

THE EFFECT OF TRAINING AND CAREER DEVELOPMENT ON EMPLOYEE PERFORMANCE AT PT INHUTANI I TANJUNG REDEB

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ABSTRACT

The purpose of the research conducted was to find out and prove the effect of training and career development on employee performance at PT Inhutani I tanjung redeb. The type of data in this study is quantitative data using primary data and secondary data obtained from PT Inhutani I. The samples taken are answers from questionnaires from respondents. The data analysis method used in this study was questionnaire testing carried out by validity test, reliability test and hypothesis testing was carried out using multiple linear regression equation test, coefficient of determination, t test and F test.

Based on the results of data analysis with the help of the SPSS Version 20 program, the 3 variable results of the t test show that the training variable has an effect on employee performance, the career development variable has no effect on employee performance. While the f test obtained training and career development simultaneously affect employee performance. And the magnitude of the ability (R²) The effect of training and career development on employee performance is 36.1%. While the remaining 63.9% is influenced by other factors such as work discipline and planning.

Keywords: training, career development and employee performance

INTRODUCTION

Background

Human resources are currently an object that must be considered in a company because they are the operational drivers in the company, every company certainly wants its employees to develop according to the company's expectations and wishes, but human resource

development is sometimes hampered by employees who have so many weaknesses and are not very good at doing something, therefore the company must be able to see this problem to solve it in a good way. Training is a process of improving employee knowledge and skills. Purnaya also explained that training is

an environmental container for employees, where they acquire or learn attitudes, abilities, skills, knowledge, and behaviors related to work. Career development can also improve employee performance and increase job promotion opportunities for employees to be able to achieve career levels that must be achieved by each performance in a company, will bring them motivated to achieve that career as high as possible and as well as possible Employee training at PT. Inhutani I Tanjung Redeb can be said to be good if the quality of facilities, quality of participants/training and instructors training all employees are able to follow training in the company. Development at PT. Inhutani I Tanjung Redeb namely employees is still not optimal because employee work performance, employee discipline and employee absence in the company are less productive.

Problem Formulation

Based on the description of the background of the problem that has been put forward previously, the formulation of the problem in this study is:

1. Does training

have a positive and significant effect on employee performance at PT. INHUTANI I Tanjung Redeb?

2. Does career development have a positive and significant effect on employee performance at PT. INHUTANI I Tanjung Redeb? 3.

Does training and career development

have a positive and significant effect on employee performance at PT. INHUTANI I Tanjung Redeb?

3. Do training and career development have a positive and significant effect on employee performance at PT. INHUTANI I Tanjung Redeb?

Purpose and Usefulness of Research

• Purpose of research

To determine the positive and significant influence of training and career development on employee performance at PT. INHUTANI I Tanjung Redeb

• Usefulness of research

a. For the author

b. For the company

c. For academics

LITERATURE REVIEW

Theory study Human resource management Definition of human resource Hasibuan (2014:10) states that human resource management is a field of management that specifically studies the relationship and role of humans in a company organization.

The elements of HR are humans who are the workforce in the company.

Employee performance

Sinambela (2012) in Sitepu (2019:6) states that employee performance is defined as the ability of employees to do something certain expertise. Employee performance is very necessary, because with this performance it will be known how far the ability of employees in carrying out the tasks assigned to them, so it is

necessary to determine clear and measurable criteria and determine them together which are used as a reference.

Training

According to Handoko (2010) in Sitepu (2019:11) states that training is a process of increasing employee knowledge and skills. Training also includes changing attitudes so that employees can do their jobs more effectively. Training can be done at all levels in the organization. at the lower level, training consists of teaching how to do a task, for example, operating a machine. Career development According to Andrew F. Sikula (Hasibuan 2014:70) development refers to staff and personnel issues is a long-term educational process using a systematic and organized procedure by which managers learn conceptual and theoretical knowledge for general purposes.

Research method

The research analysis unit in this study is PT INHUTANI I tanjung redeb located on Jalan. Bujangga RT. 04 No. 43, rinding, kecamatan tanjung redeb, regency berau, Kalimantan timur 7731.

Research results

General description of the object of research PT Inhutani I was established in 1973 (PP No. 21 of 1972), a continuation of PN Perhutani East Kalimantan, the company's main activities (business core) are natural

forest management and forest plantation development located in East / North Kalimantan (7 units) and South / West Sulawesi (3 units).

Research data

Respondents in this study 35. The description of respondents that the author analyzed can be seen from various aspects including respondent characteristics based on age, gender, position and last education. Where the data was obtained from the questionnaire given to respondents in this study.

Discussion

Based on the results of the calculations and hypothesis testing above, the following things can be known: 1. The influence of training
The regression coefficient value of training (X1) is positive. A positive sign means that between training and employee performance PT Inhutani I Tanjung Redeb has a unidirectional relationship. The results of the t-test can be seen that the significance value of training is 0.00. The significance value is smaller than the probability value (0.05). The t-count value obtained is 3.938 and t-table 1.692. The t-count value is greater than the t-table value and the training variable partially has a positive and significant influence on employee performance at PT Inhutani I Tanjung Redeb.

2. The influence of career development

The results of the t-test can be seen that the significance value of training

is 0.262. The significance value is greater than the probability value (0.05). The t-count value obtained is -1.142 and t-table is 1.692. The t-count value smaller than the ttable value and the career development variable partially does not have a positive and insignificant effect on employee performance at PT Inhutani I Tanjung Redeb.

CONCLUSION

Based on the results of the data analysis and discussion above, it can be concluded as follows:

1. Based on the results of the study conducted using the t test, the results obtained are that $t_{count} > t_{table}$ or $3.938 > 1.692$, significance value $0.00 < 0.05$. Which means that the training variable (X1) partially has a positive and significant effect on employee performance. This means that training has an influence on employee performance at PT Inhutani I Tanjung Redeb.
2. Based on the results of the research conducted using the t-test, it was found that $t_{count} < t_{table}$ or $-1.142 < 1.692$, significance value $0.262 > 0.05$. Which means that the career development variable (X2) partially has no positive and insignificant effect on employee performance. This means that career development does not have influence on employee performance at PT Inhutani I Tanjung Redeb.
3. Based on the results of research conducted using the F test it was found that the F_{count} value $> F_{table}$ or

$9.021 > 4.14$. significance value $0.00 < 0.05$ then training and career development have a positive and significant effect on employee performance. This means that training and career development have an influence on employee performance at PT Inhutani I Tanjung Redeb.

Suggestions

After conducting this research, the author provides suggestions and input in the form of suggestions for this research as follows:

1. Suggestions for PT Inhutani I Tanjung Redeb The author suggests that PT Inhutani I Tanjung Redeb pay more attention to training and career development or it can be expected that career development is more transparent.
2. For employees. It is expected that every employee can work together to improve training and career development such as participating in training to improve ability or self-potential.
3. For Further Researchers It is recommended that in further research, in research at PT Inhutani I Tanjung Redeb involve other variables besides training and career development to further examine the influence at PT Inhutani I Tanjung Redeb from other factors such as work discipline and planning.

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