

The Effect Of Work Training And Work Discipline On Employee Performance At PT. Godongijo Asri Cinangka-Depok

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Article Info	ABSTRACT
Article history: Received December 3, 2024 Revised December 14, 2024 Accepted December 30, 2024	<i>This study aims to determine the effect of job training and work discipline on employee performance at PT Godongijo Asri. The methodology of this study uses a quantitative method with an associative approach. The population in this study were 70 employees at PT Godongijo Asri in Depok City with a sample of 70 employees using saturated samples. Data collection techniques were by observation, interviews and questionnaires. The data analysis method used simple and multiple linear regression tests, correlation coefficients, determination coefficients, partial t tests and simultaneous F tests. The results of this study indicate that there is an effect of job training and work discipline on employee performance at PT Godongijo Asri, this can be proven from the multiple linear regression equation $Y = 21.207 + 0.180X_1 + 0.231X_2$. The correlation value is 0.595 (moderate / strong enough). The coefficient of determination R square value is 0.354. The Fcount value is 18.370 > Ftable 3.13 with a significant level of 0.000 < 0.05.</i>
Keywords: Job Training, Work Discipline, Employee Performance	<i>This is an open access article under the CC BY-SA license.</i>
	
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INTRODUCTION

Human resource management is a determining factor in running a company's activities, the success or failure of a company is determined by the quality of its human resources. Like employee performance without good employee performance, the company will be more difficult to develop. So the organization requires professional management in order to achieve the usefulness of the resources needed. Human resource management is developing as an important function in the background of an organization or company, the success of a company is determined by its human resources because it is one of the important indicators for achieving a target.

According to Hasibuan (2019:10) Human resource management is "the science and art of managing relationships and roles of the workforce to effectively and efficiently help realize the goals of the company, employees and society".

In a company, the potential of resources is also one of the capitals to carry out all activities to achieve goals. Human resources play an important role in achieving a goal. Companies must manage resources as much as possible because the key to the success of a company is not only technological superiority and availability of funds but also its human resources. Management is the result of planning carried out to be able to determine

the targets set through human resources and other resources.

In a company, the potential of resources is also one of the capitals to carry out all activities to achieve goals. Human resources play an important role in achieving a goal. Companies must manage resources as much as possible because the key to the success of a company is not only technological superiority and availability of funds but also its human resources. Management is the result of planning carried out to be able to determine the targets set through human resources and other resources. In improving performance and achieving company goals, quality performance is needed. Thus, companies need to manage HR proportionally in order to achieve quality resources.

The resources desired by the company must be able to do so in order to provide the best for the company and can achieve the targeted goals. Human resources are also employees who should play an active role in all activities in the company because humans are the resources that will realize the realization of a company's goals.

According to Mangkunegara (2017:75) Performance is "the quality and quantity of work results achieved by an employee in carrying out his duties in accordance with the responsibilities given to him"

To strengthen the problem phenomenon in the Employee Performance variable, the researcher attaches the KPI data below. The following are the Key Performance Indicators of PT Godongijo Asri for the 2020-2022 period:

Table 1. Employee Performance Assessment of PT Godongijo Asri

Period 2020-2022				
No	Elements assessed	Percentage2020	Percentage2021	Percentage2022
1	Work Attitude	13.30%	15.58%	13.11%
2	Cooperation	7.30%	8.00%	7.00%
3	Punctuality	21.25%	18.75%	17,755
4	Quantity of Work	16.00%	18.00%	13.60%
5	Responsibility	22.10%	23.14%	16.90%
Total		78.95%	83.47%	68.36%

Source: PT Godongijo Asri

Based on table 1.1, it can be seen that there are 5 elements that are assessed at PT GodongIjo Asri starting from 2020-2022. From the data above, it can be seen that the performance of PT Godongijo Asri employees has decreased, where in 2020 it had a percentage of 78.95%, 2021 has a percentage increase of up to 83.47%, whereas in 2022 it only has a percentage of 68.36%. In this case shows a lack of teamwork, responsibility, and time discipline among PT GodongIjo Asri employees. High levels of tardiness and absenteeism, as well as a lack of initiative in completing tasks are suspected to be the main causes of a significant decline in performance from year to year. This is thought to be because employees do not have good cooperation and it is also thought that employees are not responsible enough in completing their work tasks and it is thought that many employees like to be late when coming to work and many employees like to leave during office hours.

PT Godongijo Asri, or commonly referred to as Godongijo Nursery, is a company in the form of a Limited Liability Company, which is engaged in the ornamental plant business, both production, distribution and sales of ornamental plants, agricultural production facilities, and other services related to ornamental plants. PT Godongijo itself has been established since 1999 which is located in Serua - Bojongsari. PT Godongijo Asri has 70 employees.

PT Godongijo Asri has working hours starting from 08:00-17:00 with a 1 hour



break. The problems that cover PT Godongijo Asri are about Job Training and Work Discipline, where these two things affect Employee Performance which currently needs more supervision from management or leaders. It is suspected that employees also often violate the regulations set by the relevant PT, often arriving late and like to go out during office hours for unclear reasons, indeed not all employees do that because there are also employees who are disciplined with the regulations but usually people who violate it make poor performance records.

Training is an activity that must be followed by all members or employees at PT Godongijo Asri, where the training itself has the benefit of teaching new skills, abilities, and concepts to employees in order to improve employee performance for the company.

According to Mangkunegara (2017:44), training is a short-term educational process that uses systematic and organized procedures in which non-managerial employees learn technical knowledge and skills for limited purposes.

If we look at it broadly, we can see that training is not only for new employees but also applies to seniors, where it functions to develop skills so that they can move up to the next level.

According to Mangkunegara in the journal (Elsya Azkiyatul Fangiziah et al., 2023) "training is a short-term education method using systematic and organized procedures where non-managerial workers deepen their knowledge and technical skills for specific purposes".

This human resource training must be carried out in certain times along with the development of the company and also the rapid development of technology. The training and discipline itself can be expected so that employees can carry out tasks and responsibilities effectively and efficiently.

To strengthen the phenomenon that occurs in the work training variable of PT Godongijo Asri, the researcher attaches a list of employee attendance when the training activity was held. The following is the data presented:

Table 1.1
Employee Job Training PT Godongijo Asri
Period 2020-2022

No	Year	Month& Implementation date	Training Name	Participants in attendance	Target Participants who should attend
1	2020	12-Feb-20	Product Knowledge	23 Employees	70 Employees
2	2021	03-Mar-21	Excellent Service	24 Employees	70 Employees
3	2022	04-May-22	Excellent Service	22 Employees	70 employees

Source: PT Godongijo Asri

Based on table 1.2 above, in 2020, only 1 training was held in a year for its employees. The training in 2020 took place on February 12, which discussed Product Knowledge held in the PT Godongijo Asri hall. Although 70 employees should have attended the Product Knowledge training on February 12 in the PT GodongIjo Asri hall, in reality the number of participants was far below the target, only 23 people attended. The level of employee attendance at the Product Knowledge training was very low. This is thought to be because the training was held on Saturday, a holiday, so many employees chose to rest or gather with their families. And in 2021, PT Godongijo conducted training once a year. The training in 2021 took place on March 3, 2021. The target for employee participation in the Service Excellent training in 2021 was not achieved. Only 24 of the

70 employees were supposed to attend the training. This low level of participation is thought to be caused by the Covid-19 pandemic which caused many employees to be infected. Then in 2022, PT Godongijo Asri conducted training once a year which discussed Service Excellent, held on May 4, 2022, the number of employees who should have participated in the activity was 70 people, but only 22 people participated in the activity, this is thought to be due to the lack of interest and awareness of employees towards this work development and training. based on existing data, it can be concluded that employee participation in the training organized by PT GodongIjo Asri is still far from expectations.

Training greatly affects Employee Performance, PT Godongijo Asri Management has conducted training for its employees so that employee performance is in accordance with what PT Godongijo Asri wants and can improve employee skills gradually. Employees who take part in training can develop their abilities and skills in working and are able to help explain to other employees what needs to be done.

Employees also often violate the regulations set by the relevant company, often arriving late and like to leave during office hours for unclear reasons, indeed not all employees do that because there are also employees who are disciplined with the regulations but usually people who violate them make poor performance records.

According to H.Malayu Hasibuan (2019:194) Discipline is "A person's awareness and willingness to obey all company regulations and applicable norms"

To strengthen the problem phenomenon in the Work Discipline variable, the researcher attached the summary data of absences for the 2020-2022 period.

Table 1.2

Employee Attendance at PT Godongijo Asri

Period 2020-2022

No	Year	EMPLOYEE ABSENCE					
		Number of employees	Permission	Alpha	Come too late	Total	Percentage of absence
1	2020	70	3	12	5	20	28%
2	2021	70	5	10	9	24	34%
3	2022	70	7	13	16	36	51%

Source: PT Godongijo Asri

Based on table 1.2 above, it can be seen that in 2022 there was a very high increase in employee absences, where in 2021 it showed a low number of absences, but in 2022 the absence rate jumped to 51%. From 2020-2022 at PT Godongijo Asri, there were still many employees who were absent, so this spurred the performance of employees who were present to work. The absence of several employees resulted in several jobs that should have been the responsibility of the employees themselves but were instead delegated to partners or friends who were present to work to complete the responsibilities or work, and many employees were less disciplined and could manage their time well.

Table 1.3

Key Performance Indicators PT Godongijo Asri

Period 2020-2022

NO	CRITERIA	TARGET
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1	Work Attitude	100
2	Cooperation	100
3	Punctuality	100
4	Quality of Work	100
5	Responsibility	100

Source: PT Godongijo Asri

In 2020, many employees were alpha due to the lack of enthusiasm from the employees themselves, then in 2021 the Alpha number was also high because at that time WFH had been implemented where many employees were not present for zoom meetings and only a few employees worked directly in a day, and in 2022 the late arrival rate was also high because some employees could not manage their time effectively. In improving performance and achieving company goals, quality performance is needed. Thus, companies need to manage HR proportionally in order to achieve quality resources.

METHOD

This study uses quantitative methods to examine the effect of workload and work stress on employee productivity at PT Putra Abadi Jaya Mandiri, South Tangerang. Data were collected through questionnaires to 60 respondents and supported by observation and documentation. Validity and reliability tests were used to ensure the accuracy of the research instrument, while classical assumption tests such as normality, multicollinearity, autocorrelation, and heteroscedasticity were conducted to meet the requirements of regression analysis. Hypothesis testing used the t-test for partial analysis and the F-test for simultaneous analysis, as well as simple and multiple linear regression to measure the relationship between independent and dependent variables.

RESEARCH RESULT

Quantitative analysis is a study to assess the condition of the value of influence, and the significance of the influence. According to Sugiyono (2018:55) argues that "the verification method is a study that aims to determine the relationship between 2 (two) or more variables. Thus, the results of this analysis will provide an initial answer to the formulation of the problem regarding the influence of independent variables on dependent variables

1. Simple Linear Regression Test

Regression analysis is used to determine whether there is an influence between independent and dependent variables. According to Sugiyono (2017:260) "simple linear regression analysis is used to determine the influence or linear relationship between an independent variable and a dependent variable".

Table 4.1
Simple Linear Regression of Job Training (X1) Against Employee Performance (Y)
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	22.132	4.208		5.260	.000
JOB TRAINING	.478	.101	.497	4.722	.000

a. Dependent Variable: EMPLOYEE PERFORMANCE

Source: Data Processed by SPSS 26 (2024)

Based on the calculation results, a simple linear regression equation can be obtained as follows: $Y = 22.132 + 0.478X_1$ From this equation, the following conclusions can be drawn:

- The value (a) or constant of 22.132 shows that when work training (X_1) is zero or does not increase, employee performance (Y) will remain at 22.123.
- The regression coefficient value (b) is 0.478 (positive), which indicates a unidirectional influence, meaning that every increase in work training by one unit will increase employee performance by 0.478 units.

Table 4.2
Simple Linear Regression of Work Discipline (X_2)
On Employee Performance (Y)
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	26,798	2,716		9,867	.000
	WORK DISCIPLINE	.244	.043	.564	5,634	.000

a. Dependent Variable: EMPLOYEE PERFORMANCE

Source: Data Processed by SPSS 26 (2024)

Based on the calculation results, a simple linear regression equation can be obtained as follows: $Y = 26.798 + 0.244X_2$ From this equation, the following conclusions can be drawn:

- The value (a) or constant of 26,798 shows that when work discipline (X_2) is zero or does not increase, employee performance (Y) will remain at 26,798.
- The regression coefficient value (b) is 0.244, which indicates a unidirectional influence, meaning that every increase in work discipline by one unit will increase employee performance by 0.244 units.

2. Multiple Linear Regression Test

According to Sugiyono (2018:277), "regression analysis is used to predict how the value of the dependent variable will change if the value of the independent variable is increased/decreased."

Table 4.3
Multiple Linear Regression Test Results
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	21,207	3.935		5.389	.000
	WORK DISCIPLINE	.180	.054	.416	3.335	.001
	JOB TRAINING	.231	.120	.241	1,930	.058

a. Dependent Variable: EMPLOYEE PERFORMANCE

Source: SPSS 26 Data Processing Results (2024)

Based on the calculation results, the results of the Multiple Linear Regression equation are as follows: $Y = 21.207 + 0.180X_1 + 0.231X_2$

- The constant of 21.207 means that if the work training and work discipline variables have a value of zero, employee performance will still have a value of 21.207.
- The regression value of 0.180 X_1 (positive) means that if the work training variable (X_1) increases by one unit, employee performance (Y) will increase by 0.180 units, assuming the work discipline variable (X_2) remains constant.
- The regression value of 0.231 (positive) means that if the work discipline variable



increases by one unit, employee performance (Y) will increase by 0.231 units, assuming the work training variable (X1) remains constant.

3. Correlation Coefficient Test

Correlation coefficient analysis is intended to determine the level of relationship between independent variables and dependent variables, both partially and simultaneously.

Table 4.4

Correlation Coefficient Interpretation Guidelines

Correlation Coefficient Value Interval	Relationship Level
0.000 – 0.199	Very Low
0.200 – 0.399	Low
0.400 – 0.599	Medium (Quite Strong)
0.600 – 0.799	Strong
0.800 – 1.000	Very strong

Source: Sugiyono (2018:184)

a. Correlation Test (X1) Against (Y)

The results of the correlation coefficient test of work training (X1) on employee performance (Y) can be seen in the following table:

Table 4.5

Correlation Coefficient (X1) Against (Y)

Correlations		JOB TRAINING	EMPLOYEE PERFORMANCE
JOB TRAINING	Pearson Correlation	1	.497**
	Sig. (2-tailed)		.000
	N	70	70
EMPLOYEE PERFORMANCE	Pearson Correlation	.497**	1
	Sig. (2-tailed)	.000	
	N	70	70

** . Correlation is significant at the 0.01 level (2-tailed).

Source: SPSS 26 Data Processing (2024)

Based on table 4.19, a correlation value of 0.497 was obtained, which means that the level of relationship between job training and employee performance has a moderate (quite strong) relationship.

b. Correlation Test (X2) against (Y)

The results of the correlation coefficient test of work training (X1) on employee performance (Y) can be seen in the following table:

Table 4.6

Correlation Coefficient (X2) against (Y)

		Correlations	
		EMPLOYEE PERFORMANCE	WORK DISCIPLINE
EMPLOYEE PERFORMANCE	Pearson Correlation	1	.564**
	Sig. (2-tailed)		.000
	N	70	70
WORK DISCIPLINE	Pearson Correlation	.564**	1
	Sig. (2-tailed)	.000	
	N	70	70

** . Correlation is significant at the 0.01 level (2-tailed).

Source: SPSS 26 Data Processing Results (2024)

Based on table 4.20, a correlation value of 0.564 was obtained, which means that the level of relationship between work discipline and employee performance has a moderate (quite strong) relationship.

c. Correlation Test (X1) and (X2) Against (Y)

The results of the work training correlation coefficient test (X1) and (X2) against (Y) can be seen in the following table:

Table 4.7

Correlation Coefficient (X1) And (X2) Against (Y)

Model Summary								
Model	R	Adjusted R Square	R Std. Error of the Estimate	Change in R Square	Change in F	df1	df2	Sig. F
1	.595a	.354	3.95484	.354	18,370	2	67	.000

a. Predictors: (Constant), WORK DISCIPLINE, WORK TRAINING

Source: SPSS 26 Data Processing Results (2024)

Based on table 4.21, a correlation value of 0.595 was obtained, which means that the level of relationship between work training and work discipline together with employee performance has a moderate (quite strong) level of relationship.

4. Determination Test

a. Test of Determination Coefficient (X1) against (Y)

The results of the Work Training Determination Coefficient test (X1) on employee performance (Y) can be seen as follows:

Table 4.8

Coefficient of Determination (X1) Against (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.415a	.172	.160	4,590

a. Predictors: (Constant), JOB TRAINING

Source: SPSS 26 Data Processing (2024)

Based on table 4.22, it can be seen that the value of the R square determination coefficient is 0.172, which means that the work training variable (X1) contributes 17.2% to the employee performance variable (Y), while the remaining 82.8% is caused by other variables that were not examined in this study.



b. Coefficient of Determination (X2) Against (Y)

The results of the Work Discipline Determination Coefficient (X2) test on employee performance (Y) can be seen as follows:

Table 4.9

Coefficient of Determination (X2) Against (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.562a	.316	.306	4.174

a. Predictors: (Constant), WORK DISCIPLINE

Source: SPSS 26 data processing (2024)

Based on table 4.23, it can be seen that the value of the R square determination coefficient is 0.316, which means that the work discipline variable (X2) contributes to the employee performance variable (Y) by 31.6%, while the remaining 68.4% is caused by other variables that were not examined in this study.

c. Test of Determination Coefficient (X1) and (X2) Against (Y)

The results of the test of the Work Training Determination Coefficient (X1) and Work Discipline (X2) on employee performance (Y) can be seen as follows:

Table 4.10

Coefficient of Determination (X1) and (X2) Against (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.595a	.354	.335	3.95484

a. Predictors: (Constant), WORK TRAINING, WORK DISCIPLINE

Source: SPSS 26 Data Processing (2024)

Based on table 4.24, it can be seen that the value of the coefficient of determination R square is 0.354, which means that the variables of work training and work discipline simultaneously contribute to the employee performance variable (Y) by 35.4%, while the remaining 64.6% is caused by other variables that were not examined in this study.

1.1.1 Hypothesis Testing

According to Sugiyono (2018:213), "a hypothesis is a temporary answer to the formulation of a research problem, therefore the formulation of a research problem is usually arranged in the form of a question sentence." Thus, a research hypothesis can be interpreted as a temporary answer to a research problem, until proven through the data collected and must be tested empirically.

a. Partial Hypothesis Test (t-Test)

According to Priyanto (2019) "The t-test is a measure of the independent variable if it can be partially influenced by the dependent variable being examined by the test." In this test, the hypothesis is accepted or rejected by comparing the calculated t value with the t table with the following criteria:

- If the calculated t value > t table, then H0 is rejected and Ha is accepted.
- If the calculated t value > t table, then H0 is accepted and Ha is rejected.

Hypothesis testing can also be done by comparing the significance value with 0.05 with the following provisions:

- If the significance value < 0.05 then H0 is rejected and Ha is accepted.
- If the significance value > 0.05 then H0 is accepted and Ha is rejected.

b. Hypothesis Test (X1) Against (Y)

The results of the partial hypothesis test of job training (X1) on employee performance (Y) can be seen as follows:

Table 4.11

Partial Test (X1) Against (Y)

Coefficients^a					
		Unstandardized Coefficients		Standardized Coefficients	
Model		B	Std. Error	Beta	t Sig.
1	(Constant)	22.132	4.208		5.260.000
	JOB TRAINING	.478	.101	.497	4.722.000

a. Dependent Variable: EMPLOYEE PERFORMANCE

Source: SPSS 26 Data Processing (2024)

Based on table 4.25, it can be seen that the t-value is 4.722 > t-table 1.996 with a significance of 0.000 < 0.05, so H01 is rejected and Ha is accepted, indicating that there is an influence of job training on employee performance at PT Godong Ijo Asri.

c. Hypothesis Test (X2) Against (Y)

The results of the partial hypothesis test of job training (X2) on employee performance (Y) can be seen as follows:

Table 4.12

Partial t-Test (X2) Against (Y)

Coefficients^a					
		Unstandardized Coefficients		Standardized Coefficients	
Model		B	Std. Error	Beta	t Sig.
1	(Constant)	26,798	2,716		9,867.000
	WORK DISCIPLINE	.244	.043	.564	5,634.000

a. Dependent Variable: EMPLOYEE PERFORMANCE

Source: SPSS 26 Data Processing (2024)

Based on table 4.26, it can be seen that the t-value is 5.634 > t-table 1.996 with a significance of 0.000 < 0.05, so H02 is rejected and Ha is accepted, indicating that there is an influence of work discipline on employee performance at PT Godong Ijo Asri.

5. Simultaneous Hypothesis Test (F Test)

According to Sugiyono (2018:252) that "The F test is used to determine the simultaneous influence between independent variables on dependent variables". In this study, the formulation of the hypothesis made is as follows:

H03 : $\rho_3 = 0$ There is no significant simultaneous influence between work training and work discipline on employee performance at PT Godongijo Asri.

Ha3 : $\rho_3 \neq 0$ There is a significant simultaneous influence between work training and work discipline on employee performance at PT Godongijo Asri.

The null hypothesis in this study is as follows:

- H0: $\beta_1 = \beta_2 = \beta_3 = 0$: no significant effect
- Ha: $\beta_1 \neq \beta_2 \neq \beta_3 \neq 0$: there is a significant influence

Determination of the level of significance Hypothesis testing will be carried out using a level of significance of 0.05 ($\alpha=0$) or a level of confidence of 0.95. In the social sciences, a level of significance of 0.05 is commonly used because it is considered appropriate enough to represent the relationship between the variables studied.

Determination of acceptance and rejection criteria for hypotheses The previously established hypotheses were tested using the statistical testing methods t-test and F-test with the following criteria for acceptance and rejection of the hypotheses:



- H_0 is rejected if $F_{\text{count}} > F_{\text{table}}$
- H_0 is accepted if $F_{\text{count}} \leq F_{\text{table}}$

The results of the simultaneous F test of work training (X1) and work discipline (X2) on employee performance (Y) can be seen as follows:

Table 4.13

F Test Results

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	574,639	2	287,319	18,370	.000b
	Residual	1047.933	67	15,641		
	Total	1622.571	69			

a. Dependent Variable: EMPLOYEE PERFORMANCE

b. Predictors: (Constant), WORK DISCIPLINE, WORK TRAINING

Source: SPSS 26 Data Processing Results (2024)

Based on table 4.27, it was obtained that the F count value was $18.30 > F_{\text{table}} 3.13$ with a significance level of $0.000 < 0.05$, thus H_0 was rejected and H_a was accepted, meaning that simultaneously there was an influence of work training and work discipline on employee performance at PT Godong Ijo Asri.

DISCUSSION

1.1.1 The Impact of Job Training on Employee Performance

Based on the results of statistical testing obtained from the simple linear regression test equation $Y = 22.132 + 0.478X_1$ Value (a) or constant of 22.132, this value indicates that when job training (X1) is zero or does not increase, employee performance (Y) will remain at 22.132. The regression coefficient value (b) of 0.478 (positive) indicates a unidirectional effect, meaning that every increase in job training by one unit will increase employee performance by 0.478 units. The correlation value is 0.497, which means that the level of relationship between job training and employee performance has a moderate level of relationship (quite strong). The determination coefficient value of R square is 0.712, which means that the job training variable (X1) contributes to the employee performance variable (Y) by 17.2% while the remaining 82.8% is caused by other variables not examined in this study. The calculated t value is $4.722 > t_{\text{table}} 1.996$ with a significance of $0.000 < 0.05$, so H_0 is rejected and H_a is accepted, indicating that there is an influence of job training on employee performance at PT Godong Ijo Asri.

The results of this study are supported by previous research conducted by Muhamad Abid and Abdul Rahman Safiih (2023), stating that job training has a significant effect on employee performance. Ni Wayan Eka Sri Anggereni's research (2018) stated that training has a positive and significant effect on employee performance.

1.1.2 The Influence of Work Discipline on Employee Performance

Based on the results of statistical testing obtained from the simple linear regression test equation $Y = 26.798 + 0.244X_2$ Value (a) or constant is 26,798 This value shows that when work discipline (X2) is zero or does not increase, employee performance (Y) will remain at 26,798. The regression coefficient value (b) is 0.244, which indicates a unidirectional influence, meaning that every increase in work discipline by one unit will increase employee performance by 0.244 units. The correlation value is 0.564, which means that the level of relationship between work training and employee performance has a moderate (quite strong) relationship. The determination coefficient value of R square is 0.316, which means that the work discipline variable (X2) contributes to the employee performance variable (Y) by 31.6%, while the remaining 68.4% is caused by other

variables that were not examined in this study. The t-value is $5.634 > t\text{-table } 1.996$ with a significance of $0.000 < 0.05$, so H_0 is rejected and H_a is accepted, indicating that there is an influence of work discipline on employee performance at PT Godong Ijo Asri.

The results of this study are supported by previous research conducted by Jelaskan Wau et al. (2021), stating that there is a significant influence between work discipline and employee performance. Research conducted by Muhammad Zaenal Arifin and Hadi Sasana (2022) also stated that work discipline has a significant effect on employee performance partially.

1.1.3 The Influence of Job Training and Work Discipline on Employee Performance

Based on the results of statistical testing, the multiple linear regression equation $Y = 21.207 + 0.180X_1 + 0.231X_2$. The constant of 21.207 means that if the variables of work training and work discipline are zero, then employee performance will remain at 21.207. Regression value 0.180 X_1 (positive) means that if the variable of work training (X_1) increases by one unit, then employee performance (Y) will increase by 0.180 units, assuming the variable of work discipline (X_2) is in a constant state. Regression value 0.231 (positive) means that if the variable of work discipline increases by one unit, then employee performance (Y) will increase by 0.231 units, assuming the variable of work training (X_1) is in a constant state. The correlation value of 0.595 means that the level of relationship between work training and work discipline together on employee performance has a moderate level of relationship (quite strong). The determination value of R^2 is 0.354, which means that the variables of job training and work discipline simultaneously contribute to the employee performance variable (Y) by 35.4% while the remaining 64.6% is caused by other variables not examined in this study. The F_{count} value is 18,370 $> F_{\text{table } 3.13}$ with a significance level of $0.000 < 0.05$, thus H_0 is rejected and H_a is accepted, meaning that simultaneously there is an influence of job training and work discipline on employee performance at PT Godong Ijo Asri.

The results of this study are supported by previous research conducted by Elsyazkiyathul Fangiziah et al. (2023) which showed that training and work discipline have a significant joint effect on employee performance.

CONCLUSION

Based on the results of the study conducted at PT Godong Ijo Asri, it can be concluded that there is a significant influence between job training and work discipline on employee performance. Simple linear regression analysis shows that job training has an influence on employee performance with a correlation value of 0.497 and a determination coefficient of 17.2%, which means that other factors outside of job training still contribute to performance by 82.8%. In addition, work discipline also affects employee performance with a correlation value of 0.564 and a determination coefficient of 31.6%, indicating a fairly strong relationship. Simultaneously, job training and work discipline have an influence on employee performance, as evidenced by a correlation coefficient value of 0.595 and a determination coefficient of 35.4%, which means that 35.4% of the variation in employee performance can be explained by these two variables, while the rest is influenced by other factors not studied. Hypothesis testing shows that the F_{count} value is $18.370 > F_{\text{table } 3.13}$ with a significance level of $0.000 < 0.05$, which indicates that the null hypothesis is rejected and the alternative hypothesis is accepted, so it can be concluded that work training and work discipline together have a significant effect on employee performance at PT Godong Ijo Asri.



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