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The Effect of Employee Development and Work Motivation on Employee Performance of PT Cahaya Adin Abadi Surabaya

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ABSTRACT

The important role of PT Cahaya Adin Abadi Surabaya is to implement strategies for industrial revolution and transformation. This company is a pioneer in human resource placement services, labor recruitment, training, and HR consulting in Surabaya.

Based on the background and problem formulation, the purpose of this study is to clarify and analyze the extent to which employee development and work motivation, both simultaneously and partially, influence employee performance at PT Cahaya Adin Abadi Surabaya. Additionally, the study aims to identify which of the two variables has the most dominant effect.

This study employs Multiple Linear Regression Analysis to determine the effect of employee development and work motivation on employee performance, both jointly and individually. Data processing was conducted using SPSS Version 21.00. The strength of influence from each factor was identified through statistical tests and classical assumption tests.

The conclusions drawn from this research are as follows: Employee development and work motivation have a significant simultaneous influence on employee performance. Each variable also has a significant partial effect. Among the two, employee development has the most dominant influence on employee performance, with a partial influence of 40.6%.

INTRODUCTION

In the current era of globalization and the development of a fairly increasing business industry that makes the pressure of business competition tighter, many service companies in Indonesia require employees to increase their excellence in all fields in achieving maximum performance. One of the things that must be considered in carrying out work is the process of achieving targets, in accordance with the performance standards applied and desired by the organization. The service industry is a rapidly growing industry in Indonesia. The development of the service industry has penetrated into various fields, such as the field of HR placement, education, to medical services. The service industry demands high resources to satisfy customers to be a mandatory requirement fulfilled by actors in the service sector.

The development of a company that has certain qualities, both employees and the system within the company itself cannot be separated from the behavior or attitude of discipline expected by the company. Therefore, it is necessary to take action to make certain rules in order to realize order as well as job training and career development that aims both for the company and for the career of employees in particular. If there are employees who do not show good performance and continue to decline in their work, then they will be given a reprimand or disciplinary action, ranging from warnings to dismissal for those who break the rules. This decision is taken by the leadership with the aim of providing sanctions or effects. deterrent, so that employees can work in accordance with established company regulations.

Job training is the implementation of the Standard Operational Procedure (SOP) of management in carrying out organizational guidelines. Job training is one of the main functions in human resource management that is very vital, because the higher the employee's job training, the more likely they are to get awards for their achievements. Without good job training, the organization will find it difficult to achieve maximum results.

Lack of employee development can be triggered by a lack of attention from the leadership. The lack of employee development can hinder the achievement of the organizational goals of PT Cahaya Adin Abadi Surabaya due to the lack of improvement in the quality of employees and good cooperation between employees. For this reason, employee development needs to be sought to be improved rather than ignored, because Indonesia is a large country and it is impossible to ignore the development of the quality of its human resources. The only way to go is to improve the quality of human resources, for example through HR development, so that employees can work well together, be able to carry out mandates, heavy responsibilities without the potential for unhealthy competition and division.

Likewise, the lack of strong work motivation makes it difficult to achieve the objectives and management functions of PT Cahaya Adin Abadi Surabaya well in the sense that the lack of enthusiasm results in reduced employee performance as well.

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This study seeks to improve employee development and work motivation so that it is expected to improve employee performance. Employee development and increased work motivation are highly expected in improving employee performance, especially at PT Cahaya Adin Abadi Surabaya, thereby increasing the achievement of functions and goals at PT Cahaya Adin Abadi Surabaya.

LITERATURE REVIEW

Definition of HRM

According to (Arif Yusuf Hamali 2018) states that: "HR management is a strategic approach to skills, motivation, development, and management of organizing resources". According to (Prasadja Ricardianto 2018) states that: "Human Resource Management is a science or way of managing the relationship and role of resources (labor) owned by individuals efficiently and effectively and can be used optimally so that the joint goals of the organization, employees and society are maximized".

Definition of Employee Development

According to Samsudin quoted in Yusuf (2015), human resource development is "the preparation of humans or employees to assume higher responsibilities in an organization or organization". Development is an effort to improve the technical, theoretical, conceptual and moral abilities of employees in accordance with the needs of the job / position through education and training. Education improves the theoretical, conceptual and moral skills of employees, while training aims to improve the technical skills of employee job implementation (Ardana, Mujiati, & Utama, 2020).

Definition of Work Motivation

Motivation is the driving force that causes a member of the organization to be willing and willing to exert his abilities, in the form of expertise or skills, energy and time to carry out various activities that are his responsibility and fulfill his obligations, in order to achieve the goals and various objectives of the organization that have been previously determined, although the motivation of an employee is greatly influenced by various factors.

Definition of motivation according to Sondang P Siagian (2014). Motivation is a psychological process that is very fundamental in nature. Motivation according to Muchdarsyah (2015) motivation is a psychological state and human mental attitude that provides energy, encourages activities or movements that lead or channel behavior towards achieving motivation that provides satisfaction or reduces imbalance.

Definition of Employee Performance

Achieving the goals of an organization is only possible because of the efforts of the actors contained in the organization. One definition of employee performance is conveyed by Prawirosentono (2012), that performance is the result of work achieved by a person or group in an organization within a certain period of time, in accordance with their respective authorities and responsibilities in order to achieve the goals of the organization concerned legally, not violating the law and in accordance with morals and ethics.

Conceptual Framework

Based on the formulation and literature review described in the previous chapter, the research conceptual framework can be stated as follows:

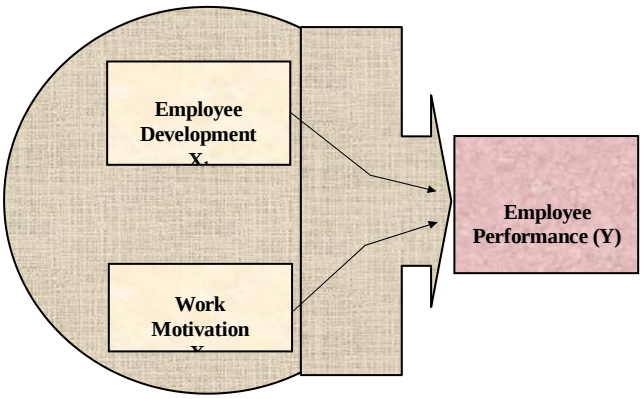


Figure 1. Conceptual Framework

Description:

simultaneous effect 

parcial influence 

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METHOD

This data collection method is carried out by distributing questionnaires to respondents with closed questions with 5 alternative choices, the respondents' answers which provide answers will be checked which ones are eligible or not. If it meets the requirements, it is analyzed according to the hypothesis proposed. The research was conducted at PT Cahaya Adin Abadi Surabaya in January - May 2022.

RESULT

Validity and Reliability Test

Validity Test

In this study, the amount of degree offreedom (df) can be calculated 40-2-1 = 37 with alpha 0.05 obtained r product moment table 0.316. If r count (for r each item can be seen in the CorrectedItem-TotalCorrelation column) is greater than r table and the r value is positive, then H0 is rejected and HA is accepted, so that the item or question is said to be valid, it can be seen in the table below:

Table 1. Validity Test Results

No	Variables	Corrected Item-Total Correlation	Rtable	Validity
1	Employee Development (X1)	0,923	0,316	**Valid**
2	Work Motivation (X2)	0,921	0,316	**Valid**
3	Employee performance PT Cahaya Adin Abadi Surabaya (Y)	0,959	0,316	**Valid**

The results of the analysis can be seen in the output above, in the Item Total Statistics section seen in the Corrected Item - Total Correlation column is the calculated r value for each question as a variable indicator. The r value for each question is positive and the value is greater than the r table product moment 0.316, so it can be concluded that all question items are valid.

Reliability Test

The results of the instrument reliability test used in this study can be seen in the table below:

Table 2. Reliability Test Results

No	Variables	Cronbach's Alpha	rtable	Reliability
1	Employee Development (X1)	0,953	0,316	**Reliable**
2	Work Motivation (X2)	0,952	0,316	**Reliable**
3	Employee Performance PT Cahaya Adin Abadi Surabaya (Y)	0,952	0,316	**Reliable**

The results of this study indicate that the Cronbach alpha value in the table above is above the r table of 0.316 so it can be concluded that the reliability of the construct or research variable is reliable.

Multiple Linear Regression Analysis

Hypothesis Testing

TestF-Simultaneous

From the results of the analysis with the help of the SPSS for Windows computer program version 21.0, the results of the F test in this study can be seen. The results of the simultaneous F-test analysis are shown in the Anova table below:

Table 3. Anova

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	15,666	2	7,833	103,004	,000[b]
1 Residual	2,814	37	,076		
Total	18,480	39			

The F test results show the Fcount value of 103.004. While the Ftable value with degree of freedom = n - k - 1 = 40-2-1 = 37 is 2.32. Because the Fh value of 103.004> Ft of 2.32; then Ha is accepted and H0 is rejected. This means that the regression model succeeds in explaining the variation of the independent variables as a whole, to what extent it affects the independent variables.

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Partial test

Table 4. Regression Coefficient

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std.Error	Beta			Tolerance	VIF
(Constant)	,199	,264		,755	,455		
1x1	,603	,105	,572	5,746	,000	,415	**2,409**
x2	**,369**	**,090**	**,406**	**4,079**	**,000**	**,415**	**2,409**

The t test results show the tcount value for the Employee Development variable (X1) is 5.746; Work Motivation (X2) is 4.079.

While the ttable value with degree of freedom = 40-2-1 = 37 with a significance level (α) = 5% is 1.684. The tcount value for the Employee Development variable (X1) is 5.746> ttable value of 1.684; then Ha is accepted and H0 is rejected. This means that the independent variable Employee Development (X1) can explain the independent variable, namely the performance of employees of PT Cahaya Adin Abadi Surabaya (Y).

The tcount value for Work Motivation (X2) is 4.079> ttable value of 1.684; then Ha is accepted and H0 is rejected. This means that the independent variable Work Motivation (X2) can explain the independent variable, namely the performance of employees of PT Cahaya Adin Abadi Surabaya (Y).

Coefficient of Determination

Table 5. Model Summary

Model	R	R Square	Adjusted R Square	Std. Errorof the Estimate	Durbin-Watson
1	**,921[a]**	**,848**	**,840**	**,27577**	**2,278**

In the summary model above, it is known that the R Square value is 0.848. This shows that the contribution of the independent variable to the dependent variable is 84.8%. While the remaining 15.2% is influenced by other variables outside the model in this study.

Regression Coefficient

From the coefficient table above, it is known that the regression equation in this study is as follows:

$$Y=0,199+0,603X_1+0,369X_2+E$$

as for :
Y = Employee performance of PT Cahaya Adin Abadi Surabaya
X1 = Employee Development (X1)
X2 = Work Motivation (X2)

Classical Assumption Test

Data Normality Test

To find out whether the research data is normally distributed or not, you can see the normalprobabilityplots graph in the following figure:

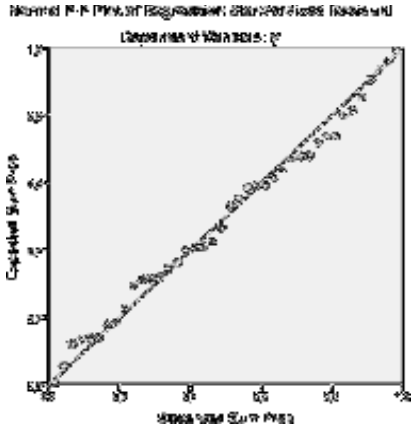


Figure 2. Normal Probability Plots

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From the graph above, it can be seen that the data (which can be seen from the points on the graph) spreads and follows the diagonal line, it can be concluded that the data follows a normal distribution pattern.

Multicollinearity Test

To detect symptoms of multicollinearity is to look at the Variance Inflation Factor (VIF) value in the following table:

Table 6. Variance Inflation Facto r

No	Variabel	VIF
1	Employee Development (X1)	2,409
2	Work Motivation (X2)	2,409

From the table above, it is known that the VIF value < 10, it can be concluded that there are no symptoms of multicollinearity between the independent variables in the regression model.

Autocorrelation Test

To detect symptoms of autocorrelation, you can use a statistical test, namely the Durbin-Watson test which can be seen in the following figure:

In the image above, it is known that du < dw < 4-du (1.58 < 2.070 < 2.42); so there is no negative and positive autocorrelation.

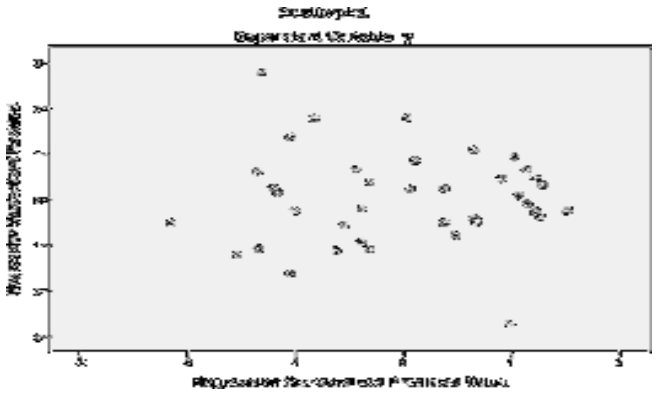


Figure 3. Scatter Plot

In the scatter plot graph, the points spread above and below zero on the Y axis and do not form a certain regular pattern, it can be concluded that there is no heteroscedasticity problem (equal variance / Homoscedasticity).

DISCUSSION

In this study, we want to know the effect of employee development and work motivation on the performance of employees of PT Cahaya Adin Abadi Surabaya, After going through the stages of research that has been carried out, it can be proven that Employee Development and Work Motivation have a real influence simultaneously (together) on the performance of employees of PT Cahaya Adin Abadi Surabaya (Y).

The results of the study have also proven that Employee Development and Work Motivation have a real influence partially (individually) on the performance of employees of PT Cahaya Adin Abadi Surabaya (Y). Among Employee Development and Work Motivation, it turns out that employee development has a dominant influence on the performance of employees of PT Cahaya Adin Abadi Surabaya (Y), with a partial effect of 40.6%.

To further try to improve the role of management, especially human resource management in managing PT Cahaya Adin Abadi Surabaya, which is better and more professional, Employee Development and Work Motivation need to be improved continuously so that the performance of PT Cahaya Adin Abadi Surabaya employees (Y) increases.

The company and government leaders need to pay special attention to Work Motivation as a priority scale in improving the performance of PT Cahaya Adin Abadi Surabaya (Y) employees by increasing the effectiveness of programs that have been, are and will be implemented. With the existence of Work Motivation, there will be motivation provided by the government with management and increase employee enthusiasm in achieving the organizational goals of PT Cahaya Adin Abadi Surabaya, in order to realize the achievement of successful and advanced career development.

CONCLUSION

The conclusions that can be drawn from the results of this study include:

1. Employee Development and Work Motivation have a real influence simultaneously (together) on the performance of employees of PT Cahaya Adin Abadi Surabaya (Y).

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2. Employee Development and Work Motivation have a real influence partially (individually) on the performance of employees of PT Cahaya Adin Abadi Surabaya (Y).
3. Among Employee Development and Work Motivation, it turns out that employee development has a dominant influence on the performance of employees of PT Cahaya Adin Abadi Surabaya (Y), with a partial effect of 40.6%.

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