Management Research Studies Journal
Volume 4, Number 1 (April 2023), ISSN: 2745 - 6161
https://journal.perbanas.id/index.php/mrsj

MRSJ
Management Research Studies Journal
E-ISSN: 2746 - 0231

The Influence of Education and Traning (Training), Work Discipline and Work Orientation on Increasing Work Productivity for New Employees of Perum BULOG 2023

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Article history

Received:
12-04-2023

Accepted:
17-04-2023

Published:
18-04-2023

Abstract

This study aims to understand and analyze the effect of education and training (training), work discipline, and work orientation on increasing the work productivity of new employees at Perum BULOG 2023. The population of this study are all new employees at Perum BULOG. The independent variables in this study are Education and Training (Training), Work Discipline, and Work Orientation, while the dependent variable in this study is the Work Productivity of New Employees. The research method used is a quantitative research method and is descriptive in nature. The sample method used is a saturated sample with a total of 107 new employees as respondents. Sources of data were obtained from the results of questionnaires and the analysis techniques used, especially multiple linear regression analysis with the help of the SPSS version 20 statistical program. The results showed that: (i) Education and Training (Training) has a positive and significant effect on the Work Productivity of New Perum BULOG Employees; (ii) Work Discipline has a positive and significant effect on the Work Productivity of New Employees of Perum BULOG; (iii) Work Orientation has no effect on the Work Productivity of New Employees of Perum BULOG.

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***Keywords*:** *Education and Training, Work Discipline, Work Orientation, New Employee Productivity*

INTRODUCTION

Today many companies need workers with creativity and innovation for the progress of the company. In addition, human resources play a very important role in the implementation of new employees, so that these human resources are the key to success in managing and developing implementation. Human resource is the only important factor in any organization or business (Sandra & Purwanto, 2017).

Perum BULOG, which is a work unit in the field of food logistics, as an object of research cannot avoid the impact of differences in work patterns of an employee. Perum BULOG has implemented a key performance indicator (KPI) policy to evaluate employee work systems, by helping to integrate and synergize the management and use of resources to achieve the aims and objectives as well as the company's business activities in developing work programs. Policies resulting from changes in work patterns are unavoidable and changes in performance can be observed. The following presents the 2022 BULOG performance management report.

Tabel 1.1 Perum BULOG Quarterly Performance Management System Report for 2022

Value Range	Value Category	New Employee Data	Percentage
90 - 100	A (VERY GOOD)	99	93,27%
70 - <90	B (GOOD)	7	6,17%
50 - <70	C (ENOUGH)	1	0,56%
30 - <50	D (NOT ENOUGH)	0	0,00%
<30	E (VERY LESS)	0	0,00%
	Total	107	100,00%

Source: Perum BULOG

In table 1.1 it can be explained that the productivity level of new employees is very good. This has motivated the authors to conduct research and seek answers regarding the factors that affect work productivity that occur in new employees. As is also known, new employees of Perum BULOG have just implemented a performance management system policy so that they have to pay more attention to the existing level of productivity in order to achieve the success that the company wants.

Work productivity experienced by Perum BULOG can be influenced by several factors. One of the factors that can affect increased productivity is education and training (Training). With productivity, employees are required to work effectively and efficiently. Orientation education and training (training) is a process of teaching new employees that has been carried out by Perum BULOG as a reference in developing potential and creativity to increase work productivity. According to Aliya et.al (2019) there is evidence that education and training have a significant positive effect on employee work productivity. Unlike the research conducted (Firdiyanti, 2017) states that training has no significant effect on employee work productivity. In addition, according to Fandeli & Irmayani (2021) education has a negative but not significant effect on work productivity.

Furthermore, another factor that affects the increase in work productivity is work discipline. Work discipline is an attitude of respect, obedience and adherence to the rules that have been set, so as to create a work environment that exemplifies work and a sense of responsibility. At Perum BULOG, the application of work discipline rules affects each of its employees, because indiscipline can lead to inefficiencies in doing work. For example, some of the orientation participants fell asleep in class while the material was being explained. To anticipate this, Perum BULOG held a picket guard in the classroom to monitor and warn the orientation participants. Discipline will determine work productivity, therefore discipline must be carried out by all old and new employees in dealing with the world of work carried out by Perum BULOG. The results of Sutrisno & Sunarsi (2019) state that work discipline has a positive and significant effect on employee work productivity, while the results of Saleh (2018) show that the influence of discipline and work ethic has no effect.

In addition, there are also other factors, namely the work orientation of new employees which can affect the increase in work productivity. Perum BULOG as a State-Owned Enterprise (BUMN) conducts orientation for prospective employees after the recruitment process takes place. The purpose of orientation is to provide understanding and teach new employee participants to understand the duties and responsibilities in which they are placed. This after undergoing orientation, new employees can have a good level of productivity. Boihaki et.al (2022) in their research results that work orientation has a positive and significant effect on work productivity. This is inversely proportional to the results of Setiawan (2017) which states that work orientation does not affect employee work productivity, so changes in work orientation do not have an impact on employee work productivity.

METHOD

Research Design

This research design uses quantitative methods with hypothesis testing. The quantitative research method is a research method based on the principles of positivism by examining certain populations or samples using research instruments with the aim of testing established hypotheses (Sugiyono, 2019).

Population

According to Sugiyono (2019) population is a general area consisting of objects or subjects with certain qualities and characteristics set by researchers to be studied and then drawn conclusions. The population of this research is new employees, totaling 107 new employees of Perum BULOG in July 2022.

Sample

The sample is part of the size and characteristic of the population (Sugiyono, 2019). The sample in this study uses a saturated sample of 107 new employees of Perum BULOG in July 2022. A saturated sample is sampling with all mambers of the population used as samples (Sugiyono, 2019).

Data Source

The data source in this research is the primary data source. Primary data is a source that provides data collection, through questionnaires or data from interviews with researchers with (Sugiyono, 2019). Primary data was obtained from a questionnaire that will be distributed to new employees of Perum BULOG.

Data Analysis

Validity Test

The validity test tests how well the instrument measures research. In testing the validity, researchers used the SPSS software method. If the value of r count > r table, then the data can be said to be valid, whereas if the value of r count < r table, then the data can be said to be invalid. The results of the validity test are as follows:

Tabel 2.1 The Results of The Validity Test of The Questionnaire Items

Research Variable	Items	R value - count	R values - table	Information
New Employee Productivity (Y)	Y.01	0,638	0,361	Valid
	Y.02	0,425	0,361	Valid
	Y.03	0,788	0,361	Valid
	Y.04	0,638	0,361	Valid
	Y.05	0,744	0,361	Valid
	Y.06	0,790	0,361	Valid
	Y.07	0,718	0,361	Valid
	Y.08	0,788	0,361	Valid
	Y.09	0,646	0,361	Valid
	Y.10	0,625	0,361	Valid
	Y.11	0,679	0,361	Valid

	Y.12	0,688	0,361	Valid
Education and Training (Diklat) (X1)	X1.01	0,790	0,361	Valid
	X1.02	0,801	0,361	Valid
	X1.03	0,688	0,361	Valid
	X1.04	0,790	0,361	Valid
	X1.05	0,778	0,361	Valid
	X1.06	0,555	0,361	Valid
	X1.07	0,696	0,361	Valid
	X1.08	0,804	0,361	Valid
	X1.09	0,652	0,361	Valid
	X1.10	0,640	0,361	Valid
Work Discipline (X2)	X2.01	0,693	0,361	Valid
	X2.02	0,567	0,361	Valid
	X2.03	0,839	0,361	Valid
	X2.04	0,784	0,361	Valid
	X2.05	0,854	0,361	Valid
	X2.06	0,825	0,361	Valid
	X2.07	0,782	0,361	Valid
	X2.08	0,784	0,361	Valid
Work Orientation (X3)	X3.01	0,528	0,361	Valid
	X3.02	0,754	0,361	Valid
	X3.03	0,797	0,361	Valid
	X3.04	0,718	0,361	Valid
	X3.05	0,846	0,361	Valid
	X3.06	0,687	0,361	Valid
	X3.07	0,633	0,361	Valid
	X3.08	0,842	0,361	Valid
	X3.09	0,706	0,361	Valid
	X3.10	0,756	0,361	Valid
	X3.11	0,789	0,361	Valid
	X3.12	0,610	0,361	Valid

Source: Data processed by SPSS

From table 2.1 above it can be seen that of the four variables used in this study it consists of 42 statement items in which all indicators have a greater r count (>) than r table, so it can be stated that all statement items from the new employee work productivity variable (Y), Education and training (Training) (X1), Work Discipline (X2), and Work Orientation (X3) are valid.

Reliability Test

Reliability testing is carried out to determine which measurements can be trusted. Researchers use SPSS software in conducting reliability tests. Measurements using Alpha Cronbach's formula. If the results of the reliability coefficient (Cronbach's Alpha) > 60% then the questionnaire is reliable, if the results of the reliability coefficient (Cronbach's Alpha) <60% then the questionnaire is not reliable.

Tabel 2.2 Reliability Test Results for New Employee Productivity Variables (Y), Education and Training (X1), Work Discipline (X2), and Work Orientation (X3)

No.	Variable	Cronbach's Alpha	Standard's Reliabilitas	Information
1	Produktivitas Kerja Karyawan Baru (Y)	0,889	0,60	Reliabel
2	DIKLAT (X1)	0,893	0,60	Reliabel
3	Disiplin Kerja (X2)	0,779	0,60	Reliabel
4	Orientasi Kerja (X3)	0,914	0,60	Reliabel

Source: Data processed by SPSS

From table 2.2, based on the reliability test results above, it can be seen that all variables of New Employee Productivity (Y), Education and Training (X1), Work Discipline (X2), and Work Orientation (X3) have a reliability coefficient (Alpha Cronbach's) which is greater (>) than 60%, so that it can be stated that all variables are reliable.

RESULT AND DISCUSSION

Data Normality Test

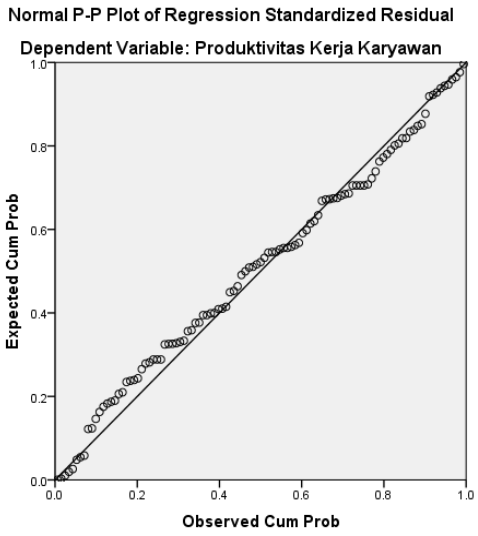

Figure 1.1 Data Normality Test

From the results of the data normality test, it can be seen that there is a distribution of data/points around the diagonal axis of the graph. Therefore, it can be said that the data is normally distributed and is suitable for use in research.

Tabel 3.1 Data Normality Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		107
Normal Parameters[a,b]	Mean	0.00E+00
	Std. Deviation	2.32282061
Most Extreme	Absolute	0.063

Differences	Positive	0.056
	Negative	-0.063
Kolmogorov-Smirnov Z		0.652
Asymp. Sig. (2-tailed)		0.789
a. Test distribution is Normal.		
b. Calculated from data.		

Source: Data processed by SPSS

Apart from graphical analysis, the normality test can also be performed using the Kolmogorov Smirnov (KS) test. In Table 3.1 it can be seen that the KS value is 0.78 > 0.05, so it can be said that the data is normally distributed and can be used in research.

Multicollinearity Test

Tabel 3.2 Multicollinearity Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	11.664	2.757		4.23	0		
	DIKLAT	0.392	0.081	0.397	4.84	0	0.443	2.257
	Work Discipline	0.576	0.105	0.446	5.491	0	0.451	2.217
	Work Orientation	0.074	0.08	0.084	0.917	0.361	0.354	2.825

a. Dependent Variable: New Employee Productivity

Source: Data processed by SPSS

Based on Table 3.2 it can be seen that the variables Education and training (Training) (X1), Work Discipline (X2), and Work Orientation (X3) have a Variance Inflation Factor (VIF) value of < 10 and a Tolerance value of > 0.10, so it can be said that there is no evidence of multicollinearity between independent variables and the data is suitable for use in research.

Heteroscedasticity Test

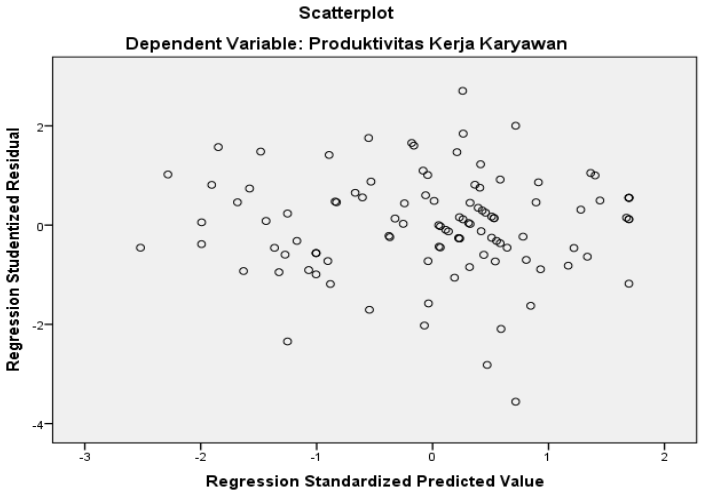

Figure 1.2 Hasil Uji Heteroscedasticity Test Results

Based on Figure 1.2 it can be seen that there is no pattern in the distribution of the points or the distribution is random, so it can be said that the data does not occur heteroscedasticity and is suitable for use in research.

Multiple Linear Analysis

Tabel 3.3 Multiple Linear Analysis Results

Coefficients						
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	11.664	2.757		4.23	0
	DIKLAT	0.392	0.081	0.397	4.84	0
	Work Discipline	0.576	0.105	0.446	5.491	0
	Work Orientation	0.074	0.08	0.084	0.917	0.361
Dependent Variable: New Employee Productivity						

Source:Data processed by SPSS

Based on Table 3.3 it can be said that the multiple linear regression equation is as follows:

Y = 0,397 X1 + 0,446 X2 + 0,084 X3 + e

The results of processing the multiple linear regression data above are:

- The regression coefficient value of the education and training variable (X1) is 0.397 where a significant level is 0.000 <0.05 so it can be said that the education and training variable has a significant effect on employee productivity. The positive value of the regression coefficient of the education and training (training) variable (X1) indicates that the effect of education and training (training) on the work productivity of new employees is unidirectional, that is, if the education and training (training) variable is getting better, it will increase employee work productivity new.
- The regression coefficient value of the work discipline variable (X2) is 0.446 where the significant level is 0.000 < 0.05 so it can be said that the work discipline variable has a significant effect on the work productivity of new employees. The positive value of the regression coefficient of the work discipline variable (X2) indicates that the effect of work discipline on the work productivity of new employees is unidirectional, that is, if the work discipline variable is getting better, the work productivity of new employees will increase.
- The regression coefficient value of the work orientation variable (X3) is 0.084 where a significant level is 0.361 > 0.05 so that it can be said that the work orientation variable has no effect on the work productivity of new employees.

Of the three independent variables above, the one that has the greatest or dominant influence is the Work Discipline variable with a beta value of 0.446.

Model Feasibility Test Results (F - Test)

Tabel 3.4 Model Feasibility Test Results (F – Test)

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1289.704	3	429.901	77.423	.000[b]
	Residual	571.923	103	5.553		
	Total	1861.626	106			

a. Dependent Variable: New Employee Productivity

b. Predictors: (Constant), Work Orientation, Work Discipline, Education and Training (Diklat)

Sumber: Data processed by SPSS

Based on Table 3.4 it can be seen that the F value is 77,423 > F table which is 2.69 with a significance level of 0.000 <alpha 0.05. Thus, it can be explained that Education and Training (X1), Work Discipline (X2), and Work Orientation (X3) fit the regression equation.

CONCLUSIONS

The conclusions in the study "The Influence of Training, Work Discipline, and Work Orientation on Increasing the Work Productivity of New Employees at Perum BULOG 2023" are as follows:

1. Education and Training (Training) has a positive and significant effect on Increasing Work Productivity for New Employees of Perum BULOG 2023
2. Work Discipline has a positive and significant effect on Increasing Work Productivity for New Employees of Perum BULOG 2023.
3. Work Orientation has no effect on Increasing Work Productivity of New Employees at Perum BULOG 2023.

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