

The Effect Of Employment Education And Training On Increasing Employees Work Productivity at PT. Sagami Indonesia

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ABSTRACT

The purpose of this study was to determine and analyze the effect of education and job training on increasing employee productivity either partially or simultaneously. The approach used in this study is an associative approach. The population in this study were all employees at PT. Indonesian Sagami. The sample in this study using the slovin formula totaling 92 employees of PT. Indonesian Sagami. Data collection techniques in this study used interview techniques, documentation studies, observation, and questionnaires. The data analysis technique in this study uses the Multiple Linear Regression Analysis Test, Hypothesis Testing (t Test and F Test), and Coefficient of Determination. The data processing in this study used the SPSS (Statistic Package for the Social Sciences) software program version 24.00. The results of this study prove that partially and simultaneously education and job training have an effect on increasing employee productivity at PT. Indonesian Sagami.

Keywords : Education, Job Training, Work Productivity.

1. INTRODUCTION

In line with the development of an increasingly global business world, the management of an organization must be carried out professionally and productively, so that the organization can still maintain its viability and continue to develop along with the times. In every company, human resources (HR) is the most important asset that must be maintained by the company. In the process of achieving the goals of a company, it is strongly influenced by quality resources to produce goods or services.

One measure of the success of an individual, team, or organization's performance lies in its productivity. If the productivity is high or increased, it is declared successful. If it is lower than the standard or decreasing, it is said to be no or less successful. (Wibowo, 2014: 93)

Productivity is equated with the work of an employee. The productivity results achieved by an employee must be able to make an important contribution to the company in terms of quality and quantity perceived by the company and of great benefit to the company now and in the future. Work productivity is a mental attitude that is always looking for improvements to what already exists. A belief that one can do a better job today than yesterday and tomorrow better than today. (Sutrisno, 2012: 100).

Productivity is a view of life and a mental attitude that always strives to improve the quality of life. Productivity is the ratio of work between the results achieved (output) with the overall resources (inputs) used per unit of time. With work productivity, it is expected that work will be carried out efficiently and effectively, in order to achieve the expected goals. And one way to increase employee productivity is to provide job education and training. The target object of productivity assessment is the knowledge, skills, and attitudes of employees. Thus, it is clear that education and job training have an important role in employee productivity.

Education (formal) within an organization is a development process in the direction desired by the organization concerned. While training (training) is part of an educational process whose purpose is to improve special abilities or skills. Education and training can be seen as a form of investment (Notoatmodjo, 2015: 16-17).

Training is one of the efforts made by the company to improve the quality of human resources in the world of work. Training is a process to form and equip employees by increasing their skills, abilities, knowledge, and behavior (Kasmir, 2018: 126).

Providing training or education to employees in a company is the responsibility of every manager. The existence of training and education for a person can also ensure the availability of

skilled, trained, or educated workers who can use their minds critically. In addition to this, training also helps the stability of employees and encourages them to provide their services for a long time (Manullang, 2013: 66-67).

In the context of human resource development, education and training are an effort to develop human resources, especially to develop intellectual abilities and human personality. (Notoatmodjo, 2015: 16).

PT Sagami Indonesia is one of the companies engaged in the automotive and electronic (semi-conductor) fields, Japanese investors dare to invest their shares in this industrial area because they see the good potential of this area, and this area is claimed to be close to Malaysia, making it easier for companies This is to export to Malaysia, which is also the same company that stands.

Based on initial observations made by researchers, there are several phenomena regarding the work productivity of PT. Sagami Indonesia employees, namely an increase in employee work productivity that is not optimal, this can be seen from the number of employees who do not reach the target in doing their work and are not on time. by there are still some employees who have minimal education and have not mastered the competencies that are in accordance with their positions and the lack of job training carried out by the company to support employee work productivity where the training carried out by the company is still not evenly distributed to all employees.

Based on the background of the problem above, the authors are interested in conducting research on "The Effect of Education and Job Training on Increasing Employee Productivity at PT. Sagami Indonesia".

2. RESEARCH METHOD

2.1. Population and Sample

1. Population

According to (Sugiyono, 2018) states that "Population is a generalization area consisting of objects or subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions". The population in this study were all employees at PT. Sagami Indonesia, totaling 1,181 people.

2. Sample

According to (Sugiyono, 2018) the sample is part of the number and characteristics of the population. If the population is large, and it is not possible for the researcher to study everything in the population, for example, due to limited funds, manpower, and time, the researcher can use samples taken from that population. What is learned from the sample, the conclusions can be applied to the population. Based on the existing population, the minimum sample size is obtained using the Slovin formula, then the sample calculations are arranged as follows:

$$n = \frac{N}{1 + N(M)^2}$$

$$n = \frac{1.181}{1 + 1.181(0.1)^2} = 92,19$$

Where:

n = sample size

N = population size

M = percent allowance for inaccuracy due to error

Sampling that can still be tolerated or desired, a maximum of 10%.

Based on the solving calculation above, the number of samples in this study was 92 employees of PT. Sagami Indonesia. This sampling uses the Nonprobability Sampling method using the Incidental Sampling technique, which is a sampling technique based on chance, anyone who coincidentally meets the researcher can be used as a sample. (Sugiyono, 2018).

3. RESULTS AND DISCUSSION

3.1. t test (Partial Test)

The t test used in this study was used to determine the ability of each independent variable. Another reason is that the t-test is conducted to test whether the independent variable (X) partially or individually has a significant relationship or not to the dependent variable (Y).

Table 1. t test results

| Coefficients ^a | | | | | | |
|--|-----------------|-----------------------------|------------|---------------------------|--------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 1,699 | 2,155 | | ,789 | ,432 |
| | Pendidikan | ,443 | ,097 | ,289 | 4,589 | ,000 |
| | Pelatihan Kerja | ,887 | ,082 | ,684 | 10,875 | ,000 |
| a. Dependent Variable: Produktivitas Kerja | | | | | | |

The results of statistical tests in the table above can be explained as follows:

1. The Effect of Education (X1) on Work Productivity (Y)

The t-test was used to determine whether education had an individual (partial) effect on a significant relationship or not on work productivity. For criteria, the t test is carried out at the level of $\alpha = 0.05$ with the t value for $n = 92 - 2 = 90$ is 1.987 $t_{count} = 4.589$ and $t_{table} = 1.987$

H_0 is accepted if : $-1.987 t_{hitung} \leq 1.987$ at $\alpha = 5\%$

H_0 is rejected if : $t_{count} > 1.987$ or $-t_{count} < -1.987$

The t_{count} value for the education variable is 4.589 and t_{table} with $\alpha = 5\%$ is known to be 1.987, thus t_{count} is greater than t_{table} and the significant value of education is $0.000 < 0.05$, meaning that from these results it can be concluded that H_0 is rejected (H_a is accepted) indicating that education has a significant effect on the work productivity of employees of PT. Indonesian Sagami.

2. Effect of Job Training (X2) on Work Productivity (Y)

The t test is used to determine whether job training has an individual (partial) effect on a significant relationship or not on work productivity. For criteria, the t test is carried out at the level of $\alpha = 0.05$ with the t value for $n = 92 - 2 = 90$ is 1.987 $t_{count} = 10.875$ and $t_{table} = 1.987$

H_0 is accepted if : $-1.987 t_{hitung} \leq 1.987$ at $\alpha = 5\%$

H_0 is rejected if : $t_{count} > 1.987$ or $-t_{count} < -1.987$

The t_{count} value for the job training variable is 10.875 and t_{table} with $\alpha = 5\%$ is known to be 1.987, thus t_{count} is greater than t_{table} and the significant value of job training is $0.000 < 0.05$, meaning that from these results it can be concluded that H_0 is rejected (H_a is accepted) indicating that the training work has a significant effect on the work productivity of employees of PT. Indonesian Sagami.

3.2.F Test (Simultaneous Significant Test)

The F statistical test was conducted to test whether the independent variable (X) simultaneously had a significant relationship or not to the dependent variable (Y).

Based on the results of data processing with the SPSS version 24 program, the following results were obtained:

Table 2. F. Test Results

| ANOVA ^a | | | | | | |
|--|------------|----------------|----|-------------|---------|-------------------|
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 2301,554 | 2 | 1150,777 | 261,440 | ,000 ^b |
| | Residual | 391,751 | 89 | 4,402 | | |
| | Total | 2693,304 | 91 | | | |
| a. Dependent Variable: Produktivitas Kerja | | | | | | |
| b. Predictors: (Constant), Pelatihan Kerja, Pendidikan | | | | | | |

$$F_{table} = 92 - 2 - 1 = 89$$

$$F_{count} = 261.440 \text{ and } F_{table} = 3.10$$

From the results above, it can be seen that the F_{count} value is 261,440 with a significant level of 0.000. While the value of F_{table} is known to be 3.10. Based on these results, it can be seen that $f_{count} > f_{table}$ ($261,440 > 3.10$) means that H_0 is rejected. So it can be concluded that the variables of education and job training together have a significant effect on the work productivity of employees at PT. Indonesian Sagami.

3.3. Coefficient of Determination Test (R-square)

The R-square value of the coefficient of determination is used to see how the variation in the value of the dependent variable is affected by the value of the independent variable. The value of the coefficient of determination is between 0 and 1. If the R-square value is closer to one, the greater the influence of the independent variable on the dependent variable. Here are the results of the statistical test:

Table 3. Determination Coefficient Test Results

| Model Summary ^b | | | | |
|--|-------------------|----------|-------------------|----------------------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .924 ^a | .855 | .851 | 2,09802 |
| a. Predictors: (Constant), Pelatihan Kerja, Pendidikan | | | | |
| b. Dependent Variable: Produktivitas Kerja | | | | |

$$D = R^2 \times 100\%$$

$$D = 0.855 \times 100\% \\ = 85,5\%$$

Based on the table above, it can be seen that the value of R square is 0.855 which means 85.5% and this states that the education and job training variables are 85.5% to influence the work productivity variable. Then the difference is $100\% - 85.5\% = 14.5\%$. This shows that 14.5% is another variable that does not contribute to work productivity research.

3.4. Discussion of Research Results

3.4.1. The Effect of Education on Work Productivity

Based on the research obtained regarding the effect of education on employee work productivity at PT. Sagami Indonesia partial hypothesis test results show that the value of t_{count} for the education variable is 4.589 and t_{table} with $\alpha = 5\%$ is known to be 1.987, thus t_{count} is greater than t_{table} and the significant value of education is $0.000 < 0.05$, meaning that from these results it can be concluded that H_0 is rejected. (H_a accepted) indicates that education has a significant effect on the work productivity of employees of PT. Indonesian Sagami.

This shows that education can increase the work productivity of employees at PT. Sagami Indonesia, wherewith the increasing education of employees, the productivity of employees will increase, employees with a high level of education and by the position they hold, the productivity of these employees will increase.

Education is related to assisting employees so that the level of intelligence, knowledge, and abilities of these employees can develop to a higher level. Education is an activity to increase mastery of theory and decision skills on issues related to activities to achieve goals (Sutrisno, 2016: 62).

The results of this study are in line with the results of previous research conducted by (Sinulingga, 2014), (Setihada, 2014), (Mapparenta, 2011), concluding that education affects work productivity.

The results of this study are not in line with the results of previous research conducted by (Dotulong et al., 2016), (Sasana, 2013), (Wahono et al., 2014), concluding that education does not affect work productivity.

3.4.2. The Effect of Job Training on Work Productivity

Based on the research obtained regarding the effect of job training on employee work productivity at PT. Sagami Indonesia partial hypothesis test results show that the value of t_{count} for the job training variable is 10.875 and t_{table} with $\alpha = 5\%$ is known to be 1.987, thus t_{count} is greater than t_{table} and the significant value of job training is $0.000 < 0.05$, meaning that from these results it can be concluded that H_0 is rejected (H_a is accepted) indicating that job training has a significant effect on the work productivity of PT. Indonesian Sagami.

This shows that job training can increase employee productivity at PT. Sagami Indonesia wherewith the increasing training provided by the company to employees who support the work of these employees, the productivity of these employees will increase.

Training is one of the efforts made by the company to improve the quality of human resources in the world of work. Training is usually carried out with a curriculum that is tailored to the needs of the position, given in a relatively short time, to equip a person with job skills. Training

is a process to form and equip employees by increasing their skills, abilities, knowledge, and behavior (Kasmir, 2018: 126).

The results of this study are in line with the results of previous research conducted by (Sibarani, 2015), (Komarudin, 2018), (Cholis, 2013), (Student, 2016), (Safitri, 2017) concluded that job training affects work productivity.

While the results of this study are not in line with the results of previous research conducted by (Khadafi, 2016), (Jiwa et al, 2018), concluding that job training does not affect work productivity.

3.4.3. The Effect of Education and Job Training on Work Productivity

Based on the research obtained regarding the effect of education and job training on employee work productivity at PT. Sagami Indonesia simultaneous hypothesis test results show that the F_{count} for the job training variable is 10.875 and the F_{table} with $\alpha = 5\%$ is known to be 1.987, thus F_{count} is greater than F_{table} and the significant value of job training is $0.000 < 0.05$, meaning that from these results it can be concluded that H_0 is rejected (H_a is accepted) indicating that job training has a significant effect on the work productivity of PT. Indonesian Sagami.

This shows that education and job training together can increase the work productivity of employees at PT. Sagami Indonesia was with the higher education of each employee and according to the position of the employee and followed by the training provided by the company to the employee to support the work, the productivity of the employee will increase.

Education and training are related to assisting employees so that the level of intelligence, knowledge, and abilities of these employees can develop to a higher level (Manullang, 2013: 67).

Productivity is nothing more than science, management technology because productivity also contains a philosophy and mental attitude that is always motivated to develop oneself towards a better quality of life tomorrow. Productivity is also defined as the level of efficiency in producing goods and services, productivity expresses how to properly utilize resources in producing goods.

According to Sutrisno, (2012: 102) work productivity is the ratio of the results of work to the time needed to produce products from a workforce. Meanwhile, Agustini (2011: 108) states that productivity is the result of how an employee carries out his work. Likewise, if employee productivity decreases, it can also affect and reduce company performance and the goals set will be difficult to achieve.

The results of this study are in line with the results of previous research conducted by (Rapareni, 2013), (Utomo, 2018), (Hakimah, 2014) concluding that Education and Job Training affect Work Productivity.

4. CONCLUSION

Based on the results of research and discussion that have been stated previously, conclusions can be drawn from research on the Effect of Education and Job Training on Increasing Employee Work Productivity at PT. Sagami Indonesia as follows.

- a. Partially, education has a significant effect on employee work productivity at PT. Sagami Indonesia where the value of t_{count} 4.589 > t_{table} 1.987 and a significant value of $0.000 < 0.05$ so H_0 is rejected (H_a is accepted)
- b. Partially, job training has a significant effect on employee work productivity at PT. Sagami Indonesia where the value of t_{count} 10,875 > t_{table} 1,987 and a significant value of $0.000 < 0.05$ so H_0 is rejected (H_a is accepted)
- c. Simultaneously education and job training together have a significant effect on employee productivity at PT. Sagami Indonesia where the value of F_{count} 10.875 > F_{table} 1.987 and a significant value of $0.000 < 0.05$ so that H_0 is rejected (H_a is accepted).

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