Influence Of Training and Work Motivation On Employee Performance at PT PTPN VII Bandar Lampung During the Covid-19 Pandemi

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ABSTRACT

The results of the initial observations that were tried, and the initial information about the gamutana, show that there are several directions that PT PTPN VII Bandar Lampung's human resources are not running optimally. Markers that show the HR performance of PTPN VII Bandar Lampung have not yet been maximized. The purpose of this research is to identify the influence of training and work motivation on the work performance of PTPN VII Bandar Lampung officers during the Covid-19 pandemic. This research procedure uses quantitative research. Data analysis using multiple linear regression analysis. Based on the results of purification and sanding, so that an example of t-test results for pesantren variables can be taken as 10,799 (count t = 10,799 t table = 1,658 t table = 1,658 variable 1,658. arithmetic = 6,140 t table = 1,658) which means there is a direct influence on the target PTPN VII Bandar Lampung. percentage of employees of PT PTPN VII Bandar Lampung.

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INTRODUCTION

Covid-19 pandemic has disrupted all social and economic life processes, including business. In the beginning businesses could run freely, now the industry is required to control physical distance, shift system, work from home to the need for the Covid-19 pandemic. New natural itself is a situation due to the global crisis, where all zones in the world and all industries are preparing themselves for a new phenomenon under the atmosphere of tadari, pasamut taapang enjoying pejani.

Repair performance is a summary in terms of quality, quantity, working hours and also cooperation for sensitivity to a goal that has been determined by the company. Performance can be recognized and measured if a person or group of employees has criteria or standards for dimensions of success formalized by the organization. Therefore, in the absence of formal goals and objectives in measurement, a person's performance or an organization's performance cannot be recognized. there is no benchmark for equivalence (Moeheriono, 2012).

Mangkunegara (2015) reports that employee performance is the result of the quality and quantity of work done by a person in carrying out his duties in accordance with the responsibilities given. Performance is the use of motivation and expertise. goal. Greater performance than the task assigned to an employee in an organization or industry.

Koopman et al. (2014) reported that employee performance is a dimension of results that is relevant to the quality and quantity of work done by a person in performing his duties in accordance with the responsibilities given.

which aims to achieve organizational goals., on the other hand for Mathis and Jackson (2012), performance is an activity carried out by supervisors. Performance improvement is what most of them contribute to the organization.

For Wibowo (2017), the concept of performance can be seen from the quality of work and the quantity achieved by a person in carrying out a task that is appropriate to the responsibility given.

Pebeiani's performance is important in the effectiveness of an organization's pressure. The size and lowness of a person's personality, the passion for the quantity and quality desired by an organization. This means that the human factor in the organization is the main resource of an organization as well as the human resource in the era of community involvement. The process of creating human resources needs to be supported by the character of good employees as work supporters to create a dynamic working group atmosphere and perform tasks well (Mangkunegara, 2014).

A company can be consolidated and developed if the company observes the quality of independent human resources. At this time RU must be able to see a large business association as a way to advance business. Industry must be able to build and improve performance within it. Those who are in the industry must be able to make a good contribution to the industry. Are actors from all levels of planning to inclusive evaluation that can use other energy sources that the industry uses to have (Rivai, 2014).

PT PTPN VII Bandar Lampung is an industry established to take part in TKP and promote strata and Surveillance Programs in the field of economic development of the country which is usually a certain sub-sector of plantations. These are all aimed at doing business in the agribusiness and agro-industry sectors, and maximizing the use of industrial energy resources to create highly competitive and highly competitive goods and services, earning profits in line with industrial values by improving principles. a Limited Liability Company.

The results of the initial observations that were tried, and the initial information about the gamutana, show that there are several directions that PT PTPN VII Bandar Lampung's human resources are not running optimally. The marker that displays the HR performance of PT PTPN VII Bandar Lampung nu is the information on the evaluation of the maximum performance of employees can be seen as follows:

Table 1. PT PTPN VII Bandar Lampung Employee Performance Assessment Data (2018-2020)

No	Rank Category	Year		
		2018	2019	2020
1	Good	20	17	17
2	Pretty good	15	18	13
3	Less	27	33	35
4	Not good	8	2	5
	Amount	70	70	70

Source: Results of data processing from PT PTPN VII Bandar Lampung's HR staff (2021)

Table 1.1 employee performance information of PTPN VII Bandar Lampung is based on the type showing employees whose performance is relatively good. Depreciation in employee performance is shown by declining sales numbers and not matching the goals that have been formalized by the industry. The decline in performance results in shrinking industry income.

Not only that, based on the results of an interview with one of the employees of PT PTPN VII Bandar Lampung, there are still some employees who have tried the evaluation, the work capacity of those employees has not yet increased. has not been sent, there is an error in the method of typing letters.

Many aspects affect performance including training and work motivation. PT PTPN VII Bandar Lampung has adhered to the development of the vision and mission of destruction and their respective job descriptions, but in practice it extends to the domain of monitoring and training for defense development and maximizing human resources. However, there are still cases such as residents' complaints about the services provided by employees of PT PTPN VII Bandar Lampung, but also cases such as not reaching the industrial sector's marketing targets.

The term work performance or real performance refers to work performance or real performance Sinambela (2018), competition can be individual artists in the industry. This definition shows that the performance is more focused on the process, where the work application is tried, the performance is perfect, so that the work performance or performance can be maximized.

Sinambela (2018) reported that employee performance is defined as the employee's ability to exercise certain abilities. Performance because it is necessary, because with this intensity, the dictatorship will continue away from the career planning in the taxes imposed by Alita. However, it is necessary to ensure that the criteria are clearly defined and structured.

For Harsuko (2017), performance is the extent to which a person plays his position in implementing the organization's strategy, both in achieving certain goals related to the organization's position and in displaying competencies relevant to the organization. Performance is a multi-indicative concept that includes 3 aspects, namely behavior (attitude), effect (skills), and percentage (performance).

Employee performance is the result written by the job in its job description for certain criteria that make a job work, its performance can be seen from the following indicators: a) describe and control oneself about good things. b) can carry out tasks or tasks without errors or with a very low error rate. c.

Aspects of employee performance can be seen as follows: a) work results, how Sierungan the former. b) Discipline is the precision in the brutality of the task, how the sileungan completes his job according to the required time. c) responsibility and cooperation, how one can work well in internal harmony with the presence or absence of the advertiser. The above aspects are in line with. Mangunegara (2017) that the exam results are the result of work in quality and quantity carried out by committee members in their duties, in accordance with the responsibilities given by Aan Him. Edy Sutrisno (2019) summarizes performance as the result of work that employees try. For Wibowo (2018), performance comes from performance, there are also those who think about the interpretation of performance as the result of work or percentage of work, but at the same time the section has a broader understanding, not the result of work, how the process of work is done.

Performance is the quality and quantity of work that an employee tries to perform in fulfilling his duties in accordance with his responsibilities (Mangkunegara, 2017).

Maharjan (2018) reported that performance is the desired outcome because it is driven by beeps and satisfied with the beeps they do. Mathis and Jackson (2019) say that performance is basically the water that employees try or don't try. Rivai (2017) says performance is the willingness of a person or a group of people to carry out an activity and complete it according to the responsibilities available with the expected results. Rivai also explained that performance is actually a performance that has been achieved by a person. in performance. the task or job matches the standards with the criteria set for the job.

For Farida (2017), performance is the result of work, the quality and quantity achieved by employees in carrying out tasks in accordance with the responsibilities given to them. Achieving great performance will give satisfaction to people so that people can be motivated to always strive to achieve great performance in what they do. A person's performance can be good if the person has a great personality, is willing to work, balances you/decent salary and looks forward to the future.

Based on the definition above, it can be concluded that employee performance is the result of the work that has been done by a few employees in performing the tasks that are their responsibility for a certain period of time based on expertise, experience, and knowledge. and commitment to the implementation of tasks.

RESEARCH METHOD

This investigation is a quantitative type of investigation. In this inauguration, he aims to influence influencer training and work motivation of PTPN VII Bandar Lampung employees during the Covid-19 pandemic. The population in this study were all employees who worked as many as 74 people at PT PTPN VII Bandar Lampung. Based on this research, because the population does not exceed 100 respondents, the authors can calculate 100% of the total population at PT PTPN VII Bandar Lampung as many as 74 respondents.

DISCUSSION AND RESULTS

Table 2. Multiple Regression Analysis

| Model | Coefficients^a | | | | |
| | Unstandardized Coefficients | | Standardized Coefficients | | |
	B	Std. Error	Beta	t	Sig.
1 (Constant)	8,182	1,792		14,565	,000
Training	,686	,064	,686	10,799	,000
Motivation	,519	,061	,211	6,140	,002
a. Dependent Variable: Performance					

Source: SPSS Data Processing (2022)

Based on the table above, to enter the equation:

$Y = 8.182 + 0.686 X_1 + 0,508 X_2 + 0,519 X_3 +$ and

The findings of the study show that training and learning have a negative effect on performance

1. Separately, the value of the agricultural variable as a unit so that the percentage will increase by 0.686 units.
2. Sepiat is equal to the value of the motivation variable as one unit, so performance will increase by 0.519 units.
3. Based on the explanation above, it can be concluded that the value of the regression coefficient is greater than training and motivation on the achievement of PT PTPN VII Bandar Lampung.

Diwana t test to determine whether the independent variable now individually affects the dependent variable (Sugiyono, 2011). The hypothesis used is:

H0: bi= 0, means the independent variable is not independent of the dependent variable.
Ha: bi 0, this means the independent variable is positive to the dependent variable.
        The test criterion with significance level () = 0.05 is defined as follows:
When t is calculated t table, until H0 is rejected and Ha is accepted.
When t count t tables, until H0 is accepted and Ha is rejected..
Based on the results of research and information processing, we get:

Table 3. t Test

Coefficients[a]					
	Unstandardized Coefficients		Standardized Coefficients		
Model	B	Std. Error	Beta	t	Say.
1 (Constant)	8,182	1,792		14,565	,000
Training	,686	,064	,686	10,799	,000
Motivation	,519	,061	,211	6,140	,002
a. Dependent Variable: Performance					

Source: SPSS Data Processing (2022)

        Based on table 3 it is known that:
1. The result of the t-test for the pain variable is 10.799 (count t = 10.799 ttabel=1.658) which means if there is an influence on the cultivation of transgender farms by PT PTPN VII Bandar Lampung.
2. The result of the t-test for the motivational variable is 6,140 (count t = 6,140 t table = 1,658) which means if there is a motivational influence on the direction of PT PTPN VII Bandar Lampung.
        The F test attempts to show that all independent variables entered into the model simultaneously affect the dependent variable (Sugiyono, 2011).
a. Make a hypothesis for the F test problem above which is:
    Ho: There is no significant effect between the independent variable is training (X 1) and motivation (X 2) simultaneously on the dependent variable is performance (Y).
    Ha: There is a significant effect between the independent variable that is training (X 1) and motivation (X 2) simultaneously on the dependent variable that is performance (Y).
b. Make sure the F table and F count meet the 95% variance level or 5% significance level, so that:
    When F calculates F mass, until H0 is rejected, each independent mean variable jointly has a significant effect on the other variable, but does not have a significant effect on the dependent variable

Table 4. F Test

ANOVA[b]					
Model	Sum of Squares	df	Mean Square	F	Say.
1 Regression	487,191	2	162,397	50,397	,000[a]
Residual	354,460	71	3,222		
Total	841,651	73			
a. Predictors: (Constant), Training, Motivation					
b. Dependent Variable: Performance					

Source: SPSS Data Processing (2022)

        Based on the results above, F count = 50,397 F schedule = 3.85 which means there is an influence on the training and work motivation of PTPN VII Bandar Lampung officers.
        The coefficient of determination aims to measure how robust the model is in the changing market of the dependent variable. The value of the coefficient of determination is 0 R2 1. The coefficient of determination which is a disease means that the independent variable provides almost all of the accelerated data. The use of R-squared is biased by the number of independent variables included in the model. Each of these independent variables is entered into the model, up to R squared, of course, regardless of whether the independent variable is significant or not. Unlike R-squared, the adjusted R-squared value can increase or decrease if the results of the independent variable are included in the model (Sugiyono, 2011).

Table 5. Coefficient of Determination of the Effect of Training on Employee Performance

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.951ᵃ	.903	.902	1.47550
a. Predictors: (Constant), Training				

Source: SPSS Data Processing (2022)

Based on Table 4.12, it is known that the value of R2 = 0,903 x 100% = 90,3%, which means that the effect of training on the performance of PT PTPN VII Bandar Lampung is 90,3%.

Table 6. The Coefficient of Determination of the Influence of Motivation on Employee Performance

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.740ᵃ	.548	.541	3.19323
a. Predictors: (Constant), Training, Motivation				

Source: SPSS Data Processing (2022)

Based on table 4.13, it is known that the value of R2 = 0.548 x 100% = 54.8% which means that the influence of motivation is very large on the performance of PTPN VII Bandar Lampung employees by 54.8%, on the other hand rest is influenced by other aspects that are not taken into account in this research.

Table 7. Coefficient of Determination of the Influence of Training and Motivation on Employee Performance

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,761ᵃ	,579	,567	1,79510
a. Predictors: (Constant), Training, Motivation				

Source: SPSS Data Processing (2022)

Based on table 4.14 it is known that the value of R2 = 0,579 x 100% = 57,9% which means that the influence of training and motivation on the performance of employees of PT PTPN VII Bandar Lampung is 57,9. %, rather the value is influenced by other aspects not covered in my research.

1.   Effect of training on performance

Based on the results of the t-test calculated for the fishery variable as much as 10.799 (count t = 10.799 ttabel=1.658) which means if there is an influence on the traditional forestry sector of PT PTPN VII Bandar Lampung. For Flippo in Hasibuan (2016): Training is an action to improve the knowledge and skills of employees to carry out a specific job. This definition shows that training is an effort to improve the knowledge and skills of an employee to carry out a job. Furthermore, for (Atmodiwirio 2016) explained: "Training is education provided so that the current job application increases (performance). Education and training for the concept of Administrative Institutions emphasizes the process of increasing the capacity of a person in carrying out his duties". This training is not only for new employees, but also for old employees. This aims to help increase the capacity of the workforce involved in carrying out their duties. Not only that, greater expertise can increase output, which will improve performance.

2.   Effect of motivation on performance

Based on the results of the t-test for motivational variables of 6,140 (count t = 6,140 t table = 1,658) which means there is an influence of motivation on the work of PT PTPN VII Bandar Lampung. For Sikula (2018), development is a long-term development process that uses procedures and systematic reorganization that connects conceptual and theoretical knowledge management. Development for Suprihanto (2017) is an activity to improve employee skills by improving knowledge and explanation of universal knowledge, including improving theoretical abilities, managing organizational problems. Development can be considered as a long-term process of capacity building or long-term learning to improve conceptual skills, decision-making skills and expand human relationships to achieve common goals that are made and carried out systematically and regularly by management. employees (upper and middle level).

CONCLUSION AND SUGESTIONS

Based on research and studies, it can be concluded that

a. The result of the t-test for the pain variable is 10.799 (count t = 10.799 ttabel=1.658) which means if there is an influence on the cultivation of transgender farms by PT PTPN VII Bandar Lampung.

b. The result of the t-test for the motivation variable is 6,140 (count t = 6,140 t table = 1,658) which means if there is an influence of motivation on the direction of PT PTPN VII Bandar Lampung.

c. The results of the exam with the F test obtained Fcount = 50.397 Fjadual = 3.85 which means there is influencer training and motivation for the donations of PTPN VII Bandar Lampung workers.

Based on the above conclusions, some sugestions can be given to researchers:

1. For PTPN VII Bandar Lampung, it is hoped that there will be restrictions that can cause waste to flow from the press and the problem of juice workers. Recommendations for institutions include: Referring to the training listed in the interval type, Behinge Manejang offers training to its trainees to improve their performance. With the low level of work motivation listed in the category again, the management of PT PTPN VII Bandar Lampung suggests to increase employee leadership motivation by providing creative opportunities in the workplace and providing opportunities to improve skills and abilities to improve oneself. work. Referring to the level of equality of employees listed in the domain type, because management makes rules, this can be tried by distributing rewards to employees who are often subject to restrictions, for example every 5 minutes for a rule.

2. Other researchers can improve this research by using other methods to investigate work discipline and work motivation with employee performance, for example through in-depth interviews with respondents, so that the data obtained can be more diverse than a questionnaire whose answers are available.

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