



## THE EFFECT OF WORK DISCIPLINE AND JOB TRAINING ON THE PERFORMANCE OF EMPLOYEE PT. TAMARIND MEDAN

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### Abstract

*The problem of this study is, this study aims to find out and analyze work discipline and job training that affect employee performance at PT. Tamarind Medan. Of the several problems that exist in PT. Asam Jawa Medan, the author limits the problem of Work Discipline and Job Training. The purpose of this study is to determine the effect of Work Discipline and Job Training on the Performance of PT. Tamarind Medan. The research used in this study is a Quantitative approach. In determining the sample, this study used a saturated technique where all populations were sampled. The data collection technique used in this study is a questionnaire (Questionnaire), to analyze the data and information needed, the author uses data techniques where hypothesis testing is used after going through stages such as distributing questionnaires. To test the quality of the questionnaire using the Validity and Reliability Test. The analysis technique used in this study is a Quantitative data analysis technique, which uses the calculation of numbers and then draws conclusions from the test with Multiple Linear Regression, Classical assumptions, Persial Test (t), Simultaneous (f), between Work discipline and Job training Against Employee Performance shows t count greater than ttable of such results that Ha is captured and Ho is rejected. Based on the test results of the value showing Fcount is greater than Ftable, Ho is rejected so it can be concluded that there is a significant overwriting between disciplines job and job training on karywan values. R-Square Value Variable Y (Employee performance) can be explained by the variables of work discipline (X1), Job training (X2), against employee performance (Y), and the rest is influenced by variables that tidal researched.*

**Keywords:** Work Discipline, Job Training, Employee Performance

## 1. INTRODUCTION

Employee performance is the result of work in quality and quantity achieved by an employee in carrying out his duties according to the responsibilities given to him. Employee performance is related to the desired consequences, this implies that the work done must be able to produce something as desired, that is, the optimal results that can be achieved.

Based on the results of the Survey at PT. Asam Jawa Medan there are phenomena, this is due to the lack of work discipline provided by the company and there are also still employees who are not disciplined and often arrive late, and do not given consequences so as to make employees continuously violate and still arrive late. The problems experienced by employees are where employees who have been trained do not increase quickly due to too short training time, less serious and not focus on that implementation. As well as not understanding too much about his work.

## 2. RESEARCH METHODS

This type of research is a survey study, because it takes a sample from one population. This study uses an explanatory research approach, which aims to explain the causal relationship between research variables and testing hypotheses (Nasution et al., 2020). The research conducted consisted of three variables, namely Work discipline (X<sub>1</sub>), Job training (X<sub>2</sub>) as a free variable and Employee performance (Y) as a bound variable. The approach in this study is to use asociative and Quantitative.

## 3. RESULTS AND DISCUSSION



### 1. The Effect of Work Discipline on Employee Performance

Based on the results of the above research on Work Discipline on Employee Performance, it shows that  $H_0$  is rejected in other words, Work Discipline has a significant influence on employee performance. Obtained a Sig value of  $0.02 < 0.05$  and  $t_{count} 3.220 < t_{table} 4.089$ . In a study conducted by Mutia Arda (2017) entitled The Effect of Satisfaction and Work Discipline on Employee Performance, it is stated that Discipline has a significant positive influence on employee performance at PT. Tamarind Medan.

However, in this study, it can be concluded that Work Discipline has a significant positive influence on the performance of employees in a PT office. Tamarind Medan. This shows that work discipline and employee performance are not related to each other. Although work discipline has a positive but insignificant influence, the company always pays attention to improving employee work discipline in order to obtain maximum results.

### 2. The Effect of Job Training on Employee Performance

Based on the results of the research above on Job Training on Employee Performance, it shows that  $H_0$  is rejected in other words, Work Discipline has a significant positive influence on employee performance. Obtained sig value of  $0.07 > 0.05$  and  $t_{count} 2.831 < t_{table} 4.089$ . In a study conducted by Yudi Siswadi (2016) entitled The Effect of job training and Work Discipline on productive employee performance, it is stated that Job Training has a significant positive effect on the performance of employees at PT. Tamarind Medan. However, in this study, it can be concluded that Job Training has a significant positive influence on the performance of employees in a PT office. Tamarind Medan. This shows that Job Training and Employee Performance are not related to each other. Although work discipline has a significant positive influence it shows that with a high level of job training it will greatly affect the level of employee performance.

### 3. Work Discipline And Job Training Influencers Face Karyawan's Performance

Based on the F test table, it is known that Work Discipline and Training have a positive effect on Employee Performance at PT. Tamarind Medan. It can be concluded that, Work Discipline and Job Training have a positive effect on employee performance, thus, work discipline and job training need to be maintained and improved so that employee performance is better as well. Discipline work and job training are very related to one another. Effective discipline, poor work discipline, and training at the hospital decreases, employee performance will also decrease.

In a study conducted by Azis Rahmi (2017) entitled The Effect of Work Discipline, and Job Training on the Performance of PT. Asam Jawa Medan stated that discipline work and job training have a positive effect on the performance of Karyawan PT. Tamarind Medan. Employee performance was also affected by other variables that were not studied in this study. Because the independent variable in this study affects the dependent variable only by 68.1%. So the other 22.7% were affected by other variables that were not studied.

## 4. CONCLUSION

From the results of the research, it is known that work discipline is partial  $t_{count}$  (3.220) greater than  $t_{table}$  (4.089) and  $sig 0.000 < 0.02$  then it can be interpreted that there is a positive influence on employee performance. From the results of the research, it is known that job training is partial  $t_{count}$  (2.831) greater than  $t_{table}$  (4.089) and  $sig 0.000 < 0.07$  then it can be interpreted that there is a positive influence on employee performance. From the results of the study, it is known that work discipline and job training are partially  $F_{count}$  (50.139) greater than  $F_{table}$  (3.20) and  $sig 0.000 < 0.05$  then it can be included that there is a positive influence. Work discipline and work training together have a significant effect on employee performance at PT. Tamarind Medan.

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