

**THE EFFECT OF WORK TRAINING AND WORK DISCIPLINE
ON PERFORMANCE OF PT. PLASINDO SUSTAINABLE
KARAWANG**

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Abstract

PT. Plasindo Lestari Karawang, who stated that there are two training methods commonly used by companies, namely: internal training and external training. Training alone is not enough, work discipline can also be said as an effort to improve employee performance. The purpose of this study is to analyze how job training and work discipline affect employee performance.

The research method used in this research is descriptive and verification method. The population in this study is the division of PGA and Project employees as many as 113 employees of the total employees of PT. Plasindo Lestari Karawang as many as 1200 employees. The determination of the sample in this study was carried out randomly from members of the population and was obtained using the Slovin formula, which is 86. The verification analysis method carried out in this study was by using Multiple Regression Model analysis (Multiple Regression).

Based on the results of the descriptive analysis, it was found that job training had good criteria, work discipline had high criteria and employee performance had good criteria. Meanwhile, the results of the verification analysis show that (1) the effect of job training and work discipline has a positive and significant effect based on the t-test of 2,080 and 5,466 > t table of 1.98; (2) the effect of job training and work discipline has a positive and significant effect based on the f test count 50,039 > f table 3,10.

Keywords: Job Training, Work Discipline, Employee Performance.

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1. BACKGROUND

PT. Plasindo Lestari was established in 1985 in the Industrial area which at that time was in the Tangerang area, in 1993 which aims to expand the business, PT. Plasindo Lestari moved from Tangerang to Karawang. PT. Plasindo Lestari is engaged in flexible packaging that serves local and export commodities. PT. Plasindo Lestari has several divisions, including:

Table 1
PT. Plasindo Lestari Karawang

No.	Description
1.	Film Making Division
2.	Converting Division
3.	Non-production Division
4.	PGA and Project Division

Source: PT. Plasindo Lestari Karawang, 2019

PT. Plasindo Lestari is a company engaged in the printing of packaging. The results or products produced by PT. Plasindo Lestari includes:

Table 2
Product of PT. Plasindo Lestari Karawang

No.	Product
1.	Printing Film Packaging for food products, beverages, oil, etc
2	Water cup
3	Metalize Film
4	Hologram Film

Source: PT. Plasindo Lestari, 2019

Production results at PT. Plasindo Lestari is not only for local commodities but also for export commodities, with a percentage of 70% for local and 30% for export. The development of increasingly sophisticated technology requires everyone to be able to follow these developments, including human resources in a company. This is because many companies are already technology-based. These changes require individuals to think creatively, work fast, and be precise to become a person who is able to compete. An organization or company also wants this to increase human resources who are able to compete for their company. The achievement of a goal in the company is closely related to the professionalism of employees who are able to be responsible for their work so that the goals of the company are achieved.

Improving employee performance can be through employee development by conducting training and work discipline. By implementing the system, it is expected that employees can carry out their duties properly and be responsible for the work so as to improve employee performance. Through performance, it can be seen the work done by employees. Employee performance is very necessary, because with performance it can be seen how far the employee's ability to complete the tasks assigned, so that employees are required to be more active in work.

The results of the preliminary study of interviews with HRD at PT. Plasindo Lestari Karawang, on Wednesday, January 30, 2019 at the PT. Plasindo Lestari Karawang. regarding

the existing training at PT. Plasindo Lestari Karawang, who stated that there are two training methods commonly used by companies, namely: internal training and external training. Internal Training, This training is generally carried out specifically according to the needs of the organization and is quite popular because it can save costs in sending employees out of the organization for training. There are three types of internal training such as informal training where employees interact with each other to answer questions or provide suggestions, on-the-job training where the manager or supervisor leads the training and simultaneously teaches junior employees about the work to be done, and cross-training. where junior employees are trained to do more than one type of job. External Training, External training is usually done when the company has to train a large number of employees with a limited time or when employees need various types of special training that the company cannot provide. There are three types of external training, such as training conducted by specialized training institutions, training conducted by the government, and training carried out by sending employees to various universities.

PT. Plasindo Lestari Karawang provides training to employees more often using internal training methods with a period of one to three months for employees. This method is considered more effective and can minimize training costs. PT. Plasindo Lestari Karawang conducts external training if there is a renewal or change in production activities, within a period of one to two years if there is a new machine in the production process. Therefore, training must be held by bringing in instructors who are reliable in their fields.

Training alone is not enough, work discipline can also be said as an effort to improve employee performance in a company. Discipline can improve employee performance, by issuing regulations that must be carried out by each employee in order to keep employees within the corridor of rules set by the company in an effort to achieve company goals. The regulations set by the company are expected to be able to foster employee awareness to be more disciplined. Discipline is associated with strengthening exercises, mainly determined on the mind and character to produce self-control, habits of obedience and so on.

Work discipline essentially raises awareness for its workers to carry out the assigned tasks, while the formation of discipline does not arise by itself, but must be formed through formal and non-formal education, and the motivation that exists in each employee must be developed properly. Thus, the higher the work discipline of each employee who is supported by expertise, wages, or a decent salary, it will affect the activities of the agency itself. Therefore, the purpose of research on the Effect of Job Training and Work Discipline on Employee Performance at PT. Plasindo Lestari Karawang West Java, namely (1) Analyzing job training, work discipline and employee performance at PT. Plasindo Lestari Karawang; (2) Analyzing the partial effect of job training and work discipline on employee performance at PT. Plasindo Lestari Karawang; (3) Analyzing the simultaneous effect of job training and work discipline on employee performance at PT. Plasindo Lestari Karawang.

2. LITERATURE REVIEW

Job training is a systematic method in an effort to improve and develop work skills, work knowledge, work attitudes and work skills in a company so that it can improve and increase employee work results in a positive direction. (E. Suherman and Suroso, 2019). Based on the explanation of Veithzal Rivai (2013), in conducting training there are several influencing factors, namely instructors, participants, materials (materials), methods, training objectives, and a supportive environment. Factors that need to be considered in training are: (1) Cost effectiveness; (2) Required program materials; (3) learning principles; (4) Accuracy

and suitability of facilities; (5) The abilities and preferences of the trainees; (5) The abilities and preferences of the training instructor.

There are job training benefits as explained by Veithzal Rivai and Ella Jauvani Sagala (2010), namely, the benefits of training can be categorized for companies and for individuals which in the end are in order to achieve the vision, mission, company goals, and human relations as well as the implementation of company policies. The benefits of the training include:

Provide information on increasing leadership knowledge, communication skills and attitudes; (c) Through training and development, the variables of introduction, achievement, growth, responsibility and progress can be internalized and implemented; (d) Helping employees cope with stress, pressure, frustration, and conflict; (e) Increase job satisfaction and recognition; (f) Meeting the personal needs of participants and training; (g) Provide advice and paths for future growth; (h) Helping employees approach personal goals while improving interaction skills; (i) Build a sense of growth in training; (j) Assist in developing listening, speaking and writing skills with practice; (k) Help eliminate fear of carrying out new tasks.

Benefits to the company: (a) Leads to increased profitability or a more positive attitude towards profit orientation; (b) Improve work knowledge and skills at all levels of the company; (c) Improving HR morale; (d) Helping employees to know the company's objectives; (e) Help create a better corporate image; (f) Promote authenticity, openness and trust; (g) Improving the relationship between superiors and subordinates; (h) Assist in preparing and implementing company policies; (i) Provide information about the company's future needs; (j) Companies can make decisions and solve problems more effectively; (k) Assist in the development of promotions from within; (l) Increase the sense of responsibility towards the competence and knowledge of the company.

2.1 Job Training Dimensions and Indicators

There are several dimensions and indicators in training as explained by Mangkunegara (2011: 57), the training indicators are as follows: Instruktur

1. a. Education

Education is more directed at increasing one's abilities through formal channels with a long period of time, in order to maximize the delivery of material to training participants.

b. Material mastery

Mastery of the material for an instructor is important to be able to carry out the training process well so that the trainees can understand the material to be delivered

1. Participants

a. Passion for training

This is one of the factors that determine the training process. If the instructor is enthusiastic in providing training materials, the trainees will be enthusiastic about participating in the training program, and vice versa.

b. Selection

Before implementing the training program, the company first conducts a selection process, namely selecting a group of people who best meet the criteria for available positions in the company.

2. Material

- a. fit for purpose. The material provided in the training program to the trainees must be in accordance with the human resource training objectives to be achieved by the company.
 - b. In accordance with the components of the participants. The material provided in the training program will be more effective if it is in accordance with the components of the participants so that the training program can increase the abilities of the participants.
 - c. Target setting. The material given to participants must be right on target so as to encourage trainees to apply the material that has been conveyed in carrying out their work.
- Metode
- a. Goal outreach

The delivery method is in accordance with the material to be delivered, so that it is hoped that the trainees can capture the intent and purpose of what is conveyed by the instructor.

- b. Have a clear goal

In order to ensure that the training activities of human resources are effective if they have a clear target, namely to show an understanding of the needs of the trainees.

2. Purpose

Improve skills. The expected result of the training held is that it can improve the skills, knowledge and behavior of participants or prospective new employees.

According to Sinambela (2012), discipline is any individual or group that ensures compliance with orders and takes the initiative to take the necessary action if there is no order. According to Veithzal Rivai (2011) states that: Work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior as well as an effort to increase one's awareness and willingness to comply with all company regulations.

The definition of the experts above can be synthesized that work discipline is an attitude of respect, respect, obedience and obedience to the applicable regulations, both written and unwritten in the company and being able to run them and if violated will receive sanctions that have been made in the company. the rules in which he works.

According to T. Hani Handoko (2012) there are 2 forms of work discipline, namely preventive discipline and corrective discipline.

1. Preventive Discipline. Preventive discipline is an effort to move employees to follow and comply with work guidelines, the rules outlined by the company. Its basic purpose is to mobilize self-disciplined employees. By means of prevention, employees can maintain themselves against the regulations of the company or institution.
2. Corrective Discipline. Corrective discipline is an effort to move employees in unifying a rule and directing them to continue to comply with the regulations in accordance with the guidelines applicable to the company or organization.

2.2 Dimensions and Indicators of Work Discipline

Basically, there are many indicators of employee discipline level in an organization. According to Hasibuan (2012: 194), the indicators of discipline are:

1. Ability Aim

The goals to be achieved must be clear and ideally defined as well as challenging enough for the abilities of employees. This means that the goals (work) assigned to the employee must be in accordance with the ability of the employee concerned, so that he or she works seriously and is disciplined in doing it. Dimensions of goals that can be measured using two indicators, namely:

- a. Timely attendance of employees at work
- b. The intensity of employee attendance during work

2. Employee Alert Level

Employees who in carrying out their work are always full of calculation and high accuracy in being aware of themselves and their working hours. Dimensions of vigilance using two indicators, namely:

- a. Vigilance and caution at work
- b. Maintain and care for work equipment

3. Adherence to work standards

In carrying out the work required to meet all work standards that have been set in accordance with the rules and work so that work accidents do not occur or can be avoided. The dimensions of compliance with work standards are measured using three indicators, namely:

- a. Have a sense of responsibility at work
- b. work according to functions and activities
- c. work according to working hours

4. Compliance with Work Regulations

Intended for comfort and performance at work. Dimensions of obedience to work measurement with two indicators, namely:

- a. Employee understanding of work regulations
- b. Completing work according to work regulations

5. Work Ethics

Needed by every employee in carrying out their work in order to create a harmonious atmosphere, mutual respect among fellow employees. The dimensions of work ethics are measured using one indicator, namely: Having good attitudes and behavior at work

According to Anwar Prabu Mangkunegara (2014) stated that employee performance is the result of work in quality and quantity achieved by an employee in carrying out in accordance with the responsibilities given to him. According to Sedarmayanti (2011:260) Performance is the result of work achieved by a person or group of people in an organization, in accordance with their respective authorities and responsibilities, in an effort to achieve organizational goals legally, not violating the law and in accordance with morals and ethics.

The definition of the experts above can be synthesized that performance is the result of the work of a person or group in carrying out according to the responsibilities given to him.

2.3 Employee Dimensions and Indicators

Arif Ramdhani (2011) explains that there are eight dimensions of performance measurement according to Dessler's theory, namely:

1. Job Understanding/Competence: (a) Demonstrate understanding and skills that are indispensable in achieving work effectiveness; (b) Understand job expectations and continue to carry them out in accordance with new developments in their area of responsibility; (c) Demonstrate responsibility in accordance with job procedures and policies; (d) Act as a resource to people who depend on them for assistance.
2. Quality/Quantity of Work: (a) Complete tasks carefully, accurately, and on time so as to achieve the expected results; (b) Shows concern for the goals and needs of his department and other departments that depend on its services and results; (c) Handle various responsibilities effectively; (d) Using working hours productively.
3. Planning/Organization: (a) Set clear goals and organize responsibilities for oneself based on the goals of the department, division or management center; (b) Identify the resources needed to achieve the organization's goals and objectives; (c) Seek guidance when goals or priorities are unclear.
4. Initiative/Commitment: (a) Demonstrate personal responsibility when carrying out work obligations; (b) Offer assistance to support departmental and divisional goals and objectives; (c) Work with minimal supervision; (d) Demonstrate compliance with work schedule/attendance expectations for the position.
5. Problem solving/creativity: (a) Identifying and analyzing problems; (b) Formulate alternative solutions to problems; (c) Take or recommend appropriate action; (d) Follow up to ensure the problem has been resolved.
6. Teamwork and Cooperation: (a) Maintaining harmonious and effective relationships with superiors, co-workers and/or subordinates; (b) Adapt to changing priorities and needs; (c) Sharing information and resources with others to promote positive and collaborative working relationships.
7. Ability to relate to others: (a) Relate effectively and positively with superiors, co-workers, subordinates and other stakeholders; (b) Show respect for each individual.
8. Communication (oral and written): (a) Convey information and ideas effectively both orally and in writing; (b) Listen carefully and seek clarification to ensure understanding.

The proposed hypothesis is as follows:

1. There is an effect of training on employee performance at PT. Plasindo Lestari Karawang.
2. There is an effect of Work Discipline on Employee Performance at PT. Plasindo Lestari Karawang.
3. There is an effect of training and work discipline on employee performance at PT. Plasindo Lestari Karawang.

3. RESEARCH METHODOLOGY

The research design used in this research is descriptive and verification methods. The population in this study is the division of PGA and Project employees as many as 113 employees of the total employees of PT. Plasindo Lestari Karawang as many as 1200 employees. sampling is done randomly from members of the population. From the existing population, the minimum sample size was obtained using the Slovin formula, which was 86 samples. The instrument measurement is based on the operationalization analysis of the variables as follows:

Table 3
Variable Operations

Variabel	Dimensions	Indicator	Scale	Questionnaire Items
Training	1. Instructor	a. Education b. Communication skills c. Mastery of the material	Ordinal	1, 2, 3
	2. Participants	a. Enthusiasm for training b. Selection of participants as needed c. Selection of participants according to competence		4, 5, 6
	3. Material	a. According to purpose b. According to participant components c. Goal setting		7, 8, 9
	4. Method	a. Goal socialization b. Have a clear goal c. Systematic		10, 11, 12
	5. Purpose	a. Improve skills b. Increase knowledge c. Improve behavior		13,14, 15
Work Discipline	1. Ability goal	a. Timely attendance of employees at work b. The intensity of employee attendance during work c. Seriousness of work	Ordinal	1, 2, 3
	2. Employee alert level	a. Vigilance and caution at work b. Maintain and care for work equipment c. Accuracy at work		4, 5, 6
	3. Adherence to work standards	a. Have a sense of responsibility at work b. Understand work instructions c. Work according to their functions and duties d. Work according to working hours		7, 8, 9, 10
	4. Compliance with work regulations	a. Employee understanding of work regulations b. Complete work according to work regulations c. Avoid breaking the rules		11, 12, 13
	5. Work ethic	a. Have a good attitude and behavior at work b. Be focused on work		14, 15
Employee performance	1. Job understanding/ Competence	a. Understanding and working skills b. Ability to work according to development c. Work responsibilities according to SOP.	Ordinal	1,2,3
	2. Quality/Quantity of work	a. Accurate completion of tasks b. Handle various responsibilities effectively. c. Use working hours productively.		4,5,6
	3. Planning/ Organization	a. Set work goals for yourself based on goals b. Identify the required resources		7,8

Source: 2019 data processing

Table 3
Variable Operations (continuation)

Variabel	Dimensions	Indicator	Scale	Questionnaire Items
Employee performance	4. Initiative/ Commitment	a. Demonstrate personal responsibility at work. b. Offer help to support goals.	Ordinal	9, 10
	5. Problem solving/Creativity	a. Problem identification and analysis. b. Find troubleshooting.		11, 12
	6. Cooperation	a. Cooperation and collaboration competence on the job		13
	7. Ability to relate to other people	a. Show respect for each individual.		14
	8. Communication (oral and written)	a. Convey and receive information and ideas effectively.		15

Source: 2019 data processing

Data Instrument Testing. There are two analyzes in testing instrument data, namely: (1) The validity test aims to measure the validity or validity of a questionnaire. Validity is the ability of the instrument to measure the research design. The indicator can be said to be valid if it has a significance value <0.05 ; (2) Reliability test is a tool to measure a questionnaire which is an indicator of a variable or construct. Measurement of reliability using the Cronbach Alpha statistical test where one variable is said to be reliable if it gives a Cronbach Alpha value of 0.60.

The analysis prerequisite test uses two analyzes, namely (1) Data Transformation (using the Successive Interval/MSI Method). The Method of Successive Interval (MSI) is the process of converting ordinal data into interval data; (2) The normality test is used to test whether the research variables have a normal distribution. Performed by Kolmogorof-Smirnov test. with the criteria: If the significance of the calculation of the data (Sig) 5% then the data is normally distributed and If the significance of the calculation of the data (Sig) $< 5\%$ then the data is not normally distributed.

Research analysis uses two analytical tools, namely:

1. Descriptive Analysis

Descriptive analysis uses scale range analysis and can be seen the description of the scale range score in table 4.

Table 4
Research Scale Range

Score	Training	Discipline	Performance
86-154,8	Not very good	Very low	Not very good
154,9-223,6	Not good	Low	Not good
223,7- 292,4	Pretty good	Pretty high	Pretty good
292,5-361,2	Good	High	Good
361,3-430	Very good	Very high	Very good

Source: 2019 data processing

2. Verification Analysis

The verification analysis method used in this research is to use the Multiple Regression Model analysis. Multiple regression equation is a regression equation that involves two or more variables in the analysis.

4. RESULT AND DISCUSSION

4.1 Result

PT Plasindo's vision and mission are flexible packaging products that are effective and efficient to achieve zero defects through the professionalism of human resources and a quality management system in accordance with international standards. While the mission is to provide professional services in manufacturing for customer satisfaction with the ultimate goal of maintaining and increasing the value and assets owned by the company.

Testing the instrument data using validity and reliability tests with the following results: (1) for all variables from the construction validity test, the correlation coefficient is above 0.30. It is concluded that the data is said to be valid if the test results $r_{count} > r_{table}$; (2) the results of the reliability test for each variable alpha value > 0.60 . So it can be concluded that each variable is declared reliable.

The results of the verification prerequisite test are as follows: (1) The questionnaire data in this study is in the form of ordinal data which is included in the non-numeric group, while to analyze the verification test data with interval scale sizes is needed. Therefore, the data is first converted into interval data by using MSI (Method of Successive Interval); (2) The normal test method is seen, if the significance value of the variable is greater than 0.05 then the data is normally distributed. On the other hand, if the significance value is less than 0.05, the data is not normally distributed.

Table 5
Normality test

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual
N		86
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	5.55994353
Most Extreme Differences	Absolute	.081
	Positive	.081
	Negative	-.071
Kolmogorov-Smirnov Z		.751
Asymp. Sig. (2-tailed)		.626

a. Test distribution is Normal.

Sumber: hasil olah data uji normalitas SPSS

4.1.1 Descriptive Analysis

Based on the respondents' responses from each questionnaire, the following is a recapitulation of job training based on the criteria of the scale range that are examined, namely:

Table 6
Recapitulation of Training Variable Indicators

No	Indicator	Total Score	Criteria
1	Education	338	Good
2	Communication skills	329	Good
3	Material mastery	326	Good
4	Training spirit	327	Good
5	Need selection	340	Good
6	Competency Selection	324	Good
7	Fit for purpose	320	Good

8	According to participant components	320	Good
9	Goal setting	319	Good
10	Goal outreach	321	Good
11	Clear goals	322	Good
12	Systematic	329	Good
13	Improve skills	322	Good
14	Increase knowledge	323	Good
15	Improve behavior	302	Good
Total Score		4862	Good
Average Score		324,13	

Source: SPSS Questionnaire Data Processing Results, 2019

Based on table 6 obtained an average score of 324.13 this shows that the training at PT. Plasindo Lestari Karawang is in the Good criteria. While the responses of respondents from each questionnaire, the following is a recapitulation of work discipline based on the criteria of the scale range that are examined, namely:

Table 7
Recapitulation of Work Discipline Variable Indicators

No	Indicator	Total Score	Criteria
1	Timely Attendance of Employees at Work	320	High
2	Intensity of Employee Attendance During Work	321	High
3	Hard work	324	High
4	Vigilance and caution at work	321	High
5	Caring for work equipment	334	High
6	Accuracy	322	High
7	Sense of responsibility at work	324	High
8	Understanding work instructions	332	High
9	Working according to the main task	334	High
10	Working according to working hours	320	High
11	Understand the work rules	322	High
12	Completion of work according to the rules	317	High
13	Avoid breaking the rules	321	High
14	Good attitude and behavior at work	316	High
15	Focus on work	323	High
Total Score		4851	High
Average Score		323,4	

Source: SPSS Questionnaire Data Processing Results, 2019

Based on table 7 obtained an average score of 323.4, this shows that Work Discipline at PT. Plasindo Lestari Karawang is in the High criteria

Table 8
Recapitulation of Employee Performance Variable Indicators

No	Indicator	Score	Criteria
1	Understanding and work skills	322	Good
2	Work ability develops with the times	315	Good
3	Working according to SOP	319	Good
4	Accurate completion of tasks	304	Good
5	Completion of tasks on target	312	Good
6	Work productivity according to working hours	321	Good
7	Setting work targets in achieving goals	314	Good
8	Identify the required resources	321	Good
9	Responsible at work	321	Good

10	Offering help support	320	Good
11	Problem identification and analysis	328	Good
12	Solution to problem	336	Good
13	Competency collaboration at work	333	Good
14	Appreciate coworkers	338	Good
15	Submission and receipt of information	323	Good
Total Score		4827	Good
Average Score		321,8	

Source: SPSS Questionnaire Data Processing Results, 2019

Based on table 8 obtained an average score of 321.8 this shows that employee performance at PT. Plasindo Lestari Karawang is in the Good criteria.

4.1.2 Verification Analysis

The regression equation can be seen from the table of coefficient test results based on the output of SPSS version 21 on the two variables of Training and Work Discipline on Employee Performance at PT. Plasindo Lestari Karawang.

Table 9
Regression Test Recapitulation
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	890.283	430.283		2.069	.042
	Work Training	.237	.114	.217	2.080	.041
	Work	.557	.102	.570	5.466	.000
	Disicpline					

a. Dependent Variable: Employee Performance

Based on table 9, it can be seen the results of the regression coefficient (β) above, the regression equation is obtained as follows:

$$\ln Y = \ln \beta_0 + 1 \ln X_1 + 2 \ln X_2 + \mu$$

$$Y = 890.283 + 0.237X_1 + 0.557X_2 + \mu$$

The results of the regression equation above can be interpreted as follows:

1. The value of the coefficient 0 is 890.283, if the training variables (X_1) and work discipline (X_2) are constant or $X = 0$, then the employee performance is 890.283.
2. The value of the coefficient 1 = 0.237. This means that every increase in training will result in a decrease in employee performance of 0.237 with a significant effect. The positive coefficient means that there is a positive relationship between training and employee performance because the more training, the employee's performance will increase.
3. The value of the coefficient 2 = 0.557. This means that if the work discipline variable has increased, then employee performance has increased by 0.557%. The coefficient of greater value means that there is a positive relationship between work discipline and employee performance because the more work discipline increases, the employee's performance increases.

The value of the coefficient of determination for the two independent variables is determined by the adjusted R square value, namely:

Table 10
Determinant Coefficient
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.739 ^a	.547	.536	580.743

a. Predictors: (Constant), Work Discipline, Job Training

Table 10 shows that the results of the calculation obtained the coefficient of determination value symbolized by R² of 0.547, in other words this shows that the large percentage of employee performance variations can be explained by variations of the two independent variables, namely training (X1) and work discipline (X2).), by 54.7% while the remaining 45.3% is influenced by other variables outside the study.

Based on table 9 the regression coefficient of the training variable on the employee performance variable is t count 2.080 > t table 1.988, it can be concluded that there is a significant effect of training (X1) on employee performance (Y).

Based on table 9 the regression coefficient of the work discipline variable on the employee performance variable is 5.466 > t table 1.988, it can be concluded that there is a significant effect of work discipline (X2) on employee performance (Y).

The F test is a variable test of job training and work discipline that simultaneously has a significant effect on employee performance, namely :

Table 11
Simultaneous Test
ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	33752616.188	2	16876308.094	50.039	.000 ^b
	Residual	27992797.114	83	337262.616		
	Total	61745413.302	85			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Work Discipline, Job Training

The results of the regression shown in table 11, the effect of training variables (X1) and work discipline (X2), on employee performance (Y), then obtained a significant value of f count 50.039 > f table 3.106. This shows that the two independent variables simultaneously have a significant effect on the dependent variable.

5. CONCLUSION

Based on the explanation, it can be concluded that:

1. Job training with good criteria, work discipline with high criteria and employee performance with good criteria.
2. The effect of job training and work discipline has a positive and significant effect based on the t-test of 2,080 and 5,466, respectively $>$ t table of 1.98.
3. The effect of job training and work discipline has a positive and significant effect based on the f test count 50,039 $>$ f table 3,10.

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