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The Effect of Training and Work Professionalism on the Performance of Soldiers and Civil Servants at the TNI Historical Center

Sugiarti Sugiarti¹, Sri Widodo²

¹ The Air Chief Marshall Suryadarma University, Jakarta, Indonesia, email. 241173088@students.unsurja.ac.id.

² The Air Chief Marshall Suryadarma University, Jakarta, Indonesia, email. wiedsa@gmail.com

Corresponding Author: 241173088@students.unsurja.ac.id¹

Abstract: The research objectives are as follows to determine whether together the influence of Training and Work Professionalism on the Performance of Soldiers and Civil Servants at the TNI Historical Center. The sampling technique used in this study the author used Total Sampling technique or randomly All soldiers are the population and sampled as a whole. Based on the results of multiple correlation tests, it is known that the magnitude of the relationship between Training (X1), Work Professionalism (X2) simultaneously on the Performance of Soldiers and Civil Servants (Y) calculated by the correlation coefficient is 0.962. This shows a very strong influence. While simultaneously the contribution or contribution of the variables Training (X1), Work Professionalism (X2) to the Performance of Soldiers and Civil Servants (Y) is 92.6% while 7.4% is determined by other variables, not examined in this study. The intercept constant value of 42.983 can be defined that if the Training (X1), Work Professionalism (X2) variable increases by 1 unit, the Soldier and Civil Servant Performance (Y) variable will increase by 42.983. It can also be defined that the intercept constant value of 42.983 describes the performance of Soldiers and Civil Servants (Y) on average if the variables Training (X1) and Work Professionalism (X2) are 0 (zero).

Keyword: Training, Work Professionalism, Employee Performance, & Multiple Regression.

INTRODUCTION

In government organizations, TNI soldiers and civil servants play an important role in ensuring effective operations and achieving organizational goals. This also applies to military institutions such as the TNI History Center (Pusjarah TNI), where TNI soldiers and civil servants play a role in supporting the documentation, preservation and dissemination of information about Indonesia's military history. As an institution that has a great responsibility in maintaining the heritage of military history, the quality and career development of TNI soldiers and civil servants at Pusjarah TNI is crucial. To ensure personnel can develop and contribute optimally, several key factors need to be considered, namely employee training and work professionalism.

In addition to training, work professionalism on the one hand emphasizes mastery of science or management skills and their implementation strategies. However, work professionalism is not just technological and management knowledge but more of an attitude. Work professionalism is usually associated with a person's ability to do something that becomes his profession. The work professionalism of personnel who pursue a job based on their expertise, abilities, techniques and non-techniques and procedures based on intellect.

This research focuses on Pusjarah TNI personnel who have a great responsibility in maintaining and managing Indonesia's military history information. Given the importance of this role, improving the training provided to Pusjarah TNI personnel is a very urgent matter to be considered by the leadership of Pusjarah TNI.

The main objective of this study is to analyze the effect of training, work professionalism on personnel performance at Pusjarah TNI and to identify the most influential training factor.

This research is expected to make a real contribution to the development of human resource management at Pusjarah TNI. By knowing the effect of work motivation on performance, management can formulate more effective policies in increasing the enthusiasm and productivity of personnel.

In addition, the results of this study are also expected to enrich the literature on human resource management in the Indonesian military. Similar research in the future can use the results of this study as a reference to examine other factors that affect the performance of Pusjarah TNI personnel.

“Training is an effort to improve the knowledge and ability of employees to carry out their work more effectively and efficiently. A training program is a series of programs designed to improve employees' knowledge and abilities in relation to their work. The effectiveness of a training program is a term to ascertain whether the training program is carried out effectively in achieving the specified goals” (Sofyandi; 2016).

“Training is a program to improve skills outside the applicable training system, in a relatively short time and a method that prioritizes practice over theory” (Malayu SP Hasibuan: 2014).

“Professionals have or are considered to have expertise, will carry out activities including daily tasks by using their expertise so as to produce better quality, faster process, maybe more varied, all of which bring satisfaction to the community” (Pamudji: 2014).

“Performance is the result of work that can be achieved by a person or group of people in a company in accordance with their respective authorities and responsibilities in an effort to achieve organizational goals illegally, not against the law and not against morals and ethics” (Pandi Affandi: 2018).

Relationship between Training, Professionalism and Performance

Training, work professionalism has a significant influence on individual performance. Kurniawan and Haryanto's research (2021) shows that personnel who have adequate and qualified training and have good and directed work professionalism tend to have better performance productivity than those who do not have training knowledge.

Theoretical Model

This study proposes a theoretical model that describes the relationship between the research variables, namely training (X1), work professionalism (X2), and employee performance (Y). This model is shown in Figure 1 below:

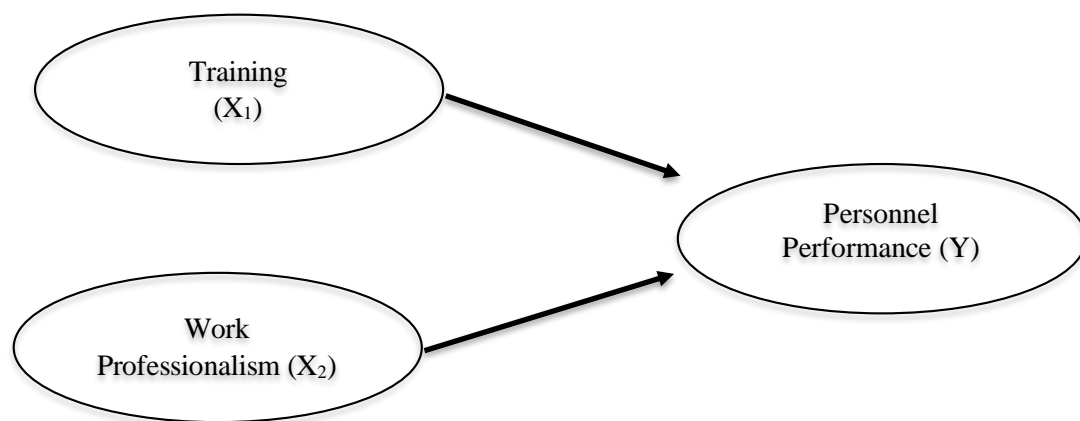


Figure 1. Conceptual Framework

In this model, job training and professionalism are assumed to have a direct influence on employee performance. This model is adopted based on previous theories which state that the two independent variables are important factors in determining individual performance in the work environment.

Research Hypothesis

Based on the conceptual framework above, the research hypothesis proposed in this study is as follows:

1. Training has a significant positive effect on personnel performance at Pusjarah TNI. Training that is in accordance with the knowledge needed in the organization will encourage personnel to increase productivity, work discipline, and the quality of daily task implementation.
2. Work professionalism has a significant positive effect on employee performance at Pusjarah TNI. Supportive work professionalism, which rests on an intellectual foundation that refers to expert service, will create conditions conducive to improving performance.
3. Training and work professionalism simultaneously have a significant positive influence on employee performance at Pusjarah TNI. The combination of training and supportive work professionalism will result in an overall increase in performance, both in terms of productivity, timeliness, and quality of work results.

METHOD

This research uses a quantitative method with a descriptive approach. The quantitative method was chosen because it is suitable for measuring the relationship between research variables, namely training, work professionalism, and employee performance. This approach aims to obtain data that can be analyzed statistically to test previously formulated hypotheses (Sujarweni, 2020).

The descriptive approach was used to provide a clear picture of the conditions of training, work professionalism and personnel performance at Pusjarah TNI during the research period. Through this approach, the research results are expected to provide accurate information regarding the factors that influence personnel performance and provide relevant recommendations for management (Sugiyono, 2021).

This research was conducted from July to December. The choice of time was based on the operational schedule of the TNI Historical Center which enabled effective data collection. During the research period, researchers coordinated with the leadership of the TNI History Center to facilitate the distribution of questionnaires and field data collection.

RESULTS AND DISCUSSION

The population in this study were all personnel assigned to the TNI History Center, totaling 150 people. This research uses associative quantitative methods. This method is called a quantitative method because the research data is in the form of numbers and statistical analysis (Sugiyono, 2018).

The sampling technique is a sampling technique, in this study using purposive sampling technique, which is a sampling method with certain criteria because the number of samples is more than 100 people, the population of Pusjarah TNI personnel is used as a sample, namely 45 people. This is relevant to the opinion (Sugiyono, 2018)

The research instrument used was a closed questionnaire prepared based on indicators of each research variable. The questionnaire consists of three main parts, namely questions regarding training, work professionalism, and employee performance. Each question uses a Likert scale of 1-5, where 1 indicates “strongly disagree” and 5 indicates “strongly agree”.

To ensure the validity of the questionnaire content, a validity test was conducted using Pearson Product Moment correlation. The validity test results show that all question items have a correlation value of more than 0.30 so they are considered valid (Ghozali, 2021). In addition, the reliability test was carried out using Cronbach's Alpha, where the reliability value of all variables was more than 0.70, indicating that the research instrument was reliable (Sugiyono, 2021).

The data collection procedure was carried out through several stages. The first stage was the preparation of a questionnaire based on previously determined indicators. After the questionnaire was prepared and tested for validity and reliability, the researcher distributed the questionnaire to respondents at the TNI History Center.

The second stage is collecting questionnaires that have been filled out by respondents. To ensure a high return rate, researchers approach respondents personally and explain the purpose of the study directly. After the questionnaires are collected, researchers verify the completeness and consistency of the answers given.

Data obtained from questionnaires were analyzed using descriptive and inferential statistical methods. Descriptive analysis was conducted to describe the characteristics of respondents as well as the level of work motivation, work environment, and employee performance. This analysis includes calculating the average value (mean), standard deviation, and percentage distribution of respondents' answers (Sugiyono, 2021).

This study aims to determine the effect of work motivation and work environment on employee performance at Pusjarah TNI. Based on the results of data collection from 40 respondents, descriptive and inferential statistical analysis was carried out to answer the research objectives and test the hypotheses that had been formulated.

Based on the results of descriptive analysis, the average work motivation score obtained by respondents was 4.2 on a scale of 5. This shows that the work motivation of personnel at Pusjarah TNI is relatively high. The most dominant motivational factors are recognition of work results and opportunities for self-development.

The results of the data output of the Statistical Package for Social Sciences (SPSS) Version 25 for Windows program obtained partial correlation coefficient Training variable (X1) on the Performance of Soldiers and Civil Servants variable (Y) obtained a value of 0.843 so it can be concluded that it is positive and the level of influence is very strong. Because this value does not yet indicate the amount of influence, the amount of influence is calculated manually using the coefficient of determination (KD) formula as $KD = r^2 \times 100\%$, where r is the value of the correlation coefficient analysis result of 0.843. The results of the next calculation are as follows:

$$\begin{aligned} \text{KD} &= r^2 \times 100\% \\ &= 0,8432 \times 100\% \\ &= 0,711 \times 100\% \\ &= 71,1\% \end{aligned}$$

With these results it can be identified that the training variable (X1) has an influence of 71.1% on the performance variable of Soldiers and Civil Servants (Y), and the remaining 28.9% is caused by factors outside this study.

The results of the data output of the Statistical Package for Social Sciences (SPSS) Version 25 for Windows program obtained the partial correlation coefficient of the Work professionalism variable (X2) on the Performance of Soldiers and Civil Servants variable (Y) obtained a value of 0.882 so it can be concluded that it is positive and the level of influence is very strong. Because this value does not yet indicate the amount of influence, the amount of influence is calculated manually using the coefficient of determination (KD) formula as $\text{KD} = r^2 \times 100\%$, where r is the value of the correlation coefficient analysis result of 0.882. The results of the next calculation are as follows:

$$\begin{aligned} \text{KD} &= r^2 \times 100\% \\ &= 0,8822 \times 100\% \\ &= 0,778 \times 100\% \\ &= 77,8\% \end{aligned}$$

With these results it can be identified that the variable Work professionalism (X2) has an influence of 77.8% on the variable Performance of Soldiers and Civil Servants (Y), and the the remaining 22.2% is caused by factors outside this study.

Multiple Correlation Test Results

It is known that the magnitude of the relationship between training (X1), work professionalism (X2) simultaneously on the performance of soldiers and civil servants (Y) calculated by the correlation coefficient is 0.962, this shows a very strong influence. While the contribution or contribution simultaneously variable training (X1), Work professionalism (X2) on the Performance of Soldiers and Civil Servants (Y) is 92.6% while 7.4% is determined by other variables not examined in this study.

Multiple Linear Regression Test Results

Multiple linear regression is a regression model that involves more than one independent variable, multiple linear regression analysis in this study is used to determine the direction and measure how much influence between more than one predictor variable (independent variable), namely training (X1), work professionalism (X2) on the dependent variable, namely the performance of soldiers and civil servants (Y). Based on the coefficient of determination obtained for the training variable (X1) on the performance of soldiers and civil servants at the TNI Historical Center (Y) in this study, it can be identified that the training variable (X1) has an influence of 71.1% on the performance variable of soldiers and civil servants (Y), and the remaining 28.9% is caused by factors outside this study. Meanwhile, based on the results of multiple linear regression tests, the regression coefficient value of the training variable (X1) on the Soldier and Civil Servant Performance variable (Y) is 0.870, this means that if the training variable (X1) increases by 1 unit, it will increase the Soldier and Civil Servant Performance variable (Y) by 0.870 assuming that the training variable (X1), the Work professionalism variable (X2) is considered constant.

This result also supports the theoretical basis put forward earlier in this study which states that training is one of the factors that affect employee performance in an organization, based on the description above, it can be identified that the training of Soldiers and civil servants of the TNI Historical Center has been running quite well. Has been running quite well. Work

professionalism is based on the principle of developing Soldiers and civil servants of Pusjarah TNI, always evaluating the ability and potential of each employee to carry out a task or job, as well as seeing the possibility of expanding employee responsibility and authority.

Possibility to expand the responsibility and authority of employees in the future. With the supervision carried out by the leadership and the motivation given by the leadership, of course the Soldiers and Civil Servants of Pusjarah TNI will work optimally, effectively and efficiently, and this can certainly increase the productivity and performance of Soldiers and Civil Servants of Pusjarah TNI.

These results support the research hypothesis that work motivation and work environment have a positive influence on personnel performance at Pusjarah TNI. Furthermore, the results of partial and simultaneous significance tests will provide a more detailed picture of the significance of the influence of both variables on personnel performance.

The results showed that work motivation and work environment have a significant influence on the performance of personnel at Pusjarah TNI. This finding is consistent with previous studies that show the importance of training and work professionalism and the work environment as major factors in improving individual performance in an organizational environment, especially in the military and government sectors. Kurniawan and Haryanto underline the importance of intrinsic factors such as rewards, recognition, and opportunities for development as the main drivers of work professionalism in the military environment.

The results of this study are also supported by Rahmawati (2020), who stated that high work professionalism can increase the responsibility and discipline of employees in government agencies. In the context of the TNI History Center, high work motivation allows personnel to be more enthusiastic in carrying out tasks related to the documentation and management of military history.

This study supports the results of research by Fabianus, F., Habbiburahman, H., & Oktavianur, M. (2019) which states that Factors Affecting the Performance of Civil Servants so as to increase the productivity of civil servants' performance. relationships between coworkers, facility support, and a comfortable physical work atmosphere as supporting factors that affect employee performance.

These results are in line with the research of P, H. P. D., Latif, N., & Taufiq, A. (2022), who found that organizational development is based on improving the knowledge, skills and attitudes or abilities of the workforce. This paradigm can be achieved through training activities. From this perspective, training is effective to the extent that it directly contributes to the strategies, goals, or outcomes that are central to organizational effectiveness. training makes people aware of the application of knowledge, so that people become more confident and courageous. In management theory, training is categorized as development. This means that training can improve knowledge and technical work proficiency. Increased knowledge means increased knowledge of work and ways to overcome work risks, while work proficiency refers to technical expertise.

Proficiency refers to technical expertise. Due to the highly technical and specific nature of its benefits, it is not uncommon for training to become a routine program. However, training is a program that can only be carried out with the support of the organization. company awareness will give birth to work support, including providing training, education, and cooperation opportunities.

CONCLUSION

Based on the results of research on the effect of work motivation and work environment on personnel performance at the TNI History Center, it can be concluded that training has a significant effect on improving personnel performance. This shows that the higher the knowledge possessed by personnel obtained from training, the better the performance shown.

Factors such as appreciation, opportunities for development, and a conducive work environment also encourage personnel to work optimally.

In addition, the results also show that work professionalism has a significant effect on personnel performance. Professionalism in work and interaction can increase personnel productivity. Good physical environmental conditions and harmonious social relations between coworkers proved to be important factors in creating a positive work atmosphere.

Simultaneously, training and professionalism have a significant influence on employee performance. The high coefficient of determination indicates that most of the variation in personnel performance can be explained by these two variables. Thus, efforts to improve training and better work professionalism need to be continued to improve personnel performance at the TNI History Center.

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