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The Effect of Training and Work Discipline on Employee Work Productivity at PT Surya Toto Indonesia

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Abstract: This study aims to examine and analyze the influence of training and work discipline on work productivity.The method in collecting data in this study was conducted by distributing questionnaires to 89 employees of PT. Surya Toto Indonesia. The research method used is quantitative method which is associative by using primary data.The result of study indicate that training has a positive and significant effect on work productivity with t count values of 3.053 > 1.98 and significant 0,003 < 0,05, work discipline has a positive and significant effect on work productivity with a value of t count of 3.466 > 1.98 and significant 0,001 < 0,05. Together training and work discipline have a positive and significant effect on work productivity with an F value of 24.997 > 3.10 and a significant value 0,000 < 0,05.

Keywords: Training, Work Discipline and Work Productivity.

INTRODUCTION

Rapid technological advances in the era of globalization require companies to have quality Human Resources (HR), who have the knowledge, abilities, and skills to compete both nationally and internationally. Effective utilization of HR can support sustainable economic growth. The challenge faced by companies is to create HR that can work optimally.

Productivity is an important indicator in measuring employee performance. According to Kandou (2016), company productivity will increase if there is a good relationship between leaders and employees, which will have an impact on increasing employee productivity and, in turn, company productivity.

At PT. Surya Toto Indonesia Tbk, work productivity tends to be low (below target), with problems in production results, time efficiency, processing costs, attendance records, and employee skills. Low HR is the main cause of low productivity. Failure to achieve targets in terms of quantity, quality, and time indicates that the company's productivity has not been maximized. In the last five years, employee productivity has fluctuated. Given the breadth of the work network and tight competition, increasing work productivity is essential for employees to develop and compete.

Based on initial observations, employee work productivity has decreased due to lack of consistency. The following is a presentation table of employee production target achievement at PT. Surya Toto Indonesia Tbk. from 2019 to 2023.:

Table 1. Employee Work Productivity

Tahun	Target	Pencapaian Produktivitas
2019	30,000 pcs	28,000 pcs
2020	35,000 pcs	32,500 pcs
2021	40,000 pcs	36,000 pcs
2022	45,000 pcs	42,500 pcs
2023	50,000 pcs	49,000 pcs

Table 1 shows that the level of employee production targets of PT. Surya Toto Indonesia Tbk. from 2019 to 2023 has not been achieved satisfactorily, as seen from the decline in the achievement of production targets each year. This affects the planned achievement. Factors that are thought to influence work productivity are training and work discipline.

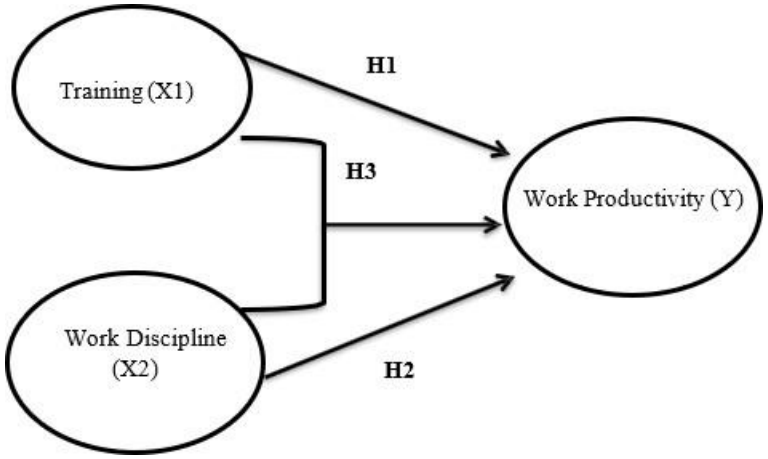
Djajadi (2020) defines training as systematic and organized instructions that are short-term in nature, while Bedjo Siswanto (2020) defines training as comprehensive education and training management. Training aims to improve employee skills and knowledge, so that they can increase their work productivity. Safitri Indriyani (2016) states that training has a positive and significant effect on work productivity, because trained employees can compete in cultures and competitions outside the company.

Discipline is also an important factor in increasing work productivity. Good work discipline creates order that facilitates the completion of tasks, as well as creating a calm and pleasant work environment. Safitri Indriyani (2016) and Mardjan Dunggio (2016) showed that work discipline has a positive and significant effect on work productivity, which means that the higher the employee discipline, the higher the productivity.

In addition to training and work discipline, other factors that affect productivity are compensation and motivation. Adequate compensation can increase productivity because employees feel appreciated. Motivation also plays an important role in encouraging employees to complete their work optimally. However, this study only focuses on the variables of training, work discipline, and productivity. The author is interested in conducting a study entitled "The Effect of Training and Work Discipline on Work Productivity at PT Surya Toto Indonesia."

Based on the background above, the researcher has objectives to be achieved in this study, namely: (1) To determine and analyze the effect of training on employee work productivity at PT Surya Toto Indonesia. (2) To determine and analyze the effect of work discipline on employee work productivity at PT Surya Toto Indonesia. (3) To determine and analyze the effect of training and work discipline together on employee work productivity at PT Surya Toto Indonesia.

Framework of Thinking



Description:
X_1 = Independent variable training
X_2 = Independent variable work discipline
Y = Independent variable work productivity
H_1= Hypothesis training variable affects work productivity H2= Hypothesis work discipline variable affects work productivity H3 = Hypothesis training and work discipline variables affect work productivity.

Hypothesis

a. There is an effect of training on work productivity at PT. Surya Toto Indonesia.
b. There is an effect of work discipline on work productivity at PT Surya Toto Indonesia.
c. There is an effect of training and work discipline together on work productivity at PT Surya Toto Indonesia.

METHODS

The research method is a scientific way used to obtain data for a specific purpose (Sugiyono, 2014). This study uses a quantitative method, which according to Creswell (2016) involves collecting data from individual answers to a number of questions to determine the percentage of their opinions. The quantitative approach was chosen to measure data through scientific calculations based on samples to answer the questions asked.

This research was conducted with systematic and objective procedures, continuously, and through structured steps. In addition, this research was also carried out efficiently and usefully. The types of research that exist include qualitative, quantitative, experimental, and mixed research.

In this study, the data used is primary data, which is obtained directly from respondents through questionnaires distributed to employees of PT. Surya Toto Indonesia Tbk. This data is used to collect information according to the opinions of respondents. The research was conducted at PT. Surya Toto Indonesia Tbk, located on Jalan MH Thamrin KM 7, Pakulonan, North Serpong, Tangerang, Banten, and in the company's warehouse located on Jalan Daan Mogot Rd No.18, Poris Gaga Baru, Batuceper, Tangerang City, Banten. The study began in August 2024 and is planned to be completed in January 2025.

The population in this study consisted of 840 employees of PT. Surya Toto Indonesia Tbk (Arikunto, 2013; Sugiyono, 2014). The sample was determined using the Slovin formula, which resulted in 89 employees. The sampling technique used probability sampling, where each member of the population has an equal chance of being selected.

The data collection methods used were questionnaires and documentation. Questionnaires were used to obtain data efficiently, especially because the number of respondents was large and spread across various regions. Documentation was used to collect written data, such as the company's financial statements, which can be accessed from official sources. Data analysis was performed using SPSS version 22, with associative hypothesis testing to test the relationship between variables. Validity and reliability tests were conducted to ensure that the instruments used were valid and reliable (Sugiyono, 2013). Furthermore, the classical assumption test was conducted to test for heteroscedasticity, multicollinearity, and normality in the data obtained. The heteroscedasticity test was used to determine the inequality of residual variance, while the multicollinearity test was used to examine the correlation between independent variables. The normality test was used to ensure that the data used in the regression model had a normal distribution (Ghozali, 2009). Multiple linear regression analysis was conducted to determine the effect of several independent variables on the dependent variable. The coefficient of determination (R2) test was used to measure how well the independent variables explain the variation in the dependent variable (Ghozali, 2011). Hypothesis testing was conducted through a partial test (t-test) to test the effect of each independent variable on the dependent variable, and a simultaneous test (F-test) was used to test the joint effect between independent variables on the dependent variable.

RESULTS AND DISCUSSION

Results

Data Collection Results

Respondent Overview

Based on Gender, it can be seen above that female respondents are more than male respondents, female respondents are 53% or 47 respondents, while male respondents are 47% or 42 respondents.

Based on Respondent Age, it can be seen that there are 4 age groups where the first group is 18-25 years old, 26% or 23 respondents, the second group is 26-30 years old, 29% or 26 respondents, the third group is 31-40 years old, 26% or 23 respondents and finally the fourth group is > 40 years old, 19% or 17 respondents.

Based on Education Level, it shows that respondents with high school education are 42% or 37 respondents, those with D3 education are 13% or 12 respondents, those with S1 education are 36% or 32 respondents and those with S2 education are 9% or 8 respondents.

Data Instrument Test

Table 2. Training Instrument Validity Test (X_1)

Question Item	Calculate r value	Table r Value	Information
Instrument 1	0,629	0,208	Valid
Instrument 2	0,523	0,208	Valid
Instrument 3	0,514	0,208	Valid

Instrument 4	0,421	0,208	Valid
Instrument 5	0,642	0,208	Valid
Instrument 6	0,486	0,208	Valid
Instrument 7	0,589	0,208	Valid
Instrument 8	0,734	0,208	Valid
Instrument 9	0,566	0,208	Valid
Instrument 10	0,584	0,208	Valid

Source: SPSS 22 Data Processing Results

Seeing the results of table 2 by comparing r count with r table of 0.208, the results obtained are that all Training statements are valid because all r count items are greater than r table.

Table 3. Validity Test of Work Discipline Instrument (X_2)

Question Item	Calculate r value	Table r Value	Information
Instrument 1	0,520	0,208	Valid
Instrument 2	0,556	0,208	Valid
Instrument 3	0,381	0,208	Valid
Instrument 4	0,411	0,208	Valid
Instrument 5	0,722	0,208	Valid
Instrument 6	0,684	0,208	Valid
Instrument 7	0,623	0,208	Valid
Instrument 8	0,583	0,208	Valid
Instrument 9	0,466	0,208	Valid
Instrument 10	0,478	0,208	Valid

Source: SPSS 22 Data Processing Results

Seeing the results of table 3 by comparing r count with r table of 0.208, the results obtained are that all Work Discipline statements are valid because all r count items are greater than r table.

Table 4. Validity Test of Work Productivity Instrument (Y)

Question Item	Calculate r Value	Table r Value	Information
Instrument 1	0,342	0,208	Valid
Instrument 2	0,639	0,208	Valid
Instrument 3	0,426	0,208	Valid
Instrument 4	0,491	0,208	Valid
Instrument 5	0,587	0,208	Valid

Instrument 6	0,574	0,208	Valid
Instrument 7	0,645	0,208	Valid
Instrument 8	0,530	0,208	Valid
Instrument 9	0,659	0,208	Valid
Instrument 10	0,578	0,208	Valid

Source: SPSS 22 Data Processing Results

Seeing the results of table 4. by comparing r count with r table of 0.208, the results obtained are that all Work Productivity statements are valid because all r count items are greater than r table.

Reliability Test

Table 5. Reliability Test Results

Variables	Cronbach‟s Alpha	Limitation	Description
Training	0,769	0,600	Reliable
Work Discipline	0,738	0,600	Reliable
Work Productivity	0,730	0,600	Reliable

Source: SPSS Data Processing Results

Based on the results of table 5. 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
Multicollinearity Test

Table 6. Multicollinearity Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
	B	Std. Error	Beta	Tolerance	VIF
(Constant)	13.512	3.992			
Work Discipline Training	.330	.108	.321	.670	1.493
Work Discipline Training	.337	.097	.364	.670	1.493

Source: SPSS Data Processing Results

Dependent Variable: Work Productivity

Based on table 6 above, it shows that the VIF (Variance Inflation Factor) value is 1.493 <10 and the Tolerance value is 0.670> 0.10 in all variables used in the study. This shows that there is no perfect or near-perfect linear relationship between the independent variables. So that

the regression model in this study did not find multicollinearity problems and has met the requirements of a good regression model.

Heteroscedasticity Test

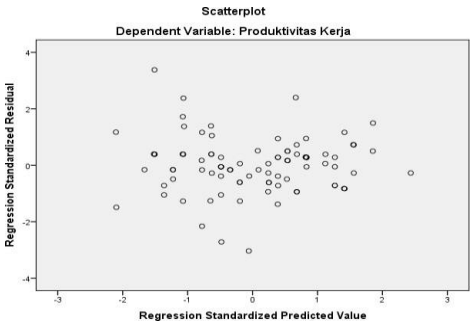


Figure 2. Heteroscedasticity Test Results
Source: SPSS 22 Data Processing Results

Based on Figure 2, the results of the heteroscedasticity test using scatterplot can be seen that there is no clear pattern, and the points are spread above and below the number 0 on the Y axis, so it can be concluded that there is no heteroscedasticity in the regression model.

c. Normality Test

Aims to test whether in the regression model, the dependent variable and the independent variable, both have a normal distribution or not. If the histogram is normally distributed, the data obtained is declared normal, while if the PP plot forms a diagonal line, the data obtained is declared normal.

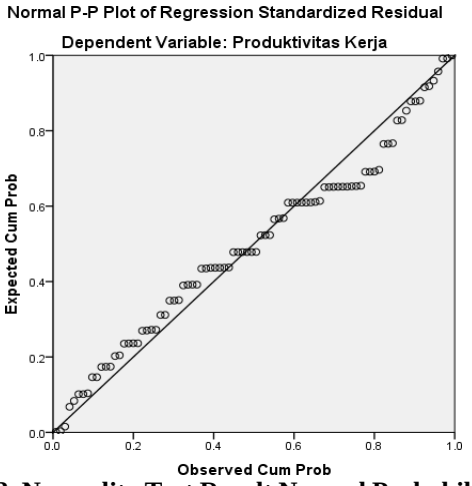


Figure 3. Normality Test Result Normal Probability Plots
Source: SPSS Data Processing Results

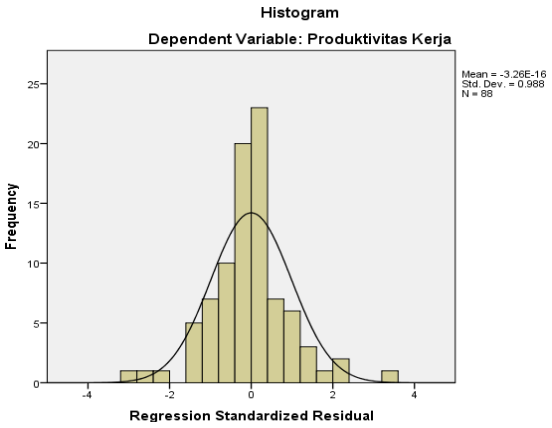


Figure 4. Normality Test Results
Source: SPSS 22 Data Processing Results

Analysis Method
Multiple Linear Regression Analysis

Table 7. Multiple Linear Regression Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	13.512	3.992		3.385	.000
Training	.330	.108	.321	3.053	.003
Work Discipline	.337	.097	.364	3.446	.001

Source: SPSS 22 Data Processing Results

Dependent Variable: Work Productivity

Based on the results of the SPSS calculations above, the following multiple linear regression equations can be compiled:

$$Y = 13.512 + 0.330\ X_1 + 0.337\ X_2$$

1) The Training and Work Discipline values show positive values, meaning that there is a positive influence between Training and Work Discipline on Work Productivity. This means that if the Training and Work Discipline values are 0, then the Work Productivity constant value is 13.512.
2) The Training value shows a positive value, meaning that there is a positive influence between Training and Work Productivity. This means that if Training increases by 1%, Work Productivity will increase by 0.330.
3) The Work Discipline value shows a positive value, meaning that there is a positive influence between Work Discipline on Work Productivity, the higher the Work Discipline, the higher the Work Productivity. The regression coefficient of the Work Productivity variable is 0.337, meaning that if Work Discipline increases by 1%, then Work Productivity will increase by 0.337.

Determination Coefficient Test

Table 8. Results of the Determination Coefficient Test

Model	R	R Square	Adjusted R Squar	Std. Error of the Estimate	Durbin-Watson
1	.609[a]	.370	.356	3.008	1.487

Source: SPSS Data Processing Results

Predictors: (Constant), Training, Work Discipline
Dependent Variable: Work Productivity

It can be seen from table 9, the results of the R Square value of the influence of training and work discipline on work productivity at PT Surya Toto Indonesia are 0.370 or 37%. While the remaining 63% is influenced by other variables such as competence, motivation and other variables.

Partial Significance Test (t-Test)

Table 9. t-Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13.512	3.992		3.385	.001
	Training	.330	.108	.321	3.053	.003
	Work Discipline	.337	.097	.364	3.466	.001

Source: SPSS Data Processing Results

Dependent Variable: Work Productivity

a. Training has a positive and significant effect on Work Productivity at PT Surya Toto Indonesia because the calculated t value is greater than the t table with a value of 3.053 > 1.98. In addition, it is known that the sig. value is 0.003 where the sig. value is smaller than 0.05 or 0.003 < 0.05 then Ho is rejected and Ha is accepted, meaning that Training has a positive and significant effect on Work Productivity at PT Surya Toto Indonesia.
b. Work Discipline has a positive and significant effect on Work Productivity at PT Surya Toto Indonesia because the calculated t value is greater than the t table with a value of 3.466 > 1.98. In addition, it is known that the sig. value is 0.001 where the sig. value is smaller than 0.05 or 0.001 < 0.05 then Ho is rejected and Ha is accepted, meaning that Work Discipline has a positive and significant effect on Work Productivity at PT Surya Toto Indonesia.

Simultaneous Significance Test (F Test)

Table 10. F Test Results

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	452.362	2	226.181	24.997	.000[b]
	Residual	769.093	85	9.048		

Total	1221.455	87

Source: SPSS Data Processing Results

Dependent Variable: Work Productivity
Predictors: (Constant), Work Discipline, Training

Based on the results of the F test above, the F count value is 24.997 where the F count value is greater than F table or 24.997> 3.10. In addition, the sig. value is less than 0.05 or 0.000 <0.05, then Ho is rejected and Ha is accepted, meaning that Training and Work Discipline together have a positive and significant effect on Work Productivity at PT. Surya Toto Indonesia.

Discussion

The following is a discussion of the results of this study where training and work discipline have an effect on work productivity as follows:

1. The Effect of Training on Work Productivity

The Training variable has a positive and significant effect on Work Productivity at PT Surya Toto Indonesia because the t count value is greater than t table with a value of 3.053> 1.98. In addition, it is known that the sig. value is 0.003 where the sig. value is less than 0.05 or 0.003 <0.05 then Ho is rejected and Ha is accepted, meaning that Training has a positive and significant effect on Work Productivity at PT Surya Toto Indonesia.

The results of previous research conducted by Nur Azizah (2020) entitled "The Effect of Training and Work Motivation on the Work Productivity of Kurnia Handicraft Buleleng Employees" the results of this study showed that training has a positive and significant effect on employee work productivity.

2. The Effect of Work Discipline on Work Productivity

The Work Discipline variable has a positive and significant effect on Work Productivity at PT Surya Toto Indonesia because the t-count value is greater than the t-table with a value of 3,466> 1.98. In addition, it is known that the sig. value is 0.001 where the sig. value is 0.001. smaller than 0.05 or 0.001 < 0.05 then Ho is rejected and Ha is accepted, meaning that Work Discipline has a positive and significant effect on Work Productivity at PT Surya Toto Indonesia.

The results of previous research conducted by Gina Sohfi (2016) entitled "The Effect of Work Discipline and Competence on Work Productivity of the Production Division of PT Bintang Satu Ciamis" the results of this study showed that work discipline has a positive and significant effect on work productivity.

3. The Effect of Training and Work Discipline on Work Productivity

Training and Work Discipline together have a positive and significant effect on Work Productivity at PT Surya Toto Indonesia. Based on the results of the F test above, the Fcount value is known to be 24,997 where the Fcount value is greater than Ftable or 24,997> 3.10. In addition, the sig. value is known. smaller than 0.05 or 0.000 <0.05, then Ho is rejected and Ha is accepted, meaning that Training and Work Discipline together have a positive and significant effect on Work Productivity at PT Surya Toto Indonesia. The results of previous research conducted by Suroto (2023) entitled "The Effect of Training and Work Discipline on the Work Productivity of Employees in the Liquid Management Division of PT Paragon Technology" the results of this study found that

training and work discipline together have a positive and significant effect on employee work productivity.

CONCLUSION

In general, there are many factors that can affect work productivity. However, each company has different factors that are more dominant in influencing the work productivity of its employees. Based on the discussion, research results and data analysis that have been carried out, the following conclusions can be drawn:

1. Training has a positive and significant effect on Work Productivity at PT Surya Toto Indonesia because the t-count value is greater than the t-table with a value of 3,053> 1.98. In addition, it is known that the sig. value is 0.003 where the sig. value is smaller than 0.05 or 0.003 <0.05, then Ho is rejected and Ha is accepted, meaning that Training has a positive and significant effect on Work Productivity at PT Surya Toto Indonesia.
2. Work Discipline has a positive and significant effect on Work Productivity at PT Surya Toto Indonesia because the t-count value is greater than the t-table with a value of 3,466> 1.98. In addition, it is known that the sig. value is 0.001 where the sig. value is smaller than 0.05 or 0.001 < 0.05 then Ho is rejected and Ha is accepted, meaning that Work Discipline has a positive and significant effect on Work Productivity at PT Surya Toto Indonesia. 3. Training and Work Discipline together have a positive and significant effect on Work Productivity at PT Surya Toto Indonesia. Based on the results of the F test above, it is known that the F count value is 24.997 where the F count value is greater than F table or 24.997> 3.10. In addition, it is known that the sig. value is smaller than 0.05 or 0.000 < 0.05, then Ho is rejected and Ha is accepted, meaning that Training and Work Discipline together have a positive and significant effect on Work Productivity at PT Surya Toto Indonesia.

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