



The Influence Of Training And Leadership On Employee Performace At Alco Media Convex In Central Jakarta

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ABSTRACT

The aim of the research is to find out how much influence Training and Leadership has on employee performance at PT Alco Media Convex in Central Jakarta. The method used was an associative research method with a quantitative approach and obtained a sample of 73 respondents. The data collection technique was using a questionnaire, while the data analysis methods used were validity testing, reliability testing, classical assumption testing, simple linear regression analysis, multiple linear regression analysis, correlation coefficient (R) analysis, coefficient of determination analysis, and hypothesis testing. The research results show that there is a positive and significant influence between training and employee performance with a correlation value of 0.708 (strong). The coefficient of determination value is 49.4%. The tcount value is 8.442 > ttable 1.994. Leadership has a positive and significant effect on employee performance with a correlation value of 0.496 (Medium). Simultaneously, training and leadership have a positive and significant effect on employee performance at PT Alco Media Convex in Central Jakarta. This can be proven from the multiple linear regression equation $Y = 8.461 + 0.643 X_1 + 0.175 X_2$, correlation value of 0.724 (Strong). The coefficient of determination value is 51.1%, the F value is 38.557 > 3.128.

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INTRODUCTION

Training is a process of teaching skills and providing the necessary knowledge and attitudes so that they can carry out their responsibilities in accordance with standards. This differs from education which provides knowledge about a particular subject in general, because training focuses on the specific needs of the job. Effective training can increase performance, improve work morale and boost organizational potential. According to Mangkuprawira and Hubeis in Hamali (2019:62) Training for employees is a process of teaching certain knowledge and skills as well as attitudes so that employees become more skilled and able to carry out their responsibilities well, in accordance with work standards. Human resources are given training in their fields and expertise with the aim of carrying out tasks to achieve organizational goals. Apart from that, improving performance also needs to be balanced with leadership which is also considered important for the process of developing human resource performance. The progress and decline of an organization, the death of an organization is largely determined by leadership. Leadership according to Sutrisno (2020:213) is the activity of moving other people to achieve the expected results by leading, guiding and influencing other people. Therefore, human resources working in an organization should have the ability to improve the quality of their performance. From the definition above, it can be concluded that performance is the result of efforts from quality human resources so as to achieve the goals of an organization.

This research was conducted at PT Alco Media Convex in Central Jakarta. Based on the explanation regarding performance, the author made observations with several employees of the Project division of PT Alco Media Convex in Central Jakarta regarding employee performance. Based on the results of the performance assessment, the author has found a phenomenon that occurs in the field that the human resources of PT Alco Media Convex in Central Jakarta show that their performance is not optimal. In 2018, employee performance assessment achievement was 87%. Then in 2019 there was an equality of target achievement of 86%, then in 2020 there was a very significant decline where performance achievement was only 79% of the target that had been set. Then in 2021 the performance achievement was only 75%, continuing until 2022 it only reached 73% of the target so it is necessary to carry out evaluations in these various aspects. PT Alco Media Convex must immediately handle this matter in order to be able to increase employee morale so that employees can carry out their duties and responsibilities optimally.

After conducting further observations, the author found one factor that can determine performance achievement, namely training. According to Handoko (2019:104) Training is to improve mastery of various skills and techniques for carrying out certain, detailed and routine work. According to Mangkuprawira and Hubeis in Hamali 2019: 62 Training for employees is a process of teaching certain knowledge and skills as well as attitudes so that employees become more skilled and able to carry out their responsibilities well, in accordance with work standards. New or existing employees need to undergo training because job demands can change due to changes in the work environment, strategy and so on. Training and employee performance are related to each other. For employees, having good training in a company will encourage them to achieve company goals. In this case, companies need to encourage and provide employees with training to improve employee abilities in order to achieve company goals.

The training provided by the company is in accordance with the division and job of each employee. This is because the company does not pay enough attention to the type of training given to employees so that it has an impact on employee performance. This is

supported by the results of Muhammad Reza Anwar Nurdin's research (2019), there is a positive and significant influence of training on the performance of Bank DKI Jakarta employees.

Apart from training, a factor that influences performance is leadership. An organization without a leader is like a ship without a captain. Leaders set direction by developing a vision and mission for the future, organizing people and managing renewal or reform and change. The progress and decline of an organization, the death of an organization is largely determined by leadership. According to Sutrisno (2020:213) who states that leadership is the activity of moving other people to achieve the expected results by leading, guiding and influencing other people. From the definition above, researchers can conclude that leadership is the ability to influence other people to achieve the expected final goal. Thus, an organization without a leader is like a ship without a captain. Leaders set direction by developing a vision and mission for the future, organizing people and managing renewal or reform and change. The progress and decline of an organization, the death of an organization is largely determined by leadership.

The nature of PT Alco Media Convex's leadership is still not firm in providing direction and encouragement to employees, which has an impact on employee performance. The above circumstances are the background for researchers to conduct further research with the title "The Influence of Training and Leadership on Employee Performance at PT Alco Media Convex Central Jakarta"

LITERATURE REVIEW

Training

Training is a process of teaching skills and providing the necessary knowledge and attitudes so that they can carry out their responsibilities in accordance with standards. According to Harsuko Riniwati (2021:152) Training is an activity or exercise to improve quality, expertise, abilities and skills (carried out after and while occupying a certain position or job). According to Dessler (2020:22), training is a process of pursuing the skills needed by employees to carry out their work, where employee training provides practical knowledge and its application in the world of corporate work to increase work productivity in achieving the desired goals of the company organization. From the various definitions above, the author can conclude that training is an activity or activity that is systematically designed to provide employees with knowledge and skills to achieve organizational goals. According to Wahyuningsih (2019:6), the leadership indicators in this research are: type of training, training objectives, methods used, participant qualifications.

Leadership

An organization without a leader is like a ship without a captain. Leaders set direction by developing a vision and mission for the future, organizing people and managing renewal or reform and change. According to Supardi & Aulia Anshari (2022:18) Leadership is the ability to influence a group to achieve common goals. Meanwhile, according to leadership, Barao et al., (2022:34) leadership also has a significant influence on the method and sequence of decision making. Based on the definition of leadership from several expert opinions above, it can be concluded that leadership is the ability to influence other people to achieve the expected final goals. According to Busro (2019:24), the leadership indicators in this research are: traits, habits, temperament, character, personality.

Performance

A performance carried out by each employee has an impact on achieving the company's main goals. Performance can also have an impact on the environment which in turn affects the company's image. According to Nurjaya (2021:21) states that performance is the level of achievement of results for carrying out certain tasks. Company performance is the level of achievement of results in order to realize company goals. According to Putri (2020: 112) states that performance is the results of a person's or group's job functions in an organization in a certain period of time which reflects how well the person or group fulfills the requirements of a job in an effort to achieve organizational goals. Based on several opinions about performance, it can be concluded that the definition of performance is an individual's ability to work to be able to provide satisfactory results in the place of work. According to Afandi (2021:86–87), the performance indicators in this research are: expertise, thoroughness, initiative, ability, communication.

RESEARCH METHODOLOGY

This research uses a quantitative approach with a survey method, namely research that will take the entire population and use questionnaires as a data collection tool. In the research population, there were 73 employees of PT Alco Media Convex. This research uses saturated or census sampling criteria because the population studied is less than 100 so the entire population, namely 73 employees, will be the sample studied. Data analysis techniques used include: Instrument Test (validity and reliability test), normality test, multicollinearity test, heteroscedasticity test, multiple regression test, t test, F test and determination test.

RESULTS AND DISCUSSION

Normality test

The normality test is used to see whether the residual values are normally distributed or not. To detect whether the residuals are normally distributed or not, you can look at the normal probability plot which compares the cumulative distribution from the normal distribution. Classical assumption testing is carried out to determine the condition of the existing data in order to determine the appropriate analysis model. The statistical tool used to process the data is using SPSS 25 software, for more details it will be explained as follows:

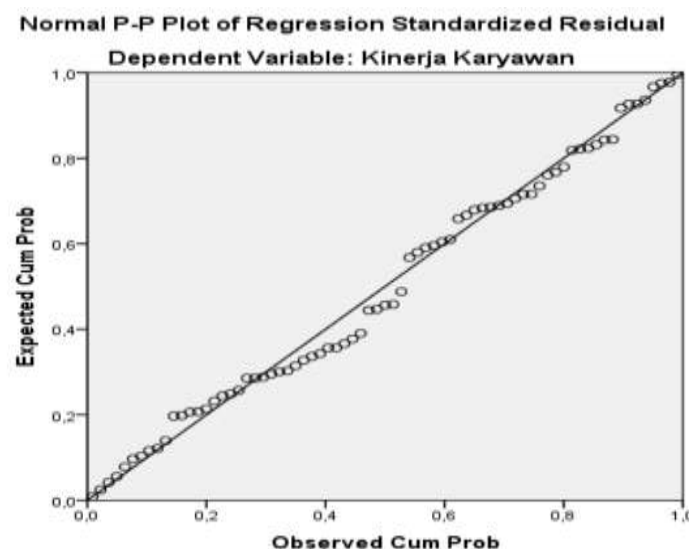


Figure 1. Normality Test Graph

Looking at the display of the normal probability plot graph and the histogram graph above, it can be concluded that in the normal probability plot graph the dots are visible spread around the diagonal line and the distribution follows the direction of the diagonal line, as well as in the histogram graph which gives a normal distribution pattern (no differences occur). The two graphs above show that the regression model is suitable for use because it meets the assumptions of normality.

Multicollinearity Test

This multicollinearity test is intended to detect high correlation between independent variables by looking at the Tolerance Value and Variance Inflation Factor (VIF). The results of the multicollinearity test are as follows:

Table 1 Multicollinearity Test Results

Independent variable	Tolerance Value	VIF value
Training	0,733	1,365
Leadership	0,733	1,365

Source: Data processing (2023)

Based on the table above, it can be seen that all variables have a higher tolerance value, namely above 0.10 and also the VIF (Variance Inflation Factors) from the data above is smaller than 10 (<10), for the Training variable (X1) the tolerance value is 0.733 and The VIF value is 1.365. Leadership (X2) tolerance is 0.733 and the VIF value is 1.365, which means that the data above or the variables above do not have multicollinearity in this research.

Autocorrelation Test

The autocorrelation test is to see whether there is a correlation between a period t and the previous period ($t-1$). In simple terms, regression analysis is to see the influence of the independent variable on the dependent variable, so there should be no correlation between observations and previous observation data. The results of the multicollinearity test are as follows:

Table 2 Autocorrelation Test Results

Independent variable	Durbin Watson Results
Training and Leadership	2,099

Source: Data processing (2023)

Based on the table above, autocorrelation testing using the Durbin Watson test can be seen that the Durbin-Watson value of 2.099 is in the interval 1.55 – 2.46 so it can be concluded that the data in this research variable does not contain autocorrelation.

Heteroscedasticity Test

To determine whether heteroscedasticity exists or not, use the Glejser test. Provided that if the independent variable (X) has a significance value (Sig) < 0.05 , then heteroscedasticity disturbance occurs and if the independent variable (X) has a significance value (Sig) > 0.05 , then heteroscedasticity disturbance does not occur. The results of the heteroscedasticity test are as follows:

Table 3 Heteroscedasticity Test Results

Independent variable	Significance Value
Training	0,570
Leadership	0,241

Source: Data processing (2023)

Based on the table above, it can be seen that the significance value (sig.) between the independent variable and the absolute residual is greater than 0.05, Training (X1) value is sig. 0.570 and Leadership (X2) sig value. 0.241. So there were no symptoms of heteroscedasticity in this study.

Multiple Linear Regression Analysis

Based on the results of multiple linear regression data processing, the complete results are presented in the following table:

Table 4 Results of Multiple Linear Regression Analysis

Independent variable	Unstandarized Coefficient		Standarized Coefficient		Sig.
	B	Std.Error	Beta	t	
Contstant	8,461	3,976		2,128	0,037
Training	0,643	0,101	0,616	6,392	0,000
Leadership	0,175	0,094	0,178	1,850	0,069

Source: Data processing (2023)

Based on the results of the regression calculations in the table above, we can obtain the regression equation $Y = a + b_1X_1 + b_2X_2$ or $Y = 8.461 + 0.643 (X_1) + 0.175 (X_2)$. A constant value of 8.461 means that if the variables Training (X1) and Leadership (X2) are not considered then employee performance (Y) will only have a value of 8.461. The Training value (X1) of 0.643 means that if the constant remains and there is no change in the Leadership variable (X2), then every 1 unit change in Training (X1) will result in a change in Employee Performance (Y) of 0.643. A Leadership value (X2) of 0.175 means that if the constant remains and there is no change in the Training variable (X1), then every 1 unit change in the Leadership variable (X2) will result in a change in employee performance (Y) of 0.175. Assuming that other variables are not examined in this research.

Partial Hypothesis Test (t Test)

Hypothesis testing of the Training (X1) and Leadership (X2) variables on employee performance (Y) was carried out using the t test (partial test).

Table 5 t test results

Independen t variable	Unstandarized Coefficient		Standarized Coefficient		Sig.
	B	Std.Error	Beta	t	
Contstant	8,461	3,976		2,128	0,037
Training	0,643	0,101	0,616	6,392	0,000
Leadership	0,175	0,094	0,178	1,850	0,069

Source: Data processing (2023)

From table above it can be seen that each independent variable has a different influence on the dependent variable. From this test, it can be seen that the data significance value of the

variable X1 under study has a positive influence on variable Y, however, it is not significant on the Performance variable Y. This is because the variable Apart from looking at the significance value, partial testing can be seen from the calculated t value which is greater than the t table value of 1.994. The t table value can be obtained by looking at the t table list with $df = n - 3 = 73 - 3 = 70$ with alpha 0.05.

Simultaneous Test (F)

This F test aims to test whether there is a joint (simultaneous) influence of each independent variable on the dependent variable.

Table 6 F Test Results

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	789,963	2	394,982	38,557	,000b
	Residual	717,078	70	10,244		
	Total	1507,041	72			

Source: Data processing (2023)

From the table above, it shows that the significance value is 0.000, which is less than $\alpha = 0.05$ or $0.000 < 0.05$, and the calculated F value $> F$ table, namely $38.557 > 3.128$, is obtained by looking at the F table with $df = n - 3 - 1$ ($73 - 3 - 1 = 69$) at a significance level of 0.05. Therefore, it can be concluded that there is an influence between training (X1) and leadership (X2) together on employee performance (Y).

Coefficient of Determination Test

Coefficient of determination analysis is used to measure the magnitude of the influence of Leadership and Motivation variables on employee performance. The following are the results of the calculation of the coefficient of determination shown in the table below:

Table 7 Determination coefficient test results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,496 ^a	,246	,236	3,99937

Source: Data processing (2023)

CONCLUSIONS AND SUGGESTIONS

Based on the research results, it can be concluded:

Training has a positive and significant influence on employee performance at PT Alco Media Convex Central Jakarta, this can be proven from the t test where the calculated t value is $8.442 > t$ table 1.994 with a significance of $0.000 < 0.05$, meaning that training has a partial positive effect on employee performance. PT Alco Media Convex Central Jakarta.

Leadership has a positive and significant influence on employee performance at PT Alco Media Convex Central Jakarta, this can be proven from the t test where the calculated t value is $4.819 > t$ table 1.994 with a significance of $0.000 < 0.05$, meaning that leadership partially has a positive effect on employee performance. at PT Alco Media Convex Central Jakarta.

Training and Leadership have a positive and significant influence on Employee Performance at PT Alco Media Convex Central Jakarta, this can be proven from the F test where the calculated F value is $38.557 > F \text{ table } 3.128$ with a significance of $0.000 < 0.05$, meaning that Training and Leadership simultaneously influence positive impact on employee performance at PT Alco Media Convex.

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