

THE INFLUENCE OF TRAINING AND DEVELOPMENT TO EMPLOYEE PERFORMANCE

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Abstract: Training and development have an important role to improve employee performance to improve higher quality human resources. The purpose of this study is to find out the role of training and development on the performance of analysis consultant employees on environmental impacts (AMDAL). Hypothesis training and development are significantly affecting AMDAL consultant employee performance. The population in the study this is all the employees who have followed the training and development employee as many as 35 people. Mechanical taking samples in research this is *purposive sampling*. The method that is used in research this is the collection of data through questionnaires, the study literature, and observation. The technique used to analyze simple linear regression data and examine hypotheses simultaneously and partially. The result is that training and development significantly influence employee performance simultaneously.

Keyword: *Training, Development, Performance of employees*

1. Introduction

In the current competition there are many challenges faced so that companies want employees who are able to work quickly and accurately. The existence of this competition also requires companies to have employees who can work optimally so that they can provide results in accordance with company goals. The success of an organization can be seen by the quality of the employees who work in it. Management HR has a role in an organization not just about a administration will but even more to the point on how to be able to develop the potential of human beings to be innovative and creative.

The ability of employees is reflected from the performance, and the performance of the well is performance optimized. Performance in general can be interpreted as a person's success in carrying out a job. Performance that is a capital of a major for the company to reach the goal (which is embodied in the vision of m contents) which is in charge of companies. So that the performance of employees is a matter that should be given attention over by the company.

One thing that can give effect to the kin Gov employees such as training, training is a process where the people want to reach a certain ability to to help achieve the goals of the organization. Training is led and orientated at which ka short, the training will have influence on the performance and if the training is given by the company is successful then the performance of the employee will increase by itself (Dessler, 2013). K arena in company training is very important for employees in the initial work that has the aim to improve the competency of the midwife g Amdal, the company will try to carry out the development of the ability of the employee to download forms working environment is much better in the organization and to give training programs to gain the skills and competencies needed to reduce errors in work.

Another factor that gives effect to the performance of employees of them is development, development is giving a lesson to help the growth of employees, give directives to the performance of employees on their work to improve the employee's position in the future (Tjeng,

Said, and Wandary, 2016) The development has a connection with an increase in emotional or intellectual needs to do a better job . On the consultant EIA is required to have the ability to create plots to the development of quality human resources. In this effort the management of a company makes improvements, one of which is through the development of HR. Training and pen g e mbangan able to improve the competence that is focused on the knowledge, skills and abilities to improve the performance of employees in the consultant EIA .

A company engaged in the field of AMDAL consultancy is a study of a large and significant impact on a business and activity that is designed on the site of activity and affects the changes in the quality of the environment. EIA as a tool in assessing the feasibility of a business and serve as the basis of a decision regarding the implementation of business activities. AMDAL consultants receive environmental document preparation services: AMDAL (KA-ANDAL, ANDAL, RKL-RPL, DELH, DPLH, UKL-UPL all fields of activities such as coal mining, metal mining, airports, hospitals, roads, plantations, HTI, HPH, ports , housing, factory, SUTT, Power Plant, PLTU, dam, irrigation).

This study examines the training and development of employee performance. This concerns the performance of employees in AMDAL consultants to improve the performance of employees in the company in conducting training and employee development in developing creativity in work to get the best employee performance.

2. Theoretical Review

Training

New employees need to be trained so that they have the appropriate skills needed to do their jobs. Training is the responsibility of managers to develop employees in a company (Bangun, 2012).. Training is a way that is done to improve the skills and knowledge of employees. Training is also a way of changing the attitude of employees so as to do work with more effectively. The training can be done at all levels late in the organization. At the lower level, training provides instruction on how to carry out a task (Handoko, 2000). Training deals with the ability of employees to do the work that exists. Training has orientation for the period when these and assist employees in achieving the capability and expertise certain to be successful in do work (Rival & Mulyadi, 2009) .

Bearer Gan Human Resources

Development of HR (*human resource development*) is a process for improving the skills and knowledge of employees to be able to achieve the goal y ang efficient and effective (Build 2012). Development of human resources associated with the availability of development and the opportunity to learn. To create a program of training that includes organizing, planning , and evaluation on plans for the (Kotler & Armstrong, 2014) . The development is a method that is used to help to design the activities to download ingkatkan development ourselves with the maximum (Mangkunagara, 2010).

Employee Performance

Performance is the result of the work late someone is quality and the quantity that is acquired by a person of employees in doing the work in accordance with the sole responsibility of the given entrusted (Mangkunagara, 2013). (Hasibuan, 2011) suggests performance is a result the work late that achieved by an in mel akukan job that was entrusted to him, which is based on skill, seriousness and experience as well as time. According to Build (2012) performance is the result of the tasks that achieved the employees that are based on the requirements of the job. A job has

requirements specific to be done in terms of achieving the purpose of which is referred to also as a standard work According to (Suwanto, 2014) Performance is about the behavior or matter what the do employees , not about what the result or the result of the work they are. System management of performance in typical include measurement of performance and outcomes (ie , how the process is and what the results of its work). Performance is evaluative (whether it helps advance or actually obstructs organizational goals) and is multidimensional (ie , many behaviors are needed to describe employee performance). Based on the understanding that had been there, the authors draw a conclusion that the achievements of the work that is in produced by an employee in the mail I kan a task could be to in the evaluation of how high the level of performance of the employee of his, then the performance of employees should be determined by the achievement of a target of the period period time which become restrictions organization.

The effect of training on performance

Based on the research that is done Mangkunagara & Inheritance (2015) with the title " *Effect of training, competence and discipline on employee performance in company (case study in PT. Asuransi Bangun Askrida)* " suggests that the training effect significantly to the performance of the employee . In addition to that , the research that is done Afroz (2018) in his research that entitled " *Effects of Training on Employee Performance A Study on Banking Sector, Tangail Bangladesh* " also revealed that the training effect significantly to the performance . Based on the description above, the problem under study can be formulated as follows:

H1: Training influences employee performance at an Environmental Impact Analysis Consultant

Effect of development on performance

Based on the research that is done Asfaw et al. (2015) which is entitled " *The impact of training and development on employee performance and effectiveness: A case study of District Five Administration Office, Bole Sub-City, Addis Ababa, Ethiopia* " suggests that the development impact significantly on performance . In addition to that , the research that is done Ampomah , P. (2016) also revealed that the development of an effect on performance . Based on the description above, the problem under study can be formulated as follows:

H2: Development influences employee performance at the Environmental Impact Analysis Consultant

The purpose of the study is that to determine the effect of the training and development of the consultant analyzes the impact of the environment. Results of the study is expected d apat provide input and picture for the company Amdal to be able to give attention to the more well to training and development for factors that may affect the performance of the employee. Besides that, research is also hoped can provide knowledge and understanding of the effects of training and development to employee performance, and can be practiced in a company in the field of EIA.

Framework Concepts

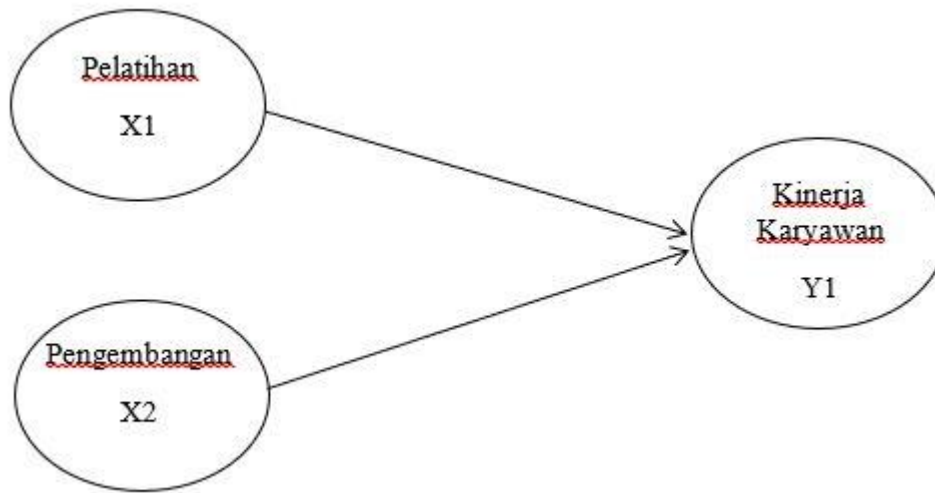


Figure 1. Concept Framework Model

3. Research Method

The population in this study were all employees who had attended training and employee development as many as 60 people. Techniques that are used in decision- sam mop in research this is *purposive sampling* is a technique of determining the sample because according to the research that is done (Sugiyono, 2013) . the number of employees who meet the criteria to be respondents amounted to 35 people . Type of data used in the study is righteousness primary data and secondary. Collecting the data in the study is derived from the questionnaires , the list of heritage, and observation.

Quantitative Analysis is a data analysis method that requires statistical and mathematical calculations. To make it easier to perform the analysis used SPSS version 22 using regression linear simple.

4. Results and Discussion

Regression

Descriptive Statistics

	The mean	Std. Deviation	N
PERFORMANCE	3.5714	1.65006	35
TRAINING	4,5714	1.52017	35
DEVELOPMENT	5,6286	1.49678	35

In tabel Descriptive Statistics show that the average (mean) performance with the number of 35 employees is 3.5714 with a standard deviation of 1.65006, the average training with a number of 35 employees is 4,5714 with a standard deviation of 1.52017, and development with an average of 5.6286 with a standard deviation of 1.49678

Correlations

		PERFORMANCE	TRAINING	DEVELOPMENT
Pearson Correlation	PERFORMANCE	1,000	.851	.898
	TRAINING	.851	1,000	.988
	DEVELOPMENT	.898	.988	1,000
Sig. (1-tailed)	PERFORMANCE	.	.000	.000
	TRAINING	.000	.	.000
	DEVELOPMENT	.000	.000	.
N	PERFORMANCE	35	35	35
	TRAINING	35	35	35
	DEVELOPMENT	35	35	35

In the table Correlations, correlation or relationship between the three variables are variables of training with the performance obtained by $r = 0.851$ with probability = $0.000 < 0.05$ then H_0 is rejected, which means that there is a relationship correlations were significant between the score of the training with the performance. variable frequency development with performance $r = 0.898$.

Variables Entered / Removed ^a

Model	Variables Entered	Removed Variables	Method
1	DEVELOPMENT, TRAINING ^b	.	Enter

a. Dependent Variable: PERFORMANCE

b. All requested variables entered.

Table variables entered / removed it explains about the variable that is inserted or disposed of and methods are used. in terms of these variables were included is a variable training and development as a predictor and methods are used enter.

Summary Model ^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.929 ^a	.862	.854	.63100	.862	100,249	2	32	.000

a. Predictors: (Constant), DEVELOPMENT, TRAINING

b. Dependent Variable: PERFORMANCE

In this table explain the R-square of 0.862 or 86.2% which shows that the regression model can explain or describe the data behavior of 86.2% and the rest is influenced by other variables

or in other words the training variable can be explained by the development variable of 86.2 %, remaining at 13.8 %. Standard error of estimate on the table this is at 0.63100 on variable performance . the analysis of previously standard deviation in descriptive statistics is 1.65006, where the numbers standard deviation is much more substantial than the standard error estimate that only 0.63100.

ANOVA ^a

Model		Sum of Squares	D f	Mean Square	F	Sig.
1	Regression	79,830	2	39,915	100,249	.000 ^b
	Residual	12,741	32	.398		
	Total	92,571	34			

a. Dependent Variable: PERFORMANCE

b. Predictors: (Constant), DEVELOPMENT, TRAINING

On the table is explained there is the influence of the real (significant) variable training (X1) and development (X2) are simultaneously (together) against performance (Y). F value (f arithmetic) of 100,249 and (significance level) sig = 0,000

Coefficients ^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	-3,779	.649		-5,820	.000					
	TRAINING	-1,651	.460	-.152	-3,592	.001	.851	-.536	-.236	.024	41,686
	DEVELOPMENT	2,647	.467	.240	5,670	.000	.898	.708	.372	.024	41,686

a. Dependent Variable: PERFORMANCE

At the coefficients table, in column B in Constanta - 3, 779 , training was -1.651 and development was 2,647. Based on the data above , it can be said that : a constant of -3.777 and a regression coefficient of X1 -1.651 and a coefficient of X2 of 2.647.

1. Based on the results of the analysis of 35 responedden regarding the training and development of the performance of employees the average (mean) performance with the number of 35 employees is 3.5714 with a standard deviation of 1.65006, the average training with a number of 35 employees is 4.5714 with a standard deviation of 1.52017, and the development of the an average of 5.6286 with a standard deviation of 1.49678

2. Column sig / significance on the output coefficient is at 0000 which means probabability be below 0025 then Ho is rejected. Then the result of the variables above can be said to be significant because of the training and development of an effect on performance.
3. For the analysis of the constants (-3779) it has presented the results of the numbers constants are significant.

5. Conclusion

Based on the results of the research , it can be seen that P Training in influence positively and significantly to the performance of employees and development influenced positively and significantly to the performance of the employee . It 's means that training and development are carried out to make the performance even increased , by reason that the training and development that there needs to be maintained existence is to keep improving the performance of the existing . U ntuk study further suggested to extend the research with a way to add variables study that the company can establish a policy that is more effective for the improvement of the performance of employees . Companies are advised to be a lot of organize training and development of employees so that the skills and knowledge to improve as well as the adaptation of employees to the task much faster and responsive

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