

Conference Paper

The Contribution of Work Motivation and Training Towards Employee Performance at the Inland Water and Ferries Transport Polytechnic of Palembang

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Abstract

This study aims to determine whether work motivation and training have an influence on the employee performance at the Inland Water and Ferries Transport Polytechnic of Palembang. The population of this study were 146 employees from Inland water and ferries transport Polytechnic of Palembang. The research sample consisted of 60 employees from Inland water and ferries transport Polytechnic of Palembang. The method used is the descriptive analysis techniques and multiple linear regression. From the analysis test results show that, 1) There is a positive effect of work motivation on employee performance. This means that the higher of the employee work motivation, the employee performance at the Inland water and ferries transport Polytechnic of Palembang will increase; 2) There is a positive effect of training on employee performance, where the more employees are given training, it can improve employee performance at the Inland water and ferries transport Polytechnic of Palembang; 3) There is a positive effect of work motivation and training on the employee performance of the Inland water and ferries transport Polytechnic of Palembang. Thus work motivation and training can affect employee performance, where work motivation and training can affect employee performance with a contribution of 83.9% while the remaining 16.1% is influenced by other factors that were not examined in this study.

Keywords: Work Motivation; Training; Employee Performance.

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1. Introduction

Inland water and ferries transport Polytechnic of Palembang or commonly referred to as the Poltektrans SDP Palembang has the main task of improving the quality of human resources through the process of education and training in nautical development and maritime technical training for people who want to work on boats. The employees of

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Inland water and ferries transport Polytechnic of Palembang are Civil Servants under the ministry of Transportation. As a Civil Servant, of course he has certain rights and obligations. Their rights, among others, are to receive guidance, guidance and fair treatment from their superiors, while their obligations are to carry out their duties wholeheartedly and with a high sense of responsibility and discipline (Act No. 43 of 1999).

The very rapid development of scientific and technological advances has brought changes in human life. Consequently, these changes will bring higher demands on each individual to further improve their own performance and the wider community. Advances in technology and high competition in the global market have had an enormous impact and pressure on all agencies to make changes. The slogan proclaimed is not only fixated on what has been done, but what is more important is how to do it right.

Partiwi and Suhana say that getting human resources as expected can make a positive contribution to all companies or organizational activities in achieving the goal, is to make efforts to motivate employees through a series of certain efforts in accordance with company or organizational policy. So that employee work motivation will be maintained. Thus, human resources as one of the most important factors in an institution or organization must always improve the quality of performance to achieve predetermined goals. The success in achieving the goal depends on the reliability and ability of the employees who operate the work units in the organization concerned. For this reason, every institution always tries to achieve its goals by increasing the motivation of its employees.

2. Research Methods

This research uses the descriptive quantitative method. This study uses correlation and regression analysis. The use of regression analysis to determine, 1) the level of influence of the Work Motivation variable (Variable X1) on Employee Performance (Variable Y), 2) the level of influence of the Training variable (Variable X2), on Employee Performance (Variable Y), 3) the level of influence of the Work Motivation variable (Variable X1) and Training variable (Variable X2), together on Employee Performance (Variable Y). The population in this study were 146 employees of Inland water and ferries transport Polytechnic of Palembang. One method to determine the number of samples using the Slovin formula, the sample size is 60 people. So the sample used in this study was 60 people.

3. Results and Discussion

3.1. Literature Review

3.1.1. Employee performance

Performance is a very important effort to increase employee productivity and companies must know what factors can affect performance. Rivai and Basri state that performance is the result or level of success that has been achieved by employees as a whole during a certain period in performing tasks compared to various possibilities, such as work standards, targets or predetermined criteria that have been agreed together.

Notoatmojo states that performance is the result of work in quality and quantity achieved by an employee in carrying out his function according to the responsibilities assigned to him. A person's performance is influenced by several factors, namely: ability, capacity, held, incentive, environment and validity. Performance is defined as a record of the outcomes resulting from a particular activity within a certain period of time. Performance is the result of work that has been achieved by an employee in quality and quantity in carrying out his function in accordance with the responsibilities assigned to him. Performance is the output of a Nurlaila process.

Paruru et al, say performance is a result of work that has been achieved by a person in carrying out the tasks that have been assigned to him based on skills, experience, seriousness and time. The amount of results that has been achieved or given by an employee for progress and development is called performance.

Based on some of the definitions of performance above, it can be concluded that performance is the comparison of the results achieved by employees with predetermined standards both in quantity and quality.

3.1.2. Work Motivation

The definition of work motivation according to Riyadi says: work motivation is a driving force as a result of the interaction process between the attitudes, needs and perceptions of a person's subordinates and their environment, motivation arises due to factors from within himself (intrinsic factors) and external factors (extrinsic factors). Work motivation according to Purnomo et al, it is a state in the individual person that encourages the individual's desire to do something in order to achieve goals. Nimran defines motivation as a condition for someone to try and work hard to achieve certain goals.

According to today that motivation comes from the Latin word *movere* which means encouragement, driving force or force that causes an action or deed. The word *movere*, in English, is often equated with motivation, which means giving motives, arousing motives, or things that give rise to encouragement or circumstances that cause encouragement.

One thing to remember, motivation can be a profitable skill that everyone can achieve, there is no limit to the situation in which motivation can be applied, nor the level of skill that you can attain. Therefore work motivation is important. The concept of motivation according to Hasibuan can be seen in the Figure below.

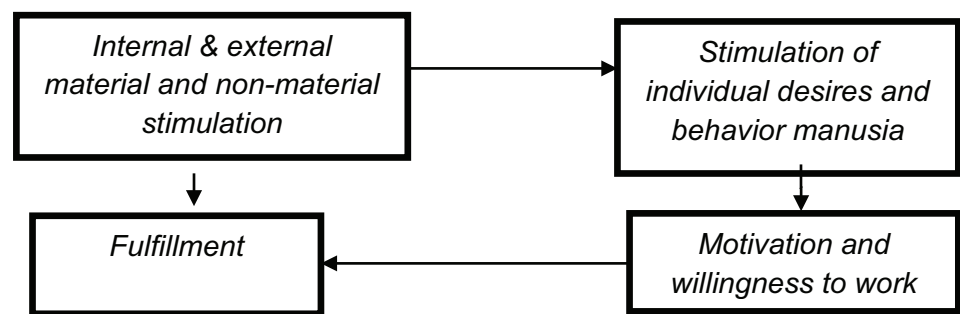


Figure 1: Concept of Motives and Motivation

Based on the picture above, it can be explained; 1) Stimulants in the form of material or non-material which are created by internal (desire) or externally by the manager, 2) Stimulation that can create a desire and can influence a person's behavior (individual), 3) The desire to be a driving force and a person's willingness to work/individuals, 4) Willingness to work results in the fulfillment of one's needs and satisfaction, 5) Needs and satisfaction encourage creating the next stimulant and so on into a cycle.

3.1.3. Training

According to Sikula, training is a short-term educational process that uses a systematic and organized procedure where non-managerial employees learn technical knowledge and skills for limited purposes. According to Simamora, training is part of investing in human resources (human investment) to improve job abilities and skills. Dartha states that the implementation of training is aimed at increasing the mastery of skills and knowledge of employees in an effort to improve work.

Furthermore, according to Fatihin, training is a continuous process and not a momentary process, especially when technological developments and knowledge are developing rapidly as at present, education and training play a very large role in equipping employees to be more creative in achieving company goals effectively and efficiently.

Simamora states that training is a learning process that involves the acquisition of skills, concepts, rules, or attitudes to improve workforce performance.

3.2. Result

1. Effect of Work Motivation on Employee Performance

Testing the correlation analysis R of the Work Motivation variable on the Employee Performance variable of Inland Water and Ferries Transport Polytechnic of Palembang. The results of the correlation test between work motivation and employee performance, we can know that the correlation coefficient R is 0.542 which means that the relationship between work motivation (X1) and employee performance (Y) is moderate positive. The value of R^2 (R Square) = 0.294 which means that 29.4% of the work motivation variable affects employee performance, while 70.6% is influenced by other factors not examined in this study. The standard deviation value or Standard Error of Estimate is used to measure the variation or predicted value. The standard deviation value of the work motivation variable is 4.088, which means that the smaller the standard deviation value or Standard Error of Estimate, the better the model will be.

Testing the significant analysis of the Work Motivation variable on the Employee Performance variable of Inland Water and Ferries Transport Polytechnic of Palembang. Based on the data significant test results (t-test) at the significant value level of 0.05, the test results of the statistical value t-count work motivation variable were 4.909. By doing a two-sided test (significance 0.025), the value of t-Table is 1.671. From the results of the t test above, it is known that the value of t-count is 4.909 and t-Table is 1.671 meaning the value of t-count > t-Table which means H_0 is accepted.

2. Effect of Training on Employee Performance

Testing the correlation analysis R of the training variable on the employee performance variable of Inland Water and Ferries Transport Polytechnic of Palembang. The relationship between training (X2) and employee performance (Y) is very strong. The value of R^2 (R Square) = 0.797, which means that 79.7% of the training variable affects employee performance while 20.3% is influenced by other factors not examined in this study. The standard deviation value or Standard Error of Estimate is used to measure the variation or predicted value. The standard deviation value of the training variable is 2.189, which means that the smaller the

standard deviation value or Standard Error of Estimate, the better the model will be.

Testing the significant analysis of the training variable on the employee performance variable of Inland Water and Ferries Transport Polytechnic of Palembang. Based on the data of the significant test results (t-test) at the significant value level of 0.05, the test results of the statistical value t-count training variable were 15.109. By doing a two-sided test (significance 0.025), the value t-Table is 1.671. From the results of the t test above, it is known that the value of t-count is = 15.109 and t-Table is = 1.671 meaning the value of t-count > t-Table which means H_{a2} is statistically accepted. Thus the first hypothesis in this study states that there is a positive and significant influence between training on the performance of the employees of Inland Water and Ferries Transport Polytechnic of Palembang.

3. The effect of work motivation and training together on employee performance

Testing multiple correlation analysis between the variables of work motivation and training together on the variable of employee performance of Inland Water and Ferries Transport Polytechnic of Palembang. From the analysis of the multiple correlation coefficient test of work motivation and training on employee performance, it can be seen that the correlation coefficient (R) of 0.916 means that the relationship between work motivation (X1) and training (X2) together on employee performance (Y) is a very strong positive. The value of R^2 (R Square) = 0.839, which means that 83.9% of work motivation and training affect employee performance, while 16.1% is influenced by other factors not examined in this study. The standard deviation value used to measure the variation or predicted value. The standard deviation value of work motivation and training is 1.965, which means that the smaller the standard deviation value, the better the model will be.

Testing the multiple correlation coefficient analysis between work motivation and training variables on the employee performance variable of Inland Water and Ferries Transport Polytechnic of Palembang. From the data of the significant test results in the table above at the significance level of 0.05, the test results of the statistical value F-count are 149.053 and the value of F-Table is obtained by a value of 3.150. Which means the value F-count > F-Table which means H_{a3} is statistically accepted. So the third hypothesis in this study states that there is a positive and significant influence between the variables of work motivation and training together on the performance of the employees at the Inland water and ferries transport Polytechnic of Palembang.

3.3. Employee

1. The Influence of Work Motivation on Employee Performance

The results of the calculation of the data obtained from this study indicate that work motivation has a positive influence on the performance of the employees of Inland Water and Ferries Transport Polytechnic of Palembang. The results of the study support the hypothesis that the work motivation variable has a positive and significant effect on employee performance. If the work motivation value will increase by 1 unit score, then the employee performance will increase by 0.542%, 1 unit score provided that the work motivation is constant.

t-count of = 4.909 and t-Table of = 1.671. Thus the value t-count > value t-Table. Means the value t-count > t-Table which means Ha1 is received. This proves that there is a positive and significant effect of work motivation on employee performance.

The results of this study are supported by the findings of Haryono and Arafat in South Sumatra entitled, Effects of Organizational Culture and Work Motivation on Job Performance Among the Private Universities' Full-time Faculties in South Sumatra Province which states that, "The results of this study stated that organizational culture and work motivation have a positive influence on organizational commitment".

2. The Effect of Training on Employee Performance

The results of the data calculation obtained from this study indicate that training has a positive influence on the performance of the employees of Inland Water and Ferries Transport Polytechnic of Palembang. The results of the study support the hypothesis that the training variable has a positive and significant effect on employee performance. The calculation results are based on the regression equation if the training value will increase by 1 unit score, then the employee performance will increase by 0.893%, 1 unit score with the provision of training, the value of the R-correlation is 0.893 which means that the relationship between Training (X2) and Employee Performance (Y) is positive is very strong.

From the calculation of the training variable, it is obtained that the value of t-count is = 15.109 and t-Table is = 1.671, which means that the value of t t-count > t-Table which means Ha2 is accepted. This proves that there is a positive and significant effect of training on employee performance. These findings are supported by the results of previous research conducted by Agusta and Sutanto in Surabaya entitled The

Effect of Training and Work Motivation on Employee Performance of CV Haragon Surabaya. The results of the study indicate that training and work motivation have a positive and significant effect together on the employee performance of heavy equipment operator CV Haragon Surabaya.

3. The effect of work motivation and training together on employee performance

The results obtained from this study indicate that work motivation and training have a positive effect on employee performance. From the results of these findings support the hypothesis proposed by researchers where the work motivation variable (X1) "and" the training variable (X2) have a positive and significant effect on the employee performance variable (Y). From the calculation results, the test statistical value F-count is 149.053 and the value of F-Table is obtained a value of 3,150. Which means the value F-count >F-Table which means Ha-3 is accepted. So the third hypothesis in this study states that there is a positive influence between the variables of work motivation and training together on the performance of the employees of Inland Water and Ferries Transport Polytechnic of Palembang.

This finding was supported by the results of previous research conducted by Sugriningsih and Iskandar in Bandung, the results of the study said that training and work motivation had a positive and significant effect on employee performance both simultaneously and partially.

4. Conclusion

There is a positive influence on Work Motivation and Training on Employee Performance of Inland Water and Ferries Transport Polytechnic of Palembang. Thus work motivation and training can affect employee performance, where work motivation and training can influence employee performance with a contribution of 83.9% while the remaining 16.1% is influenced by other factors that were not examined in this study.

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