Received: 17 February 2025 | **Revised:** 03 April 2025 | **Accepted:** 18 April 2025

The Influence of Training and Work Discipline on Employee Performance at PT. Paraduta Servis Indonesia

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Abstract: This study aims to analyze the effect of training and work discipline on employee performance at PT. Paraduta Servis Indonesia. Quality human resources are the main factor in the success of a company, so good training and implementation of work discipline are needed to improve employee performance. The research method used is quantitative research with an associative approach. The sample of this study was all employees of PT. Paraduta Servis Indonesia, totaling 45 people, with a saturated sample technique. Data collection was carried out through questionnaires distributed to respondents. The data obtained were analyzed using simple linear regression and hypothesis testing with the help of SPSS software version 26. The results of the study showed that work training and work discipline had a significant effect on employee performance. Training provided systematically improves employee skills and knowledge, while good work discipline reflects employee responsibility in carrying out their duties. The findings of this study are expected to contribute to companies in designing training strategies and managing work discipline to improve employee performance. In addition, this study can also be a reference for further research in the field of human resource management.

Keywords: Work Training, Work Discipline, Employee Performance, Human Resource Management.

INTRODUCTION

Human resources are one of the most important factors for a company. The importance of human resources is seen from the ability and of a company to develop, which is very dependent on the ability of human resources to utilize existing resources in the company to carry out work tasks within a framework that is directed towards organizational development. A good organization is an organization that strives to improve the capabilities of its human resources.

In achieving the goal of good human resources, it is very dependent on the ability of human resources to undergo training provided by the company. The company's efforts to improve its performance must have work discipline. Every company definitely wants to be the best in its field or among its competitors, because with that the company will get recognition

from various parties, the factor that can influence the achievement of these goals is good employee performance. Encourage employees to meet the development of the quality of their human resources, because by increasing the quality of human resources, the company will benefit greatly.

Employee performance is a very important factor in supporting business success. High performance will greatly affect the company and employees, especially for their welfare. Performance can also reflect a very good work ethic for employees, as well as a good mental attitude. The right way to improve employee performance is through employee development with performance factors.

PT PARADUTA SERVIS INDONESIA was established on August 3, 2015. The company offers a variety of security services such as guard services, executive events & security, security consulting services, security training and education, dog services (canin service), modern security devices & technology, transit of money & valuables, and information services.

Training and development are often heard in the world of work in companies, organizations, institutions, or even in health institutions. It can be assumed that training and development are very important for workers to work more masterfully and better at the jobs they hold or will hold in the future. The business environment that is currently growing and developing requires management that can accommodate every change that occurs effectively and efficiently. The survival and growth of the company is not only determined by the success in managing the finances of the human resources owned by the company. The intended human resource management is that the company must be able to unite the perceptions or perspectives of employees and company leaders in order to achieve company goals and improve company performance. One common way for companies to unite perceptions is through job training.

Everyone has their own abilities, but the abilities they have may not be in accordance with the specifications sought and needed by the company, therefore it is important for the company to carry out training so that employees know what should be done and how to do it. Mangkuprawira and Hubeis (in Hamali, 2016) stated that training for employees is a process of teaching certain knowledge and skills as well as attitudes so that employees become more skilled and able to carry out their responsibilities better, in accordance with work standards.

Meanwhile, discipline in an organization is no less important in influencing employee performance. Because discipline is an action used by superiors to communicate with employees so that they are willing to change a behavior and as an effort to increase employee awareness and willingness to obey applicable social norms, therefore discipline is often interpreted as a factor in changing someone for the better.

The success and performance of a person in a field of work is largely determined by the level of discipline, the influence of training and employee performance in the field they are engaged in. As something that is positively related to performance.

There are factors that affect employee performance at PT Paraduta Servis Indonesia such as job training that can improve employee abilities and skills. Training itself is a process of self-development for employees so that they can work more skillfully and improve employee knowledge and expertise. The implementation of training must of course be carried out consistently by the company, in its implementation it must also be adjusted to the needs of each type of employee's work and supported by the employee's ability to follow a series of training processes carried out. The achievement of organizational goals depends on the good and bad performance of employees, for that the company must be able to pay attention to employees, direct, and motivate to improve employee performance. Employees who have good

performance will be able to carry out work according to the tasks assigned to them, understand the company's targets, be able to overcome difficulties faced in carrying out their duties, and employee discipline to the company to trigger work enthusiasm and increase employee job satisfaction.

Based on initial observations, the performance of PT. Paraduta Servis Indonesia employees is suspected of still having several problems. The results of the observations can be seen as follows:

Table 1. Performance Assessment Of Security Officer P3srs Menara Kuningan In 2022-2024

No	Indicators	Tahun		
		2022	2023	2024
1	Quality of Work	86,7	86,9	89,3
2	Quantity of Work	81,8	81,6	84,9
3	Presence	96,9	96,1	95
4	Initiative	88,7	86,2	89,7
5	Leadership	82,8	87,3	84,4
Average		**87,38**	**87,62**	**88,66**
Category		**C**	**C**	**C**

Work Implementation Assessment Standards

Score	Category
> 100	Very Good
100	Good
81-99	Enough
61-80	Less
< 60	Very Less

Source: PT. PARADUTA SERVIS INDONESIA

Based on the data above, it shows that employee performance in 2024 is good, this is because the employee performance value is 88.66 in the 2024 period and in 2022 employee performance decreased to 87.38. Therefore, the company is required to always improve employee performance, so that the company can always grow. Many factors affect the performance of an employee, including training and work discipline.

Table 2. Percentage of Attendance at PT. Paraduta Servis Indonesia 2022-2024

Month	Number Of Employees	Employee Absence			Number Of Years	Employee Absence	Number Of Late Employees
		Sick	Permission	Alpha			
JANUARY	45	-	1	-	1	44	-
FEBRUARY	45	1	2	-	3	42	-

MARCH	45	-	-	-	0	45	-
APRIL	45	2	-	-	2	43	-
MAY	45	2	2	1	5	40	-
JUNE	45	1	3	-	4	41	-
JULY	45	-	-	1	1	44	-
AUGUST	45	3	2	1	6	39	-
SEPTEMBER	45	-	-	-	0	45	-
OCTOBER	45	2	1	-	3	42	-
NOVEMBER	45	1	-	-	1	44	-
DECEMBER	45	-	1	-	1	44	-
TOTAL	**45**	**12**	**12**	**3**	**27**	**513**	**0**

Source: PT. PARADUTA SERVIS INDONESIA

Based on Table 2 with a total number of employees of 45 people, there are several variations in the percentage of employee attendance of PT. Paraduta Servis Indonesia from January to December. shows that the highest percentage occurred in March with full attendance of 45 employees, without any absence due to illness, leave, or absent. And the most significant decrease was seen in May, where the number of employees present was only 40 people, caused by 5 employees who were sick and had leave. Overall, from January to December, the total days of absence reached 27 days, with the largest contribution from leave of 12 days. This shows a small fluctuation in the attendance rate, but in general the attendance rate is still high and stable. Employee attendance continues to show a good level of commitment during the period.

The company expects employee attendance to reach 100%. Based on the description above, the researcher is interested in conducting a study entitled "THE EFFECT OF TRAINING AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE OF PT. PARADUTA SERVIS INDONESIA".

Based on the background above, this study aims to: (1) To find out whether work training has an effect on employee performance at PT. Paraduta Servis Indonesia. (2) To find out whether work discipline has an effect on employee job satisfaction at PT. Paraduta Servis Indonesia Indonesia. (3) To find out whether work training and discipline together have an effect on employee performance at PT. Paraduta Servis Indonesia.

METHODS

Research design is the entire process required in planning and implementing research, including a detailed explanation of the type of research design that contains the procedures needed to obtain and process information to solve problems (Nazir, 2003). This type of research design depends on the level of analysis planned by the researcher on the data collected. Based on its type, research can be grouped into descriptive, associative, and narrative research. Descriptive research aims to determine the value of an independent variable without comparing it with other variables. Associative research, on the other hand, focuses on the relationship between two or more variables, while narrative research collects and analyzes individual stories to understand their experiences and perspectives.

Research methods are procedures used to collect data in a planned and scientific manner. Three common methods in research are quantitative, qualitative, and combination (mixed methods). Quantitative research collects data in the form of numbers, while qualitative research collects data in the form of words, pictures, and schemes. Combination research combines both methods to gain a more comprehensive understanding. This research uses quantitative methods with associative design to analyze the influence and relationship between two or more variables.

Data sources in research are very important in determining the right data collection method. Data sources are divided into primary and secondary data. Primary data is obtained directly from the source, such as direct interviews or questionnaires filled out by respondents, while secondary data comes from third parties or documentation, such as research reports or books. This study uses primary data through questionnaires distributed to employees of PT Paraduta Servis Indonesia, as well as secondary data from relevant books and articles. The study was conducted at PT Paraduta Servis Indonesia, South Jakarta, for three months from October to December 2024.

The population of this study consisted of all 45 employees of PT Paraduta Servis Indonesia. Because the population is less than 100, the study used a saturated sample method, which covers the entire population. The data collection method used was a questionnaire distributed directly to employees, with closed questions that provide respondents with certain answer choices.

In data analysis, the researcher used the SPSS program to test the hypothesis. First, a data quality test was carried out, which included validity and reliability tests. The validity test measures the accuracy of the instrument in measuring the intended object, while the reliability test ensures that the instrument used is consistent. Furthermore, a classical assumption test was carried out, including normality, multicollinearity, and heteroscedasticity tests. The normality test ensures that the residual data follows a normal distribution, the multicollinearity test checks for correlation between independent variables, and the heteroscedasticity test checks for inequality of residual variances. After the classical assumption test, a simple linear regression analysis was conducted to test the influence between the variables in this study. Correlation coefficient analysis is used to measure how strong the relationship is between the independent and dependent variables, with the interpretation of the correlation value that has been set. To test the hypothesis, the t-test is used to test the influence of the independent variable on the dependent partially, and the F-test to test the influence of the independent variables simultaneously.

RESULTS AND DISCUSSION

Results

Respondent Overview

Based on gender, there are more male respondents than female respondents, female respondents are 44.4% or 20 respondents, while male respondents are 55.6% or 25 respondents.

Based on the length of service, it can be seen that respondents are divided into 4 groups of length of service, namely the first group with a length of service of <1 year of 17.8% or 8 respondents, the second group with a length of service of 2-5 years of 46.7% or 21 respondents and the third group with a length of service of 5-10 years of 28.9% or 13 respondents and the fourth group with a length of service of >10 years of 6.7% or 3 respondents.

Data instrument test
Validity Test

Table 3. Employee Performance Instrument Validity Test (Y)

Instrument	r count	r table	Information
1	0,914	0,294	Valid
2	0,914	0,294	Valid
3	0,719	0,294	Valid
4	0,864	0,294	Valid
5	0,897	0,294	Valid
6	0,893	0,294	Valid
7	0,807	0,294	Valid
8	0,851	0,294	Valid
9	0,875	0,294	Valid
10	0.880	0,294	Valid
11	0,889	0,294	Valid
12	0,745	0,294	Valid
13	0,857	0,294	Valid
14	0,898	0,294	Valid
15	0,913	0,294	Valid
16	0,845	0,294	Valid
17	0,800	0,294	Valid
18	0,875	0,294	Valid
19	0,854	0,294	Valid
20	0,842	0,294	Valid
21	0,837	0,294	Valid
22	0.892	0,294	Valid

Source: SPSS Data Processing Results

Seeing the results of the table above by comparing r count with r table of 0.2940, the results obtained are that all employee performance statements are valid because all r count items are greater than r table.

Table 4. Validity Test of Employee Job Training Instrument (X1)

Instrument	r count	r table	Information
1	0,942	0,294	Valid
2	0,910	0,294	Valid
3	0,777	0,294	Valid
4	0,712	0,294	Valid
5	0,857	0,294	Valid
6	0,859	0,294	Valid
7	0,860	0,294	Valid
8	0,862	0,294	Valid
9	0,807	0,294	Valid
10	0.874	0,294	Valid
11	0,840	0,294	Valid

12	0,814	0,294	Valid
13	0,906	0,294	Valid
14	0,826	0,294	Valid
15	0,874	0,294	Valid
16	0,830	0,294	Valid
17	0,843	0,294	Valid
18	0,872	0,294	Valid
19	0,838	0,294	Valid
20	0,856	0,294	Valid
21	0,871	0,294	Valid
22	0,808	0,294	Valid
23	0.878	0,294	Valid
24	0,898	0,294	Valid

Source: SPSS Data Processing Results

Seeing the results of the table above by comparing r count with r table of 0.2940, the results obtained are that all employee work training statements are valid because all r count items are greater than r table.

Table 5. Employee Work Discipline Instrument Validity Test (X2)

Instrument	r count	r table	Information
1	0,887	0,294	Valid
2	0,599	0,294	Valid
3	0,811	0,294	Valid
4	0,802	0,294	Valid
5	0,872	0,294	Valid
6	0,832	0,294	Valid
7	0,871	0,294	Valid
8	0,877	0,294	Valid
9	0,851	0,294	Valid
10	0,838	0,294	Valid
11	0,849	0,294	Valid
12	0,892	0,294	Valid
13	0,824	0,294	Valid
14	0,874	0,294	Valid
15	0,869	0,294	Valid
16	0,864	0,294	Valid
17	0,932	0,294	Valid
18	0,904	0,294	Valid

Source: SPSS Data Processing Results

Seeing the results of the table above by comparing r count with r table of 0.2940, the results obtained are that all employee work discipline statements are valid because all r count items are greater than r table.

Reliability Test

Table 6. Reliability Test Results

Variable	Cronbach's alpha	Limitation	Description
Job training	983	0,600	Reliable
Work discipline	976	0,600	Reliable

Employee performance	983	0,600	Reliable

Source: SPSS Data Processing Results

Based on the table results, it shows that each independent and dependent variable is declared reliable because it has a Cronbach's Alpha value of more than 0.600, which means that the results can be accepted with a good value.

Classical Assumption Test

Normality Test Results

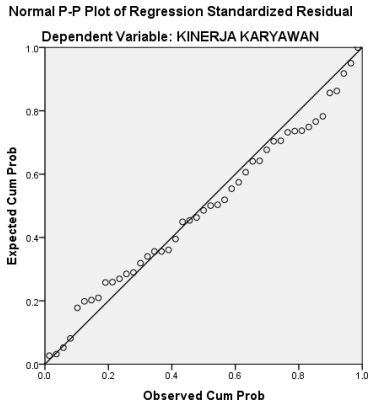


Figure 1. Normal Probability Plots
Source: SPSS Data Processing Results

The image shows that the points on the P-P Plot graph are spread around the diagonal and the data distribution on the histogram graph approaches the normal line. Therefore, it can be concluded that the data in this study has a normally distributed regression model.

Normality Test Results

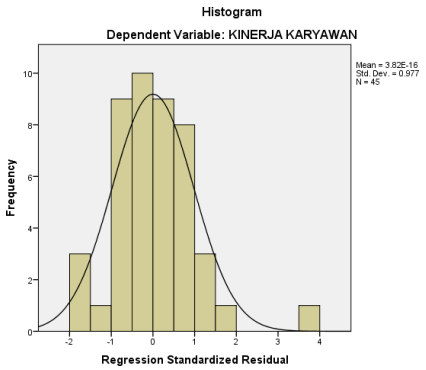


Figure 2. Histogram Graph

Based on the normality test as seen in the histogram graph, the employee performance histogram has a balanced graph because the lines on the diagram show a balanced curve shape. So it can be stated as normally distributed.

Heteroscedasticity Test

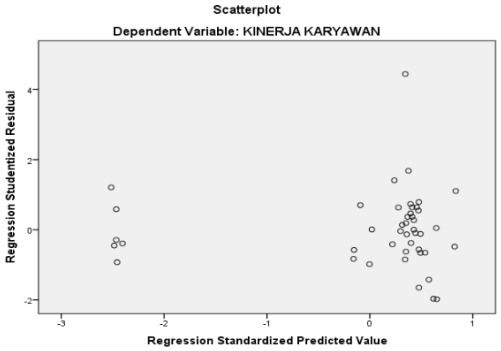


Figure 3. Heteroscedasticity Test Results
Source: SPSS Data Processing Results

From the image above, it can be seen that the points on the graph are randomly distributed and do not form a clear pattern and are spread both above and below the number 0 on the Y axis. This shows that the variables in this study do not experience heteroscedasticity problems.

Multicollinearity Test

Table 7. Multicollinearity Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.011	2.325		.005	.996		
	WORK TRAINING	.177	.079	.186	2.233	.031	.091	10.966
	WORK DISCIPLINE	.985	.102	.808	9.689	.000	.091	10.966

a. Dependent Variable: EMPLOYEE PERFORMANCE

Source: SPSS Data Processing Results

From the table, it can be seen that there is multicollinearity or a relationship between the independent variables and the free variables and the dependent variables or bound variables in this study. This is reflected in the tolerance value of the training variable of 0.091 and the tolerance value of the discipline variable of 0.091.

Based on the two independent variables that have a Variance Inflation Factor (VIF) value above 10, namely 10.966 for the work training variable and 10.966 for the work discipline variable. This means that there is high multicollinearity among the independent variables in the regression model. This means that there is a strong linear relationship between the independent variables, which can cause problems in regression analysis because it increases the variability of the regression coefficient estimates.

Data Analysis Method
Multiple Linear Analysis

Table 8. Multiple Linear Analysis

Coefficients[a]								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.011	2.325		.005	.996		
	WORK TRAINING	.177	.079	.186	2.233	.031	.091	10.966
	WORK DISCIPLINE	.985	.102	.808	9.689	.000	.091	10.966

a. Dependent Variable: EMPLOYEE PERFORMANCE

From the table results, the following regression equation is obtained:

$$Y = 011 + 177 + 985$$

From the results of the regression analysis of the variables Job Training (X1), Work Discipline (X2), Employee Performance (Y) based on the calculation can be explained as follows:

1. α = constant of 011 states that if the increase in the variables Job Training (X1) and Work Discipline (X2) (X1 = 0, X2 = 0) or maintained constant then Employee Performance (Y) is worth 011.
2. β1 = 177 is the regression coefficient value of the Job Training variable which has a positive value or a one-way relationship. This means that if Job Training increases by one unit, Employee Performance will also increase by 177.
3. β2 = 985 is the regression coefficient value of the Work Discipline variable which has a positive value or a one-way relationship. This means that if Work Discipline increases by one unit, then Employee Performance will also increase by 985.

Determination Coefficient Test (R2)

Table 9. Results of Determination Coefficient Test

Model Summary[b]					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.987[a]	.973	.972	3.74283	2.434

a. Predictors: (Constant), WORK DISCIPLINE, WORK TRAINING

b. Dependent Variable: EMPLOYEE PERFORMANCE

Based on the table above, it can be seen that the magnitude of the influence of work training and work discipline on employee performance is 0.973 or 97.3%. This indicates that the magnitude of the influence of work training and work discipline on employee performance is 97.3% while the remaining 2.7% is influenced by other variables not included in this study, such as work training, work discipline and other variables.

Partial Significance Test (t-Test)

Table 10. t-Test Results

Coefficients[a]					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	.011	2.325		.005	.996
WORK TRAINING	.177	.079	.186	2.233	.031
WORK DISCIPLINE	.985	.102	.808	9.689	.000

a. Dependent Variable: EMPLOYEE PERFORM NCE

Source: SPSS Data Processing Results

Based on the Partial Test Results (t-Test) in the table above, the following conclusions can be drawn:

a) The Effect of Job Training (X1) on Employee Performance

From the results of the t-test calculation above, it can be seen that t count> t table (2.233> 2.018) with a significant value of the Job Training variable (X1) of 0.031 more than 0.05 or 5% (0.031 <0.05). So it can be concluded that Ho is rejected and Ha is accepted, meaning that the job training variable (X1) has a positive and significant effect on employee performance.

b) The Effect of Work Discipline (X2) on Employee Performance

From the results of the t-test calculation above, it can be seen that t count> t table (9.689> 2.018) with a significant value of the Work Discipline variable (X2) of 0.000 more than 0.05 or 5% (0.000 <0.05). So it can be concluded that Ho is rejected and Ha is accepted, meaning that the work discipline variable (X2) has a positive and significant effect on employee performance.

Simultaneous Test (F Test)

Table 11. F test results

ANOV[a]					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	21524.830	2	10762.415	768.260	.000[b]
Residual	588.370	42	14.009		
Total	22113.200	44			

a. Dependent Variable: EMPLOY E I RFORMANC E

b. Predictors: (Constant), WORK DIS(IPLINE, WOR K TRAIN NG

Source: SPSS Output

Based on the results of the F test calculation, it is known that the calculated F value (768,260) > F table (3.22), with a significant value of 0.000 which is smaller than 0.05. Thus, it can be concluded that Ho is rejected and Ha is accepted. In conclusion, the variables of Job training (X1) and Work discipline (X2) together (simultaneously) have a positive and significant influence on employee performance.

Discussion

The discussion in this study is about the influence of independent variables, namely Job Training and Work Discipline on the Dependent Variable, namely Employee Performance.

1. The Effect of Job Training (X1) on Employee Performance (Y)

Job training is a process of improving the skills, knowledge, and work attitudes of employees or prospective workers to be more competent in carrying out their duties. In this study, it can be concluded that Job training has a positive and significant effect on employee performance at PT. Paraduta Servis Indonesia.

2. The Influence of Work Discipline (X2) on Employee Performance (Y)

Work discipline is an employee's awareness to comply with the regulations in force in the agency in carrying out their duties, and avoiding violations because it can be detrimental to themselves. From this study, it can be concluded that work discipline has a positive and significant effect on employee performance at PT. Paraduta Servis Indonesia.

3. The Influence of Work Training (X1) and Work Discipline (X2) on Employee Performance (Y)

Employee performance is the result or achievement of an employee's work in accordance with the targets that have been set, including the implementation of tasks and responsibilities in carrying out their work. In this study, it can be concluded that work discipline and work motivation have a positive and significant effect on employee performance at PT Paraduta Servis Indonesia. It can be said that the company requires a high level of work training and employee work discipline to get good performance from employees to support the development of the company and support the achievement of company goals.

CONCLUSION

Based on the research results, it can be concluded as follows.

Job Training has a positive and significant effect on employee performance at PT Paraduta Servis Indonesia. This is proven by the t-test, where the calculated t (2.233) is greater than the t table (2.018) and a significance value of 0.031 <0.05, which means Ho is rejected and Ha is accepted.

Work Discipline also has a positive and significant effect on employee performance. The t-test shows that the calculated t (9.689) is greater than the t table (2.018) with a significance value of 0.000 <0.05, which means Ho is rejected and Ha is accepted.

Job Training and Work Discipline together have a positive and significant effect on employee performance. The F-test shows that the calculated F (768.260) is greater than the F table (3.22) with a significance value of 0.000 <0.05, which means Ho is rejected and Ha is accepted.

This conclusion shows that both factors, job training and work discipline, have a significant influence on employee performance in the company.

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