

THE IMPACT OF DEVELOPMENT TRAINING, WORK MOTIVATION, AND COMPENSATION SYSTEMS ON WORK PERFORMANCE AT THE SURAKARTA ENVIRONMENTAL SERVICE

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Abstract: This research aims to determine the effect of training and development, work motivation, and compensation systems on employee work performance at the Surakarta Environmental Service. This research uses quantitative research methods. The population in the study were employees of the Surakarta City Environmental Service who worked for more than 1 (one) year and the number of samples in this study was 60 respondents using a purposive sampling technique. The variables used in this research are training and development, work motivation, compensation system, and employee work performance. The data used in the research is primary data. The data collection method used was a questionnaire. The results of this research show that training and development has a positive and significant effect on employee work performance, work motivation has a positive and significant effect on employee work performance, the compensation system has a positive and significant effect on employee work performance, as well as training and development, work motivation, and the compensation system simultaneously (together) influence employee work performance.

Keywords: Employee Work Performance, Training and Development, Work Motivation, Compensation System

1. Introduction

Human resource management is a field of management science which includes aspects of planning, organizing, implementing and controlling. In this process, human resource management is very important for organizations in managing, managing and utilizing employees productively to achieve organizational goals. Employees are the main asset of every organization because they play a major role in the company's success (Ansah & Rita, 2019).

To form reliable human resources that can support the success of a company, training and development can be carried out. Apart from training and development, employee work motivation can influence work performance (Suharsono, 2023). Furthermore, work performance can increase if the company can provide compensation to employees (Edy Sutrisno, 2009).

The results of previous research conducted by (Piay, Tumbel, & Walangitan, 2021) stated that training and development had a significant effect on employee work performance at the Sutan Raja Agung Hotel. However, this is different from the results of research conducted by (Arifin & Rufial, 2024) which states that training and development does not have a significant effect on employee work performance at the D'Arcici Al-Hijra Cempaka Putih Hotel. Second, the results of research conducted by (Suharsono, 2023) state that motivation has a significant effect on employee work performance at BPKAD, Arfak Mountains Regency. This is different from the results of research conducted by (Harefa, 2020) which states that there is no influence of work motivation on the work performance of teacher Nimarwati Lagundri. Third research,

conducted by (Masmarsulan & Muliati, 2023) stated that the compensation system has a significant effect on employee work performance at PT Niagatama Intimulia Makasar.

Based on the background and gap studies described above, the author wishes to conduct research with the title "The Influence of Training and Development, Work Motivation, and Compensation Systems on the Work Performance of Surakarta City Environmental Service Employees"

2. Literature Review

Training and Development

Training refers to a company's planned efforts to facilitate employee learning about work-related skills, knowledge, abilities and behaviors, with the aim of helping employees master the knowledge, skills and behaviors required during training and apply them in daily activities (Noe, 2020). Development refers to activities aimed at improving skills in anticipating future organizational needs (Jackson, Sculer, & Werner, 2018). Development refers to the training, formal education, work experience, relationships, and assessment of personality, skills, and abilities that help prepare employees for future jobs or positions (Noe, 2020). Indicators of training are targets and planning, system accuracy, training system materials (Busono, 2016). Meanwhile, development indicators are motivation, personality, skills (Krismiyati, 2017).

Work motivation

Motivation is one of the factors that influences human behavior. Motivation is also called a driver, desire, maintenance or need, a need that can make someone enthusiastic and motivated to minimize and realize their impulses, so that they can act and act in a certain way. meaning it will lead to the optimal direction (Andika, 2019). . Motivation is defined as factors that direct and encourage a person's behavior or desire to carry out an activity which is expressed as hard effort or weak effort (Hidayat, 2018). Indicators of Work Motivation are hard work, future orientation, high level of aspirations, task or target orientation, efforts to progress, perseverance, use of time and selected coworkers (Mangkunegara, 2017).

Compensation System

"Compensation is a meaningful aspect for employees because the amount of compensation reflects the measure of their employees' value among the employees themselves, their families and society," according to Wirawan in the journal Fuizi Usman (2014: 176). According to the aim of providing compensation is to have and retain capable employees. Apart from that, the compensation system must motivate employees and comply with all legal regulations (Simamora, 2015:449). Compensation is divided into two, namely: direct compensation in the form of salary/wages and incentive wages; indirect compensation indirect compensation or employee or employee welfare (Hasibuan (2012:118)

Work Achievement

The term performance comes from the words job performance or actual performance (work performance or actual achievements achieved by someone). Employee work performance is the result of work in quality and quantity achieved by an employee in carrying out the tasks assigned to him in accordance with responsibility, experience, seriousness and punctuality

(Supardi, Rivaldo, & Yusman, 2021). Work performance is the result of work in terms of quality and quantity achieved by workers within a period of time in accordance with the responsibilities assigned to them (Pratama, 2020). The indicators of Work Performance are quantity of work, quality of work, cooperation, initiative (Mangkunegara, 2017).

Hypothesis

There are 4 hypotheses in this research, namely:

H1: Training and development (X1) has a positive and significant effect on employee work performance (Y)

H2: Work Motivation (X2) has a positive and significant effect on employee work performance (Y)

H3: Compensation System (X3) has a positive and significant effect on employee work performance (Y)

H4: Training and development (X1), work motivation (X2), and compensation system (X3) together have a positive and significant effect on employee work performance (Y)

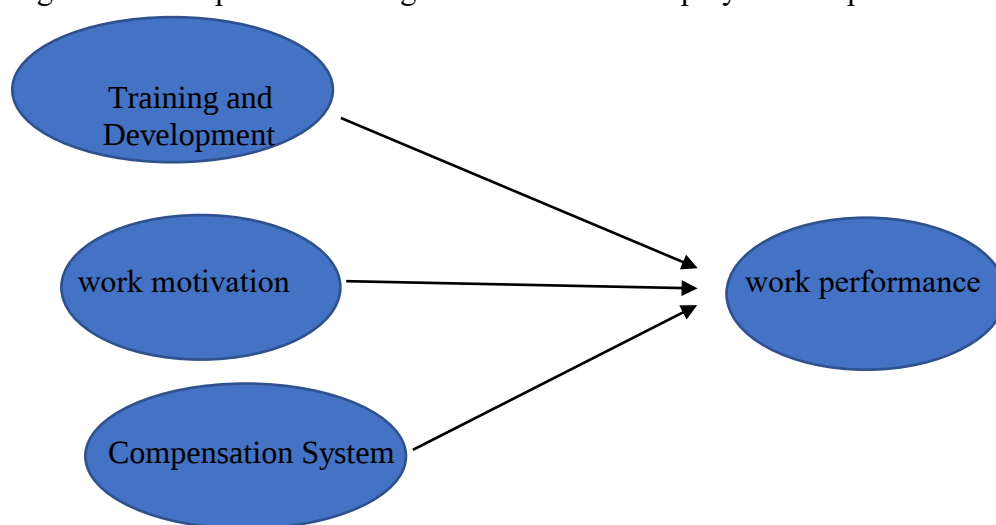


Figure 1. Conceptual Model

3. Method

Types and Design of Research

This research uses quantitative methodology. The subjects in this research were employees of the Surakarta City Environmental Service. The population in this study were employees of the Surakarta City Environmental Service with a population of 144 employees. This research uses purposive sampling as a sample determination technique. The number of samples in this study was 60 respondents. In this research, researchers will distribute questionnaires directly to employees of the Surakarta City Environmental Service with a working period of more than 1 (one) year. Data analysis was processed using the IBM SPSS 26 program.

4. Result and Discussion

Result

Validity and Reliability Test

Based on the results of the Validity and Reliability test, it shows that each statement item has a calculated r value $>$ than r table (0.254) and is positive. And it can be concluded that all research statement items are declared valid. And the five variables have a Cronbach's Alpha value $>$ 0.6. Thus it can be concluded that all variables are declared reliable because of the Cronbach's alpha value. $>$ 0.6.

Multiple Linear Regression Test

Table 1. Multiple Linear Regression Test

Coefficients					
Model	Unstandanrdized Coefficien		Standardized Coefficients	t	Sig
	B	Std. Error	Beta		
(Constan)	1,642	0,574		2,860	0,006
Training and Development (X1)	0,342	0,040	0,567	8,539	0,000
Work Motivation (X2)	0,138	0,038	0,291	3,633	0,001
Compensation system (X3)	0,151	0,054	0,173	2,789	0,007

a. Dependent Variable: Employee Work Performance (Y)

Source: Data by author, 2024

Based on the table above, the following multiple linear regression equation is obtained:

$$Y = 1,642 + 0,567X_1 + 0,291X_2 + 0,173X_3 + e$$

From the regression equation above, the conclusions that can be explained are as follows:

- a** = The constant value is positive at 1.642, indicating that if the variable X (Training and Development, Work Motivation, and Compensation System) are considered constant, then employee work performance will increase by 1.642 with the assumption that other variables that can influence employee performance are considered constant.
- b₁** = The Regression Coefficient value for the Training and Development variable (X1) is 0.567 with a positive sign indicating that the level of Training and As development increases by one unit, employee work performance increases by 0.567.
- b₂** = The Regression Coefficient value for the Work Motivation variable (X2) is 0.291 with a positive sign stating that if the level of Work Motivation increases by one unit, employee work performance will increase by 0.291.
- b₃** = The Regression Coefficient value for the Compensation System variable (X3) is 0.173 with a positive sign indicating that if the level of Organizational Behavior increases by one unit, employee work performance will increase by 0.567.

Uji Hipotesis

Partial Test (T Test)

Based on table 2 above, the variables Training and Development (X1), Work Motivation (X2), and Compensation System (X3) show a sig value. smaller than 0.05, and has a calculated t value greater than the t table value (1.672). So, the variables Training and Development (X1), Work Motivation (X2), and Compensation System (X3) partially have a significant positive effect on the Job Performance of Surakarta City Environmental Service Employees.

Simultaneous Test

Tabel 2. Simultaneous Test

ANOVA ^a					
Model		Sum of Squares	df	Mean Square	F
1	Regression	196.228	3	65.409	218.617
	Residual	16.755	56	.299	
	Total	212.983	59		
					Sig.
					.000^b

Source: Data by author, 2024

Based on the table above, the F test is obtained from the results of data processing using SPSS, sig is obtained. amounting to 0.000 with F count 218.617 and F table 2.77 (218.617 > 2.77) so it can be concluded that the independent variables (Training and Development, Work Motivation, Compensation System) simultaneously influence the work performance of Surakarta City Environmental Service employees.

Coefficient of Determination Test (R^2)

Tabel 3. Coefficient of Determination Test (R^2)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.960 ^a	.921	.917	.547

a. Predictors: (Constant), Compensation System (X3), Training and Development (X1), Work Motivation (X2)

Source: Data by author, 2024

Based on the analysis results in the table above, it shows that the adjusted R square value is 0.917. This means that all variables X (Training and Development, Work Motivation, and Compensation System) have a joint contribution of 91% to the dependent variable (Y), namely

Employee Work Performance, while the remaining 9% is explained by other factors outside of this research.

5. Conclusions

Based on the research results that have been discussed, it can be concluded that the Training and Development variable (X1) has a positive and significant influence on employee work performance at the Surakarta City Environmental Service. The Work Motivation Variable (X2) has a positive and significant influence on Employee Work Performance at the Surakarta City Environmental Service. The Compensation System Variable (X3) has a positive and significant influence on Employee Work Performance at the Surakarta City Environmental Service. The results of this research show that Training and Development, Work Motivation, and the Compensation System simultaneously (together) influence employee work performance in the Surakarta City Environmental Service.

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