

THE EFFECT OF TRAINING AND COMPENSATION ON EMPLOYEE PERFORMANCE ON THE IMPLEMENTING DIRECTORS OF CONTROLLING THE DEVELOPMENT OF THE KEMAYORAN COMPLEX (DP3KK)

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Abstrak (11 pt)

This study aims to determine the effect of training and compensation on employee performance. This type of research is descriptive research with a quantitative approach with multiple regression analysis methods, which is processed with the help of the SPSS program. The population and sample in this study were employees of the Executive Board of Directors of the Kemayoran Complex Development Control Company (DP3KK), who were the respondents. Data collection techniques by distributing questionnaires. The sampling technique used was the saturated sampling technique. The results of the study partially show that training and compensation have a significant effect on employee performance. This indicates that the training will help DP3KK employees improve their knowledge of skills and expertise in their fields, compensation by the expectations of DP3KK employees will be better, and performance results can be maximized. It is hoped that the leaders of the DP3KK companies formulate training explicitly and cover every aspect of the economy that can be quantified. It is hoped that the leaders of the DP3KK companies choose employees with an educational background suitable for their work; it is also recommended for employees to attend training/upgrades/workshops, and so on. other.

INTRODUCTION

Job training will motivate employees to improve their performance; training is useless if the participants do not get motivated. The motivation of trainees will be encouraged to take part in the training (Wahyuni, 2014). Employees trained to be more skilled in their work will be more confident and feel more useful to the

company (Elfrianto, 2016). Training will motivate employees to improve their performance (Rachmawati, 2016). Employee training will create certain initiatives for employees to enhance their performance. Job training has an important role in building the competence of both new and old employees to work effectively (Kurniasar et al., 2018). Job training is also a form of company investment that not only provides a high return on the asset itself but also positively impacts company performance (Mufidah et al., 2020). This shows that training will positively impact employee performance and can have a significant effect. With good training programs and the needs of employees, employees will increasingly understand and master carrying out their profession (Rudhaliawan & Utami, 2013).

Another factor that affects employee performance is compensation which directly impacts employee performance, and compensation can also motivate employees to improve their performance (Sari & Ismail, 2016). One way to increase work motivation is by implementing a compensation system (Hardiyana & Nurhadian, 2016). Providing appropriate compensation for employees' wishes and the company's ability can create healthy cooperative relationships to motivate employees to improve their performance (Wijaya & Andreani, 2015). The provision of appropriate compensation will positively affect employee work motivation (Nurcahyani & Adnyani, 2016). Compensation is a way to motivate employees because compensation is a form of reward received by employees due to their achievements, making them tend to act to get the same achievements in the future (Ningrum et al., 2012).

The Board of Directors for the Implementation of Controlling the Development of the Kemayoran Complex (DP3KK) in their work activities always emphasizes all their human resources to be able to achieve good performance, where the benefits of this performance are not only felt by the individual but also by the institution concerned. Because of this background, research will be conducted on "The Influence of Training and Compensation on Employee Performance at the Managing Directors for Controlling the Development of the Kemayoran Complex (DP3KK)".

RESEARCH METHOD

This research type is descriptive research with a quantitative approach with multiple regression analysis methods, which is processed with the help of the SPSS program. The research location is the Company's Managing Director for Controlling the Development of the Kemayoran Complex (DP3KK), which is located in Kemayoran, Jl. Merpati Blok B-14 No.2, RT.8/RW.10, Pademangan Tim., Kec. Pademangan, Central Jakarta City. The population and sample in this study were all employees who worked in DP3KK, namely opening 116. The sampling technique used a saturated sampling technique; namely, the number population was the same as the number of samples (Sugiyono, 2017). Data collection techniques by distributing questionnaires with a Likert scale from number 1 to number 5).

RESULT AND DISCUSSION

Table 1. Validity Test

Variable	Question Item	r-count	r-table
Training	X1.1	0.646	0.1975
	X1.2	0.855	0.1975
	X1.3	0.459	0.1975
	X1.4	0.834	0.1975
	X1.5	0.647	0.1975
	X1.6	0.770	0.1975
	X1.7	0.814	0.1975
	X1.8	0.788	0.1975
	X1.9	0.813	0.1975
	X1.10	0.778	0.1975
Compensation	X2.1	0.847	0.1975
	X3.2	0.833	0.1975
	X3.3	0.694	0.1975
	X3.4	0.609	0.1975
	X3.5	0.835	0.1975
	X3.6	0.665	0.1975
	X3.7	0.729	0.1975
	X3.8	0.896	0.1975
	X3.9	0.677	0.1975
	X3.10	0.809	0.1975
Employee Performance	Y1	0.912	0.1975
	Y2	0.928	0.1975
	Y3	0.841	0.1975
	Y4	0.839	0.1975

Variable	Question Item	r-count	r-table
	Y5	0.803	0.1975
	Y6	0.884	0.1975
	Y7	0.808	0.1975
	Y8	0.866	0.1975
	Y9	0.577	0.1975
	Y10	0.503	0.1975

Source: Processed data (2022)

Based on the table above, it can be seen that the items for all questions and all variables are valid, because the value of r-count > r-table is 0.1975.

Table 2. Reliability Test

Variable	Cronbach's Alpha	Nilai Alpha
Training	0.905	0.600
Compensation	0.920	0.600
Employee Performance	0.936	0.600

Source: Processed data (2022)

Based on the table above, it can be seen that all variables in the study are reliable, because the value of Cronbach's alpha > alpha value of 0.600.

Table 3. Coefficient of Determination

R	R Square	Adjusted R Square	Std. Error of the Estimate
0.925 ^a	0.855	0.853	3.37417

Source: Processed data (2022)

Based on the table above, it can be seen that the coefficient determination (adjusted R square) obtained is 0.853. This means 85.3% of employee performance variables are influenced by training variables and compensation variables, while the remaining 14.7% employee performance is influenced by other variables not examined in this study.

Table 4. Hypothesis Test

Model	Unstandardized Coefficients		Standardized Coefficients	t	sig
	B	Std. Error			
(Constant)	7.542	1.188		6.346	0.000
Training	0.342	0.059	0.350	5.752	0.000

Model	Unstandardized Coefficients	Standardized Coefficients	t	sig	
Compensation	0.536	0.053	0.618	10.160	0.000

Source: Processed data (2022)

Based on the table above, it can be seen that the t-count value of training on employee performance is $6.346 > 1.966$, and the significant value is $0.000 < 0.05$. This means that the training variable has a significant effect on employee performance. The t-count value of training on employee performance is $5.752 > 1.966$, and the significant value is $0.000 < 0.05$. This means that the compensation variable has a significant effect on employee performance.

In this study, the training variable significantly affects the performance of DP3KK employees. This is because DP3KK training affects employee performance in helping to complete their work. The training program occurs for both new and existing employees. Training for the performance of new DP3KK employees is a basic need because, generally, there are differences in the quality of each of these employees. The training will make new DP3KK employees introduced to the tasks they will do so that they are expected to work effectively and efficiently as expected by the company. While for old DP3KK employees, training is provided in line with changes in work methods, which demand changes in the knowledge and skills, attitudes, and abilities of DP3KK employees. The training program for DP3KK employees is one way to improve employee performance. Providing this training is intended to help DP3KK employees improve their knowledge of skills and skills in their fields. So that after occupying a certain position, there is no gap between the abilities demanded by the DP3KK company and the expertise of the DP3KK employees. This study is in line with research conducted by Kurniatama & Waryanto (2022), Triasmoko et al. (2014), and Hartomo & Luturlean (2020) that training has a significant effect on employee performance.

In this study, the compensation variable significantly affects the performance of DP3KK employees. This is because the compensation given to DP3KK employees influences the performance of DP3KK employees. This means that the amount of compensation will increase the performance of DP3KK

employees and vice versa; if the compensation provided by the DP3KK company to DP3KK employees is less or not good, then the impact that occurs in the company is that the performance of DP3KK employees will decrease. Suppose DP3KK employees receive compensation to their expectations. In that case, the work of DP3KK employees will be better, the performance results can be maximized, and the compensation given by the company will be on the work. The motivation and performance of DP3KK employees will increase. This research is in line with research conducted by Mundakir & Zainuri (2018), Aromega et al. (2019), and Sari (2019) that compensation has a significant effect on employee performance.

CONCLUSIONS AND SUGGESTIONS

The training variable has a significant effect on the DP3KK employee performance variable. This is because the training will help DP3KK employees improve their knowledge of skills and expertise in their fields. So that after occupying a certain position, there is no gap between the abilities demanded by the DP3KK company and the expertise of the DP3KK employees. The compensation variable has a significant effect on the DP3KK employee performance variable. This is because DP3KK employees receive compensation to their expectations, the work of DP3KK employees will be better, the performance results can be maximized, and the compensation given by the company is by the work the motivation and performance of DP3KK employees will increase.

It is hoped that the leaders of the DP3KK companies formulate training explicitly and cover every aspect of the economy that can be quantified. It is hoped that the leaders of the DP3KK companies choose employees with educational backgrounds that are by their work. It is also recommended for employees to attend training/upgrades/workshops, and so on. Others are related to the field of work they are currently engaged in and can complete tasks on time.

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