



The Influence Of Training, Work Motivation And Work Discipline On The Employee Performance Of The Public Works And Spatial Planning Of The Dharmasraya Regency

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ABSTRACT

This Research Aims To Reveal: (1) the effect of training, partially on employee performance, (2) the effect of partial work motivation on employee performance (3) the influence of work discipline partially on employee performance (4) the effect of training, work motivation and discipline work simultaneously on employee performance. The population of this study were all employees at the Public Works and Spatial Planning Service of Dharmasraya Regency, amounting to 58 people. The sample was taken by all populations, namely 58 people. The analysis method uses multiple regression analysis and is processed with the help of the SPSS version 20.0 program. The results obtained: Partially Training, Work Motivation and Work Discipline have a positive and significant effect on the Employees' Performance of the Public Works and Spatial Planning of Dharmasraya Regency. Simultaneously Training, Work Motivation and Work Discipline had a positive and significant effect on the Employee Performance of the Public Works and Spatial Planning Department of Dharmasraya with an Adjusted R Square value of 0.469 or 46.9%. Of the three independent variables the most dominant influence on employee performance is training with regression coefficient 0.397. Finally the author suggested to the head of the Dharmasraya District Public Works and Spatial Planning Office to focus more attention on the training given to employees without ignoring the variables of work motivation and work discipline.

Keywords: Training, Work Motivation, Work Discipline, Employee Performance

INTRODUCTION

Many government agencies that do not have employees with adequate capabilities, this is evidenced by the low employee productivity and the difficulty of measuring employee performance. Speaking about the ability of employees in the Public Works and Spatial Planning Service of the Dharmasraya Regency, training plays a very important role in the process of improving the ability of employees to carry out their duties and responsibilities. Improving the quality of training is an integrated process, with the process of improving the quality of human resources itself. Training given to employees as human resources of an organization is essential and is even one of the most important elements of the career life of an employee at the Public Works Agency and District Spatial Planning Dharmasraya With training provided employees are able to master various fields of work and this will affect the performance of these employees. Training is an effort to reduce the gap or eliminate the gap between the ability of employees and the desired organization. (Sedarmayanti, 2013: 195). This is done through increasing the work capacity of employees by adding knowledge and skills and changing attitudes. Employees are the most valuable organizational wealth, because with all the potential they have, employees can continue to be trained and developed so that they can

be more stylish in use, their performance becomes more optimal to achieve goals (Sedarmayanti, 2013: 198).

One measure of the performance of the staff of the Public Works and Spatial Planning Service of the Dharmasraya Regency is the realization of the budget that has been set up to carry out all planned activities to address the objectives that have been set every year. Under this program, programs and activities and results of each program can be presented below

Table. 1
Achievement of the Main Performance Indicators of the Public Works and Spatial Planning Service of Dharmasraya Regency in 2017-2018

No	Activity	2017			2018		
		Target	Realization	%	Target	Realization	%
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
A.	Indirect Expenditure	11.538,984.448	10.625.777.930	92	14.347.360.190	14.011.397.947	97,7
B.	Direct Expenditure	6.528.959.279	5.935.647.404	90,9	6.203.655.340	5.621.492.377	90,6
	Total	18.067.943.727	16.561.425.334	91,7	20.551.015.530	19.632.890,324	95,5

Source: Department of Public Works and Spatial Planning of Dharmasraya Regency, 2017-2018

Research purposes

The purpose of the research is to know, analyze and express :

1. Test the Effect of Work Motivation on the work discipline of employees of the Public Works and Spatial Planning Office of the Dharmasraya Regency.
2. Test the effect of job training on work discipline of the employees of the Public Works and Spatial Planning Office of the Dharmasraya Regency
3. Test the Effect of Motivation on the performance of employees of the Public Works and Spatial Planning Office of the Dharmasraya Regency
4. Test the effect of work training on the performance of employees of the Public Works and Spatial Planning Office of the Dharmasraya Regency
5. Test the effect of work discipline on the performance of employees of the Public Works and Spatial Planning Office of the Dharmasraya Regency
6. Test the Effect of Motivation through work discipline on the performance of employees of the Public Works and Spatial Planning Office of the Dharmasraya Regency.
7. Test the Effect of Training through work discipline on the performance of employees of the Public Works and Spatial Planning Office of the Dharmasraya Regency.

LITERATURE REVIEW

Performance

Performance is a condition that must be known and confirmed to certain parties to find out the level of achievement of the results of an agency associated with the vision carried out by an organization or company and to know the positive and negative effects of an operational policy. Robert and John in Andraeni (2005) state that employee performance influences how many employees contribute to the organization. While performance appraisal is a periodic and systematic evaluation of a worker's performance / position, including its potential for development (Wahyudi in Wikipedia, 2008).

Furthermore Robbins (2006) suggests: "performance = f (mxaxo)". The point is function performance from motivation, ability and opportunity.

Performance is also determined by motivation combined with the ability possessed and the right placement

Work Motivation

Work motivation is often understood as a mental impulse that moves and directs a person's behavior to do a job. Wahjosumijo (1984) explains that motivation is an impulse that arises in a person to behave in order to achieve a predetermined goal. The impulse is in principle influenced by things that are internal and external. According to Hersey and Blanchard (1978) humans who with others are not only different in their ability to do something, but also differ in their willingness to do something, known as motivation. Furthermore Hanafi (1997) states that motivation is something that encourages someone to act or behave in a certain way is an important factor that supports work performance. Whereas Timple (2000: 273) defines motivation as a process that controls choice, made by people or organizations where it is concerned with: (1) Direction of behavior or whether someone is chosen to be carried out if faced with a number of possible alternatives, (2) large or strength from effort, and (3) persistence of behavior.

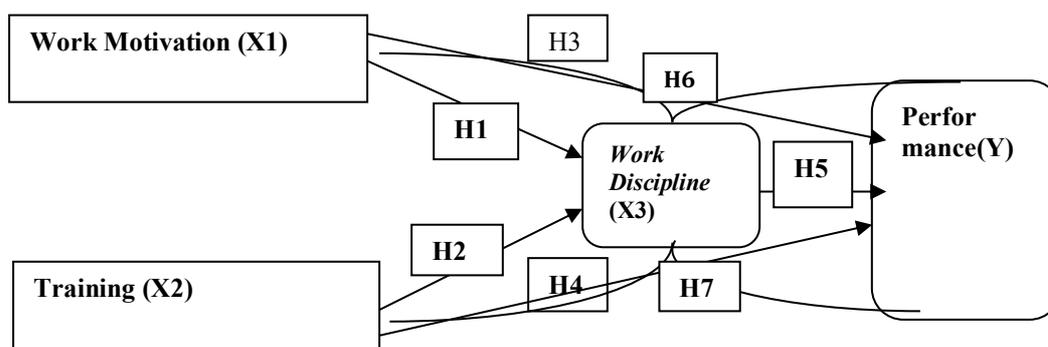
Training

Training is an activity to improve one's work ability in relation to economic activity. Training helps employees to understand a practical knowledge and its application in order to improve the skills, skills, and attitudes needed by the organization in the effort achieved. According to Siagian (1998: 175) the definition of training is: The teaching and learning process by using certain techniques and methods conceptually it can be said that training is intended to improve the skills and abilities of work of a person or group of people. Usually those who have worked in an efficient organization, the effectiveness and production of their work is felt necessary to be improved in a directed and pragmatic manner.

Work Discipline

Based on the opinions above, it can be concluded that the work discipline of employees is employee compliance with applicable regulations. Indicators for measuring employee discipline (Ravianto, 2011: 194) are: 1) obeying the stipulated rules and regulations, 2) obeying orders from superiors, 3) time discipline 4) Discipline towards efforts to increase cooperation

Figure 1
Frame Of Conceptual



Research Hypothesis

1. There is an effect of work motivation on work discipline of the employees of the Public Works and Spatial Planning Department of Dharmasraya.
2. There is the influence of work training on work discipline of employees of the Public Works and Spatial Planning Office of the Dharmasraya Regency
3. There is an effect of motivation on the performance of employees of the Public Works and Spatial Planning Department of Dharmasraya District
4. There is the influence of job training on the performance of employees of the Public Works and Spatial Planning Department of Dharmasraya
5. There is an influence of work discipline on the performance of employees of the Public Works and Spatial Planning Department of Dharmasraya
6. There is an Influence of Motivation through work discipline on the performance of employees of the Public Works and Spatial Planning Department of Dharmasraya.
7. There is an Influence of Training through work discipline on the performance of employees of the Public Works and Spatial Planning Department of Dharmasraya..

RESEARCH METHODOLOGY

Population and Sample Determination

Population is a generalization area consisting of: objects / subjects that have certain qualities and characteristics set by the researcher to be studied and conclusions drawn (Sugiyono, 2008: 80). This is supported by Arikunto (2006) which states that the population is the whole subject of research where someone wants to examine all the elements that exist in the research area, then the research is population research.

Based on the above theory, the population in this study were all Civil Servants at the Public Works and Spatial Planning Department of Dharmasraya Regency, amounting to 58 people.

According to Sugiyono (2008: 81) the sample is part of the number and characteristics possessed by the population. But in this study the number of samples taken was by total sampling method, meaning that all objects included in the population were samples of this study, namely all Public Works Civil Servants and Spatial Planning of West Dharmasraya Regency were 58 respondents.

Types and Data Sources

1. Primary Data
Primary data is data obtained from the first source both from individuals and individuals. This data is the result of filling out a questionnaire regarding Motivation, Training and Work Discipline which was filled by employees of the Public Works and Spatial Planning Office of Dharmasraya Regency.
2. Secondary Data
Secondary data is used to supplement the data needed. Secondary data used in this study are in the form of report documents and organizational structures of the Public Works and Spatial Planning Services of the Dharmasraya Regency.

The data sources used in this study are only internal data sources. Internal data sources are sources of data obtained from within the company or organization where the research is conducted. In this study, the internal data sources were employees of the Public Works and Spatial Planning Office of the Dharmasraya Regency. Internal data is in the form of point data on the assessment of employee performance, profile and organizational structure of the Public Works and Spatial Planning Department of Dharmasraya and answers to the results of filling out questionnaires.

Analysis Techniques

A. Partial hypothesis testing (t test)

The t test is intended to determine whether or not there is a partial (own) influence given by the independent variable (X) to the dependent variable (Y). The basis of decision making is if the value of sig <0.05, or t-count> t-table then there is an influence of variable X partially on variable Y, and vice versa.

B. Simultaneous Hypothesis Testing (Test F)

The F test aims to determine whether or not there is an influence simultaneously (together) given the independent variable (X) to the dependent variable (Y). The basis of decision making is if the value of sig <0.05, or F count> F table then there is the influence of X variable simultaneously on variable Y, and vice versa.

C. Path Analysis

Path analysis alone does not determine causal relationships and also cannot be used as a substitute for researchers to see causality between variables. Inter-variable causality relationships have been formed with models based on theoretical foundations. What is done by path analysis is to determine the pattern of relationships between three or more variables and cannot be used to confirm or reject the hypothesis of imaginary causality.

D. Test Direct and Indirect Effects

Besides using independent variables (X) more than one variable, this study also uses intervening variables. Intervening variable is a intermediate / mediating variable, its function mediates the relationship between the independent variable and the dependent variable. To test the effect of intervening variable analysis (*path analysis*).

RESULTS AND DISCUSSION

From the data, Table 2 explains the results of the partial test of each independent variable on the dependent variable as follows:

Table 2
Variable , Path Koefisien, t count & Sig each independent variable on the dependent variable

No	variable	Path Koeficient	t count	Sig
1	Motivation	0,6138	5,7103	0,0000
2	Training	0,3942	2,3288	0,0187

1. Path coefficient $P_{x_3x_1} = 0.6138$ with obtained t count 5.7103 on sig 0,000 <0.05. This can be interpreted as having a positive and significant influence between motivation towards work discipline at the staff of the Department of Public Works and Spatial Planning of Dharmasraya Regency
2. Path coefficient $P_{x_3x_2} = 0.3942$ with obtained t count 2.3288 at significant 0.0187 <0.05. This can be interpreted as having a positive and significant influence between the training on the level of work discipline of the staff of the Public Works and Spatial Planning Department of Dharmasraya.

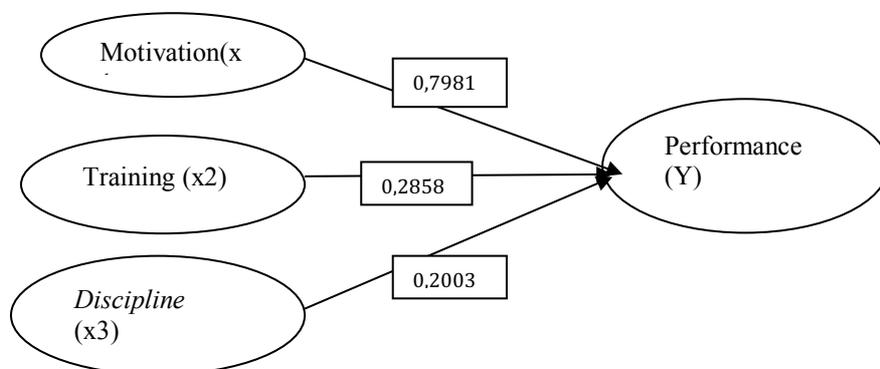
Table 3 is the result of analysis of variance from the framework of the sub-structure path 2.

Table 3
F test

Model	Jml kuadrat	Df	Rata kuadrat	F Hit	Sig
Regression	2465,24	3	821,74	18,55	0,000
Residual	2514,95	57	44,29		
Total	4990,19	60			

Table 3 the result of analysis of variance from the framework of the sub-structure path 2 as shown in Figure 3. After the F test has been carried out, the result of the calculated F value is 18.55 with a significant level of $0.000 < 0.05$. Thus it can be concluded that motivation, job training, work discipline have a significant influence on the performance variables of the employees of the Public Works and Spatial Planning Department of Dharmasraya so that they can be continued in partial testing, the results of the test data are presented in figure 2 below.

Figure 2
Test Results



Based on the figure above can be explained as follows:

To determine whether the hypothesis proposed previously can be accepted or rejected, then the basis is used to accept or reject the hypothesis with the criteria:

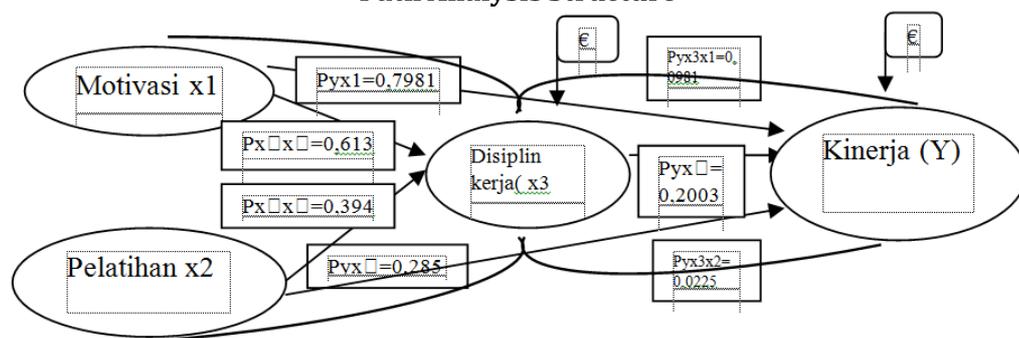
H_0 is rejected if $t \text{ count} > t \text{ table}$ or $\text{sig observation} < 0.05$

H_0 is accepted if $t \text{ count} < t \text{ table}$ or $\text{observation sig} > 0.05$

1. The first hypothesis is that motivation has a significant effect on employee discipline in the Department of Public Works and Spatial Planning of the Dharmasraya Regency. From the results of the study note that $t \text{ count}$ is 5.7103 and probability is 0.0000. Therefore $t \text{ count} > t \text{ table}$ or $\text{probability} < \alpha = 0.05$. Thus H_1 is accepted H_0 is rejected. Means that motivation has a significant effect on employee work discipline at the Public Works and Spatial Planning Service of Dharmasraya Regency.
2. The second hypothesis is that training has a significant effect on employee discipline in the Public Works and Spatial Planning Service of Dharmasraya Regency. From the results of the study, it is known that $t \text{ count}$ is 2.3288 and probability is 0.0187. Therefore $t \text{ count} > t \text{ table}$ or $\text{probability} < \alpha = 0.05$. Thus H_1 is accepted H_0 is rejected. Means Training has a significant effect on employee discipline in the Department of Public Works and Spatial Planning of the Dharmasraya Regency.
3. The third hypothesis is Motivation has a significant effect on the performance of employees in the Public Works and Spatial Planning Service of the Dharmasraya Regency. From the results of the study it is known that $t \text{ count}$ is 8.7752 and probability is 0.0000. Therefore $t \text{ count} > t \text{ table}$ or $\text{probability} < \alpha = 0.05$. Thus H_1 is accepted H_0 is rejected. It means that motivation has a significant effect on the performance of employees at the Public Works and Spatial Planning Service of Dharmasraya Regency.

4. The fourth hypothesis is training has a significant effect on employee performance at the Public Works and Spatial Planning Service of Dharmasraya Regency. From the results of the study note that t count is 2.7322 and the probability is 0.0066. Therefore t count > t table or probability < $\alpha = 0.05$. Thus H_1 is accepted H_0 is rejected. This means that training has a significant effect on the performance of employees in the Public Works and Spatial Planning Service of the Dharmasraya Regency
5. The fifth hypothesis is that the discipline of work has a significant effect on the performance of employees at the Public Works and Spatial Planning Department of Dharmasraya Regency. From the results of the study it is known that t count is 2.6426 and probability is 0.0097. Therefore t count > t table or probability < $\alpha = 0.05$. Thus H_1 is accepted H_0 is rejected. It means that the discipline has a significant effect on the performance of employees in the Public Works and Spatial Planning Service of Dharmasraya Regency.
6. The sixth hypothesis is that motivation through discipline has a significant effect on the performance of employees in the Public Works and Spatial Planning Service of Dharmasraya Regency. From the results of the study it is known that t count is 1.412 and probability is 0.0981. Therefore t count > t table or probability > $\alpha = 0.05$. Thus H_1 was rejected H_0 accepted. Means that motivation through discipline has no significant effect on employee performance at the Public Works and Spatial Planning Service of Dharmasraya Regency.
7. The seventh hypothesis is that training through work discipline has a significant effect on the performance of employees in the Public Works and Spatial Planning Department of Dharmasraya. From the results of the study it is known that t count is 2.541 and probability is 0.0225. Therefore t count > t table or probability < $\alpha = 0.05$. Thus H_1 is accepted H_0 is rejected. This means that training through work discipline has a significant effect on the performance of employees in the Public Works and Spatial Planning Service of Dharmasraya Regency.

Figure 3
Path Analysis Structure



new path analysis structure, taking into account the path coefficients to improve employee performance will be more effective if the Department of Public Works and Spatial Planning of Dharmasraya Regency fixes Training that is now more conducive to work and at the same time good job training will increase employee work discipline and this is a very important thing to do, compared to improving the performance condition of employees directly by just improving motivation because the tendency is more difficult and will not turn a blind eye that the arrogance factor in the Department of Public Works and Spatial Planning of Dharmasraya Regency is difficult to repair directly unless sanctions or just work motivation are also difficult, because the current predisposition to work conditions in the Public Works and Spatial

Planning Service of the Dharmasraya Regency is considered to have been from antiquity just like that and new employees must adjust to existing environmental conditions.

Summary of Interpretations of Direct and Indirect Effects

1. Direct effect of motivation on employee performance 63.69
2. The indirect influence of motivation on employee performance through work discipline 9.81
3. Total direct and indirect effects of motivation variables on performance variables 73.5
4. Effect of direct training on employee performance 8.16
5. The indirect effect of training on employee performance through work discipline 2.25
6. Total direct and indirect effects of training variables on employee performance variables 10.41
7. Direct influence of discipline on employee performance 4.01
8. Total direct effect of Exogenous variables on endogenous variables 75.86
9. Total Effect of other variables on discipline 79.75
10. Total Influence of other variables on employee performance 54.3

CONCLUSION

Based on the results of testing and discussion of the hypotheses described in the previous chapter, some conclusions can be drawn as follows:

1. Based on path analysis, it was found that motivation had a significant effect on employee work discipline in the Public Works and Spatial Planning Service of Dharmasraya Regency. From the results of the study note that t count is 5.7103 and probability is 0.0000. Therefore t count > t table or probability < $\alpha = 0.05$. Thus H_1 is accepted H_0 is rejected. Means that motivation has a significant effect on employee work discipline at the Public Works and Spatial Planning Service of Dharmasraya Regency.
2. Based on the training path analysis has a significant effect on employee discipline in the Public Works and Spatial Planning Service of the Dharmasraya Regency. From the results of the study, it is known that t count is 2.3288 and probability is 0.0187. Therefore t count > t table or probability < $\alpha = 0.05$. Thus H_1 is accepted H_0 is rejected. Means Training has a significant effect on employee discipline in the Department of Public Works and Spatial Planning of the Dharmasraya Regency.
3. Based on path analysis Motivation has a significant effect on the performance of employees in the Public Works and Spatial Planning Service of Dharmasraya Regency. From the results of the study it is known that t count is 8.7752 and probability is 0.0000. Therefore t count > t table or probability < $\alpha = 0.05$. Thus H_1 is accepted H_0 is rejected. It means that motivation has a significant effect on the performance of employees at the Public Works and Spatial Planning Service of Dharmasraya Regency.
4. Based on the training path analysis has a significant effect on the performance of employees in the Public Works and Spatial Planning Service of the Dharmasraya Regency. From the results of the study note that t count is 2.7322 and the probability is 0.0066. Therefore t count > t table or probability < $\alpha = 0.05$. Thus H_1 is accepted H_0 is rejected. This means that training has a significant effect on the performance of employees in the Public Works and Spatial Planning Service of the Dharmasraya Regency
5. Based on the analysis of the path of work discipline has a significant effect on the performance of employees at the Department of Public Works and Spatial Planning of the Dharmasraya Regency. From the results of the study it is known that t count is 2.6426 and probability is 0.0097. Therefore t count > t table or probability < $\alpha = 0.05$. Thus H_1 is accepted H_0 is rejected. It means that the discipline has a significant effect on

the performance of employees in the Public Works and Spatial Planning Service of Dharmasraya Regency.

6. Based on path analysis Motivation through discipline has a significant effect on the performance of employees at the Public Works and Spatial Planning Service of Dharmasraya Regency. From the results of the study it is known that t count is 1.412 and probability is 0.0981. Therefore t count > t table or probability > $\alpha = 0.05$. Thus H_1 was rejected H_0 accepted. Means that motivation through discipline has no significant effect on employee performance at the Public Works and Spatial Planning Service of Dharmasraya Regency.
7. Based on the path analysis analysis through work discipline has a significant effect on the performance of employees in the Public Works and Spatial Planning Office of Dharmasraya Regency. From the results of the study it is known that t count is 2.541 and probability is 0.0225. Therefore t count > t table or probability < $\alpha = 0.05$. Thus H_1 is accepted H_0 is rejected. This means that training through work discipline has a significant effect on the performance of employees in the Public Works and Spatial Planning Service of Dharmasraya Regency.

SUGGESTION

The suggestions that can be put forward by the authors above are:

1. From the results of the study it is known that the discipline has a very strong influence on the performance of employees of the Public Works and Spatial Planning Department of Dharmasraya, therefore it is recommended that in the future it will further improve work discipline so that the maximum results are desired.
2. In order to develop potential and self-discipline so that they can be more accomplished in work.
3. In order to increase the sense of responsibility and discipline of employees in carrying out their duties.

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