

# The Effect of Job Training on The Employee Performance at The Bazar Store Lembuswana Mall Samarinda in 2018

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**Abstract—** The purpose of this research is to determine the effect of job training on the employee performance at the Bazar Store Lembuswana Mall Samarinda. This research is conducted at the Bazar Mall, Lembuswana Mall, Samarinda. Data collection techniques in this research are using observation, questionnaires, interviews, and documentation. The data analysis method used is the product moment correlation formula. Based on the data analysis, it is obtained the correlation  $r$  count is 0.696 which is in the interpretation of  $r$  value (0.600 - 0.799) and the table of  $r$  criterion is in a significant level 5% or 0.271. This means  $r$  count (0.696) > (0.271). Based on the results of the product moment analysis, it can be concluded that  $H_a$  is accepted which means that there is a significant effect of job training on the employee performance at the Bazar Store Lembuswana Mall Samarinda in 2018 so that the hypothesis in this research is accepted. The conclusion of the research is the effect of Job training to the employee performance at the Bazar Store Lembuswana Mall Samarinda in 2018 is significant.

**Keywords—** Job Training, Performance, Product Moment

## I. INTRODUCTION

Human resources quality is the basic capital of the company [9]. Basically, a company is established to produce products that can be used by the community, besides aiming to gain profits by using limited economic resources. In achieving those goals, the company must be efficient in order to ensure the survival of the company [5]

The experts create theories to improve the operational capabilities of a company. This is to ensure the survival of the company. One of the theories to improve the company's organizing ability is by optimizing the human resources [3]. Human resources management is activities to organize, direct, supervise procurement activities, develop, compensate, integrate, maintain and release human resources for various purposes of individual, organization and society [7,8]

In the company activities, human resource is needed to achieve the company's goals. Therefore, human should not

be treated as object. Thus, the human resources management is very important in a company organization and requires its own attention and treatment.

Human resource is focused on how human factors or employees can increase maximum working results. Increasing working performance, efficiency, effectiveness, responsibility and productivity is very important [6]. Increasing human resources quality can be conducted through various activities such as leadership training, job counseling, and job training [11]. The efforts to encourage the workers is not easy, it is because employees are required to remain directly involved with their leader [13]. Increasing the employee spirit and courage will make employees more productive and the productivity of the company will increase as well.

HRD considers the need of an effort and encouragement to improve employee performance and ability [16]. This effort can be done by increasing ability and skill by providing training to employees in accordance with the field of work and it needs support from HRD managers to improve training [12]

The training held at the Bazaar Store Lembuswana Mall is based on internal training. Internal training conducted by the Bazar Store Lembuswana Mall provides an improvement in the individual skills of employees towards technological innovation and in terms of increasing cooperation between employees. This training is conducted to increase competition among employees, and to improve knowledge and technology in the fields of management, engineering and others [15]

## II. METHODS

This research is a quantitative research. Quantitative research method can be interpreted as a research method based on the philosophy of positivism, which is used to examine certain populations or samples, the sampling technique generally conducted randomly, data collection is using research instruments, quantitative data analysis [10,14]

This research is using nonprobability sampling technique with the technique used is purposive sampling. This technique determines the sample based on certain

considerations [14]. So this research uses 53 employees of Bazar Store Mall Lembuswana in Samarinda [2]

This research uses four data collection techniques; they are "(1) observation, (2) interview, (3) questionnaire and (4) documentation".

The data analysis tool used by the researchers is quantitative data analysis, which is the analysis to examine the effect of the independent variable (X) on the dependent variable (Y), or also known as Product Moment correlation. [1]

This Product Moment correlation technique is used to find the influence and to prove the hypothesis of the influence of two variables, if the data of both variables are in the form of intervals or ratios, and the data sources of those two or more variables are the same. [4]

The formula is:

$$r_{xy} = \frac{n\sum xy - (\sum x)(\sum y)}{\sqrt{((n\sum x^2 - (\sum x)^2)((n\sum y^2 - (\sum y)^2))}}$$

Info:

$r_{xy}$  = Correlation between variables x and y

x = Training variable value

y = Working performance variable value

For each indicator from the research results can be measured based on this following criteria:

**Table 1.1**  
**Scoring Criteria**

Score (%)	Criteria
0 – 20	Very Poor
21 – 40	Poor
41 – 60	Fair
61 – 80	Good
81 – 100	Excellent

To be able to provide an interpretation of the correlation coefficients, it can be guided by the provisions listed in table 1.2 as follows:

**Table 1.2**  
**Correlation Value Interpretation**

r value	Interpretation
0,00 – 0,199	Very Low
0,20 – 0,399	Low
0,40 – 0,599	Fair
0,60 – 0,799	High
0,80 – 1,000	Very High

### III. RESULT AND DISCUSSION

This research aims to determine the effect of training on Employee Performance at the Bazaar Store Lembuswana Mall in 2018. The researchers want to see the results of employee performance from a good training so that researchers choose Bazar Store Lembuswana Mall Samarinda as the object of research. The Bazaar Store has 115 employees as a population and 53 employees as samples to fill out questionnaires relating to Employee Training and Performance.

Based on the results of the research that has been done (1) The result of training that affects the training method of Bazaar Store Lembuswana Mall Samarinda employees in 2018 is 89.62% which means excellent. (2) Training that affect the contents of the training at Bazar Store Lembuswana Mall Samarinda employees in 2018 results in 87.83% which means excellent. (3) Training that affects the training instructors at Bazar Store Mall Lembuswana Samarinda employees in 2018 obtained a result of 89.33% which means excellent. It means these training needs to be maintained and improved. It is because if employees become good, they will also be motivated to work.

The results of the research and analysis of the variables of employee performance shows the percentage value of each indicator; the first indicator is quality indicator showing 85.28% which means excellent. The second indicator is quantity indicator showing 85.43% which means excellent. The last is punctuality indicator showing 93.83% which means excellent. Punctuality indicator has the highest average value because the indicator is the most dominant indicator and the most influential indicator on the work environment towards the employee performance.

Based on the results of the research and the analysis using the product moment correlation formula of the two variables, it has been obtained the " $r$ " count is 0.696. According to Sugiyono, if the  $r_{count}$  is interpreted into the interpretation table then the  $r_{count}$  lies in the interval between 0.600 - 0.799, which means the effect of training on employee performance is "High". Furthermore, if the  $r_{count}$  is compared to the  $r_{table}$  at 5% significance level, it is obtained that  $r_{count} > r_{table}$  and the value is  $0.696 > 0.271$ , then  $H_a$  is accepted,  $H_o$  is rejected which means that the Training has a significant effect on Employee Performance at Bazar Store Lembuswana Mall.

### IV. CONCLUSION

Based on the results of research and discussion, it can be concluded that:

Training at the Bazar Store Lembuswana Mall Samarinda has an average score of 53.35 with a maximum score of 57 and a minimum score of 50. As many as 23 employees state that job training is excellent and the other 30 employees state that job training at the Bazaar Store Lembuswana Mall Samarinda is good.

The average score of Employee Performance at Bazar Store Lembuswana Mall Samarinda is 56.75 with a maximum score of 63 and a minimum score of 52. There are 12 employees state that the employee's performance is excellent and there are 41 employees state that the employee's performance at the Bazaar Store Lembuswana Mall Samarinda is good.

There is a significance effect of training on the employee performance at the Bazar Store Lembuswana Mall Samarinda Shop 2018 with these following criteria:

There is an effect of training towards the employee performance with the value of  $r_{count}$  is 0.696, which is interpreted into the interpretation table in the interval

coefficient of 0.600 - 0.799, including in the level of high or strong effect.

There is a significant effect which can be seen from the value of  $r_{\text{count}} = 0.696$  greater than  $r_{\text{table}} = 0.271$  with a confidence level of 5% and  $N = 53$ , so that a positive effect and correlation coefficient between training and employee performance is 0.696.

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