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The Effect of Training and Work Discipline on Employees Performance at PT. Astra Honda Motor

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Abstract: Every company engaged in the field of goods or services will pay great attention to the quality of human resources, because human resources are a company asset that needs to be maximized, to become the maximal form of human resources in institutions or companies, one of which is to conduct job training to increase employee abilities, knowledge, and skills. In addition, to conducting training, employees must also know about work discipline with the aim that employees are expected to work more quickly, effectively, and efficiently in their implementation so that these two elements will greatly affect performance, if the employee's performance is optimal then it will provide maximum output for the company. The purpose of this study is to see the impact of training and work discipline on employee performance at PT. Astra Honda Motor. Populations in this study are employees of PT. Astra Honda Motor in the production section. The total sample in this study is 67 employees. Data collection techniques in this study are literature, observation, interviews, and questionnaires. The analysis technique used is descriptive analysis and multiple linear regression analysis. This study concludes that training (X1) and work discipline (X2) have a positive and significant impact on employee performance (Y) at PT. Astra Honda Motor.

Keywords: Job Training, Work Discipline, Employee Performance

INTRODUCTION

Human resources become a crucial factor of productivity increase or company growth for those company or organization which engaged in the field of goods or services since every company has strategy of efficient work, effective work, and fast work. One of the most important things to support the company strategic plan is discipline which applied in every work area supported by knowledge and skill. Furthermore, human resources are really needed and to be the first thing to be maintained in daily operation to achieve company goals. On one hand, there are so many obstacles in current globalization era, for big company, medium scale, and small company in Indonesia. To be sustain and solve the problems, the company must elevate product excellence with excellent human resources contribute company performance to be align and achieve company vision and mission, company needs to give

training to employees. On the other hand, to get excellence performance of employee with high professionalism, company needs to give comprehensive training support specific knowledge and hard-skill and also discipline implementation in every working area. Those two factors: training and discipline are crucial for company sustainability.

Training and discipline will give positive impact of human resources quality increase if applied well in daily operation since those two factors are basic principles to be obeyed by employee optimally. Besides optimization of human resource, company needs to give systematic training to support employees understand their role and responsibility in doing job as good as their function as company organization. This kind of training is a part of important aspect of individual education development program in organization; knowledge elevation and skill elevation in supporting employee achieve better work performance. It would be also support employee further career path.

Siagian (2012:23) said that discipline is training which improve positive attitude, knowledge, and also employees' work habit, consciously employees enhance working sportiveness and able to improve working performance. One of the things be applied in daily working operation to get great working performance is discipline. If the employee had high level of disciplinary, the performance will be as good as discipline itself, support employee to work excitedly.

In fact, work competence and performance of each employee are different, sometimes work quality of employee and discipline of work procedure are below expectation. In this condition, training is suggested and needed as urgency. Based on interview with an employee of PT. Astra Honda Motor known if there are many improvement opportunity in production area of motorcycle where the condition of lack of competence is because of less discipline in working area and working time, and also absenteeism problem where many employees are always out of office because of business trip or personal matter. Thus, it's become endless problem.

LITERATURE REVIEW
Training

Training program is an activity design to make employee more capable and more productive to achieve individual goals and company goals. Refer to Gery Dessler (2010:207) training is an effort of giving education to employee, to increase basic competence of working in specific area. Supported by Payaman Simanjuntak (2009:352), training is giving basic power of human resources increasing skill and capability to improve employee's performance. Training has some objectives: (1) Employee capability elevation, (2) knowledge elevation, (3) Attitude and cooperation development create cooperative working habit among employees. All those objectives will never be achieved without implementation of systematic training conducted by company. Hasibuan statement (2010:80) training comprising of some indicators: productivity, efficiency, detailing, service, moral, career path, regulation, discipline, incentive, and consumer satisfaction. The importance of training conducted by company since new employee commonly does not understand role and responsibility comprehensively. There has been various technological changes e.g. new technique of working, affecting to competitive increase of business and productivity where industry regulation of standard of conduct adjusted.

Work Discipline

Rivai (2013: 825) state that discipline is an effort from company board of director to be able to have relation with employees to improve work performance of employee in supporting company growth and elevate awareness of obeying company regulation. In supporting Rivai, Handoko (2014:208), told us if discipline is managerial activity of

implementing standard operational procedure (SOP) where it representing percentage of employee disciplinary. In conclusion, from the statement of both experts, discipline is implemented as respect, adhere to and comply with company written and unwritten regulations. Work discipline has some objectives: (1) high attention of awareness, (2) work motivation, (3) increase dedication, (4) have sense of belonging and solidarity, (5) increase productivity. There are some indicators of discipline: on time, use all working equipment well, huge responsibility awareness, adhere the company regulation, use uniform completely and create many kinds of positive things.

Performance

Mangkunegara (2009:18) argued that performance means that employees are able to fulfill their responsibilities for the tasks given by achieving quality and quantity of work. Sudarmayanti (2011:7) said that performance is the result of employees work by systematic comprehensive method in concrete and measurable manner. It can be concluded if performance is individual or group achievement quantitatively or qualitatively where it is align with responsibility and work instruction to achieve the organization or company goals with good attitude and etic. There are some indicators of performance: (1) excellence, (2) value, (3) on time, (4) efficiency, (5) independent. In addition, the purpose of performance is to evaluate the vision and mission of work as well as various evaluations: plans, environment, work process, work measurements and result.

METHODS

This is a quantitative study with survey technique and the primer instrument is questionnaire data, and use Likert scale as measuring tool. Data collected by observation, interview, and questionnaire to production employees of PT. Astra Honda Motor, using sampling method with Solvin formula thus found 67 respondents. The activities conducted in PT Astra Honda Motor with using Multiple Linear Regression analysis helped by SPSS V. 26.

ANALISIS RESULT
Characteristic of Research Subject

This study involving respondents chose with some criteria and specific characteristic, respectively grouping by gender where male dominate 76% and female become minority respondent which only 24%. Then, grouping by age from >25 to >40. Found if >25 as much as 45%: 26-30 in amount of 37%, 31-35 as much as 10%, 36-40 is 2% while >40 years old found 0%. The next grouping is based on the level of study which dominated by senior high as much as 60%, 3-year diploma 30%, bachelor degree 10%, and postgraduate 0%. Hence, it can be concluded if employees of PT. Astra Honda Motor in production area are dominated male as much as 50 people, the dominant age >25 in amount of 30 people and education criteria by senior high graduate in amount of 40 employees.

Multiple Linear Regression Model

The analysis result of linear regression is presented by table below:

Table 1. Multiple Linear Regression Model

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std.Error	Beta	t	Sig.
(Constan)	.623	4.911		.127	.899
Pelatihan	.474	.121	.421	3.904	.000
Disiplin Kerja	.531	.146	.391	3.624	.001
a. Dependent variabel : Kinerja Karyawan					

Source: SPSS V.26.

Based on the table, the result entered into below equation

$$Y= 0,623+0,474X1+0,531X2$$

Definition from equation above found constant value 0,623 which means the variable X1 and variable X2 equal 0, thus the variable Y have a value of 0,623, coefficient regression variable X1 has positive value 0,474 thus variable X1 increase positively will also increase the value of variable Y 0,474 with assumption the other independent variables have fixed value. Coefficient regression of variable X2 has positive value 0,531 means that if variable X2 get positive increase the variable Y will be also increase to 0,531 unit with assumption the other independent variables have fixed value. It concluded if this study accepted hypothesis with statement X1 and X2 have significant impact to variable Y.

Coefficient of Determination

The coefficient of determination is a coefficient that shows the magnitude of the presentation of each independent variable, if it getting bigger, the coefficient of determination will getting better where the independent variable give effect to related variable. Shown by the table:

Table 2. Coefficient of Determination

Model Summary[b]				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.726[a]	.528	.513	3.79323
a. Predictors : (Constant), Disiplin Kerja, Pelatihan				

Source: SPSS V.2.6

Referring the table known the value of R square 0,528 so the variable job training (X1), work discipline (X2) have impact to employee performance (Y) with percentage 52% and the rest 47,2% got impact from other variable out of this research.

Hypothesis test

A significant test on the regression coefficient was carried out to see the significance of the effect of each variable X1 and X2 on variable Y. Testing done independently with T testing method to check the test result of each variable X on variable Y. The impact of job training (X1), work discipline (X2) on employee performance (Y) can be reviewed on table 1 where known if job training (X1), work discipline (X2) have p-value (sig) 0.000 means <0.05. Can be concluded H1 accepted in this study, the job training (X1), work discipline (X2) partially have significant impact on employee performance (Y).

Discussion

Refer to analysis result helped by SPSS V.2.6 found that t count Training (X1) work discipline (X2) > t table and the coefficient direction is positive. Based on the data, it can be concluded if variable training (X1) work disciplines (X2) have positive impact on employee performance (Y).

It was shown by also sig value variable job training (X1) work discipline (X2) < level of significance used, found if the impact of job training (X1) work discipline (X2) on employee performance (Y) stated significance.

Gery Dessler (2010:207) training is an effort of giving education to employee, to increase basic competence of working in specific area. Rivai (2013: 825) state that discipline is an effort from company board of director to be able to have relation with employees to improve work performance of employee in supporting company growth and elevate awareness of obeying company regulation. Mangkunegara (2009:18) argued that performance

means that employees are able to fulfill their responsibilities for the tasks given by achieving quality and quantity of work. Thus, human resources in a company will be getting better if the company giving job training for employee to get new knowledge, get good skill and new competency on specific area needed. Furthermore, company give employee training to achieve company goals with basic knowledge of work discipline for faster work, efficient and effective support employee performance increase.

CONCLUSION

It can be concluded from data analysis result and discussion if assessment of sample study on those variables is quite good. Each variable conclusion as follow: (1) Partial result test stated that training and work discipline respectively are possible to have significant impact on employees performance of PT. Astra Honda Motor; (2) The result of correlation coefficient state if variable of training and work discipline have medium degree of correlation and positive; (30 based on those two testing can be concluded if R square has value statement the training and work discipline affecting employees work performance in PT. Astra Honda Motor.

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