



Effect of Work Motivation and Training on Employee Performance of PT. Deltavista Nusantara – Jakarta Selatan

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ABSTRACT

This study aims to determine the effect of Work Motivation (X1), Job Training (X2), on Employee Performance (Y) PT. Deltavista Nusantara - South Jakarta. The research method used is a questionnaire distributed via Google Form at PT. Deltavista Nusantara - South Jakarta. By using quantitative research. The data analysis method used is multiple linear regression analysis by testing the hypothesis, namely the t test and F test with the help of the SPSS 22 program. The sample in this study was 133 employees who were selected using the slovin formula. The variables used in this study are Work Motivation (X1), Job Training (X2), as the independent variable and Employee Performance (Y) as the dependent variable. The results of this study indicate that work motivation has no significant effect on employee performance at PT. Deltavista Nusantara – South Jakarta. Job Training has a significant effect on Employee Performance of PT. Deltavista Nusantara – South Jakarta. Then work motivation and job training simultaneously have a significant effect on employee performance at PT. Deltavista Nusantara – South Jakarta and the coefficient of determination (R Square) is 0.294, which means that 29.4% of employee performance is influenced by work motivation, job training and the remaining 70.6% is explained by other variables outside of this study.

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1. Introduction

The economic field, the competition is getting tougher day by day and requires companies to develop all the potential that exists within their companies to continue to innovate, especially in the field of human resources. To support competition, companies must optimize the field of human resources. Human resources are considered important in supporting the success of the company for that, employees need to be motivated by their performance. To create high performance, it is necessary to increase optimal work and be able to utilize the potential of human resources owned by employees in order to create company goals. One of the efforts that can be made by companies to improve employee performance is through training and career development, providing appropriate compensation, creating a conducive work environment and providing motivation. The most important asset in the field of human resources is employees. Employees must have good performance so that company productivity will be maintained. HR is an important role for an organization that has failed in achieving its goals. Therefore, HR needs to get training and motivation to be able to work better so that good performance is achieved as well. In addition, the level of knowledge, skills and work motivation of employees

of PT. Deltavista Nusantara in improving its performance can affect the company's ability to increase productivity.

Indirectly, the existence of training for employees will be able to help employees be more responsible for their work, and will be useful for improving employee work results and will reduce the use of costs on their work, because if employees are more skilled it will affect productivity increases (Bangun, 2016). This research was conducted at PT. Deltavista Nusantara which is an outsourcing company specializing in labor service providers. A phenomenon that often occurs lately, which is that there are still some employees who have not been able to do their jobs perfectly as expected by the company, this is because some of these employees have not attended training, where this training should be given to prospective employees when they will work. at PT. Deltavista Nusantara.

Table 1
Employee Attendance List PT. Deltavista Nusantara – Jakarta Selatan

No	Kode Karyawan	L/P	Mei	Juni	Juli
1	X0001	L	26	23	26
2	X0002	L	26	23	25
3	X0003	L	26	21	26
4	X0004	P	26	23	22
5	X0005	P	26	23	26
6	X0006	P	26	22	26
7	X0007	L	26	23	26
8	X0008	P	26	23	26
9	X0009	L	26	23	26
10	X0010	L	26	23	26

Source: Attendance List of PT. Deltavista Nusantara (2021)

From the data above, it can be seen that there is an unstable employee absenteeism every month. This shows that the performance of employees at PT. deltavista is less efficient. It can be seen in the X0004 code that there was a decrease in July and others experienced fluctuations.

Research on work motivation on performance was carried out by Kurniadi Kesuma (2017), Arnis Wahyuni (2017) and Andayani & Makian (2016) which stated that motivation had an effect on performance. However, other studies by Jelita Caroline Inaray (2016), Nur Hasmalawati (2018) and Kelvin Aldrian Widijanto (2017) state that motivation has no effect on performance.

The results of research on job training on performance conducted by Kurniadi Kesuma (2017), Arnis Wahyuni (2017 and Andayani & Makian (2016) stated that training had an effect on performance. However, according to research by Jamal Fajri (2019), Citra Ayu Ningsi (2015) and Priyanto (2018) states that training has no effect on performance.

Based on the description above, the authors are interested in conducting research related to work motivation and job training. Therefore, the title that was appointed as the research was "The Influence of Work Motivation and Job Training on the Performance of Employees of PT. Deltavista Nusantara – South Jakarta"

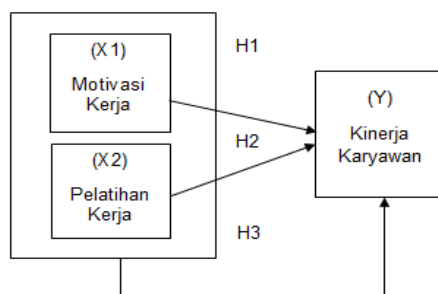


Figure 1. Framework of Thought

Information:

H1: Work Motivation is suspected to have an effect on Employee Performance

H2: Job Training is suspected to have an effect on Employee Performance

H3: Work Motivation and Job Training are suspected to have a simultaneous effect on Employee Performance

2. Research Method

2.1 Study case

The place used by the author in this study is PT. Deltavista Nusantara which is located at Jl. Ciputat Raya No.6, RT.6/RW.2, Pd. Pinang, Kec. Kebayoran Lama, South Jakarta City, Special Capital Region of Jakarta. This company is engaged in providing and distributing HR workforce. This research was conducted via online distributed via Google Form.

2.1 Sample And Populations

1. Populations

Population is a generalization area consisting of objects/subjects that have certain qualities and characteristics determined by the researcher to be studied and then drawn conclusions. The population includes all the characteristics/traits possessed by the subject/object. This research is a population study, the population in this study are all employees at PT. Deltavista Nusantara totaling 200 people.

2. Sample

According to Sugiyono (2014: 148), the sample is part of the number and characteristics possessed by the population. in this study, using random sampling, namely random sampling. In the sample size study, the researcher used the Slovin formula, namely: $n = N / (1 + (N \times e^2))$.

$$n = 200 / (1 + (200 \times 0.05^2))$$

$$n = 200 / (1 + (200 \times 0.0025))$$

$$n = 200 / (1 + 0.5)$$

$$n = 200 / 1.5$$

$$n = 133.333$$

If rounded up, the minimum sample size of 200 populations at a margin of error of 5% is 133.

3. Results And Discussion

3.1 Results Of Research Instruments

a Validity Test Results

- 1) Employee Performance (Y)

Table 1
Employee Performance (Y)

No	Item-item Penelitian	Corrected Item-Total Correlation (r-hitung)	vs	R Product Moment (r-tabel)	Hasil Uji Instrumen
1	Y.1	0.478	>	0.169	Valid
2	Y.2	0.516	>	0.169	Valid
3	Y.3	0.608	>	0.169	Valid
4	Y.4	0.495	>	0.169	Valid
5	Y.5	0.547	>	0.169	Valid
6	Y.6	0.318	>	0.169	Valid
7	Y.7	0.378	>	0.169	Valid
8	Y.8	0.379	>	0.169	Valid
9	Y.9	0.318	>	0.169	Valid
10	Y.10	0.301	>	0.169	Valid
11	Y.11	0.350	>	0.169	Valid
12	Y.12	0.389	>	0.169	Valid

2) **Work Motivation (X1)**

Table 2
Work Motivation (X1)

No	Item-item Penelitian	Corrected Item-Total Correlation (r-hitung)	vs	R Product Moment (r-tabel)	Hasil Uji Instrumen
1	X1.1	0.564	>	0.169	Valid
2	X1.2	0.610	>	0.169	Valid
3	X1.3	0.568	>	0.169	Valid
4	X1.4	0.639	>	0.169	Valid
5	X1.5	0.472	>	0.169	Valid
6	X1.6	0.497	>	0.169	Valid
7	X1.7	0.541	>	0.169	Valid
8	X1.8	0.640	>	0.169	Valid
9	X1.9	0.636	>	0.169	Valid
10	X1.10	0.588	>	0.169	Valid
11	X1.11	0.611	>	0.169	Valid
12	X1.12	0.595	>	0.169	Valid
13	X1.13	0.663	>	0.169	Valid
14	X1.14	0.600	>	0.169	Valid
15	X1.15	0.654	>	0.169	Valid
16	X1.16	0.608	>	0.169	Valid
17	X1.17	0.627	>	0.169	Valid
18	X1.18	0.592	>	0.169	Valid
19	X1.19	0.492	>	0.169	Valid
20	X1.20	0.625	>	0.169	Valid

3) **Work Training (X2)**

Table 3
Work Training (X2)

No	Item-item Penelitian	Corrected Item-Total Correlation (r-hitung)	vs	R Product Moment (r-tabel)	Hasil Uji Instrumen
1	X2.1	0.599	>	0.169	Valid
2	X2.2	0.679	>	0.169	Valid
3	X2.3	0.560	>	0.169	Valid
4	X2.4	0.587	>	0.169	Valid
5	X2.5	0.595	>	0.169	Valid
6	X2.6	0.673	>	0.169	Valid
7	X2.7	0.302	>	0.169	Valid
8	X2.8	0.539	>	0.169	Valid
9	X2.9	0.572	>	0.169	Valid
10	X2.10	0.584	>	0.169	Valid
11	X2.11	0.550	>	0.169	Valid
12	X2.12	0.591	>	0.169	Valid

3.2 Reliability Test Results:

a Employee performance (Y)

Table 4
Employee performance (Y)

No	Item-item Penelitian	Cronbach's Alpha	vs	Nilai Batasan	Hasil Uji Instrumen
1	Y.1	0.752	>	0.60	Reliabel
2	Y.2	0.749	>	0.60	Reliabel
3	Y.3	0.739	>	0.60	Reliabel
4	Y.4	0.751	>	0.60	Reliabel
5	Y.5	0.746	>	0.60	Reliabel
6	Y.6	0.769	>	0.60	Reliabel
7	Y.7	0.763	>	0.60	Reliabel
8	Y.8	0.764	>	0.60	Reliabel
9	Y.9	0.767	>	0.60	Reliabel
10	Y.10	0.769	>	0.60	Reliabel
11	Y.11	0.766	>	0.60	Reliabel
12	Y.12	0.761	>	0.60	Reliabel

b Work Motivation (X1)

Table 5
Work Motivation (X1)

No	Item-item Penelitian	Cronbach's Alpha	vs	Nilai Batasan	Hasil Uji Instrumen
1	X1.1	0.920	>	0.60	Reliabel
2	X1.2	0.919	>	0.60	Reliabel
3	X1.3	0.920	>	0.60	Reliabel
4	X1.4	0.918	>	0.60	Reliabel
5	X1.5	0.921	>	0.60	Reliabel
6	X1.6	0.922	>	0.60	Reliabel
7	X1.7	0.920	>	0.60	Reliabel
8	X1.8	0.918	>	0.60	Reliabel
9	X1.9	0.919	>	0.60	Reliabel
10	X1.10	0.919	>	0.60	Reliabel
11	X1.11	0.919	>	0.60	Reliabel
12	X1.12	0.919	>	0.60	Reliabel
13	X1.13	0.918	>	0.60	Reliabel
14	X1.14	0.919	>	0.60	Reliabel
15	X1.15	0.918	>	0.60	Reliabel
16	X1.16	0.919	>	0.60	Reliabel
17	X1.17	0.918	>	0.60	Reliabel
18	X1.18	0.919	>	0.60	Reliabel
19	X1.19	0.921	>	0.60	Reliabel
20	X1.20	0.918	>	0.60	Reliabel

a. Work Training (X2)

Table 6
Work Training (X2)

No	Item-item Penelitian	Cronbach's Alpha	vs	Nilai Batasan	Hasil Uji Instrumen
1	X2.1	0.866	>	0.60	Reliabel
2	X2.2	0.861	>	0.60	Reliabel
3	X2.3	0.868	>	0.60	Reliabel
4	X2.4	0.867	>	0.60	Reliabel
5	X2.5	0.866	>	0.60	Reliabel
6	X2.6	0.861	>	0.60	Reliabel
7	X2.7	0.882	>	0.60	Reliabel
8	X2.8	0.869	>	0.60	Reliabel
9	X2.9	0.867	>	0.60	Reliabel
10	X2.10	0.867	>	0.60	Reliabel
11	X2.11	0.869	>	0.60	Reliabel
12	X2.12	0.866	>	0.60	Reliabel

3.3 Test Analysis Requirements

a Descriptive Statistics Test

Table 7
Hasil Uji Dtatistik Deskriptif

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
MK	133	60.00	100.00	82.6015	8.80766
PK	133	36.00	60.00	49.7744	5.27231
KK	133	38.00	59.00	50.0150	4.48226
Valid N (listwise)	133				

Based on the table 7, it can be seen that:

- 1) Work Motivation variable has a minimum value of 60.00, a maximum value of 100.00 and an average value of 82.6015 with a standard deviation of 8.80766.
- 2) The Job Training variable has a minimum value of 36.00, a maximum value of 60.00 and an average value of 49.7744 with a standard deviation of 5.27231.
- 3) Employee Performance variable has a minimum value of 38.00, a maximum value of 59.00 and an average value of 50.0150 with a standard deviation of 4.48226.

b Clasical Assumption Test

1) Normality Test

Table 8
Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test				
		MK	PK	KK
N		133	133	133
Normal Parameters ^{ab}	Mean	82.6015	49.7744	50.0150
	Std. Deviation	8.80766	5.27231	4.48226
Most Extreme Differences	Absolute	.076	.077	.063
	Positive	.075	.077	.063
	Negative	-.076	-.075	-.057
Test Statistic		.076	.077	.063
Asymp. Sig. (2-tailed)		.055 ^c	.052 ^c	.200 ^{cd}
a. Test distribution is Normal.				
b. Calculated from data.				
c. Lilliefors Significance Correction.				
d. This is a lower bound of the true significance.				

The results of the Normality Test show that the significance values using the Kolmogorov-Smirnov (K-S) test for the Work Motivation variable are 0.055, for the Job Training variable is 0.052 and for the Employee Performance variable it is 0.200. The three variables have a value above $\alpha=0.05$. So it can be concluded that the three variables are normally distributed.

2) Multikolinierity Test

Table 9
Hasil Uji Multikolinieritas

Coefficients ^a			
		Collinearity Statistics	
		Tolerance	VIF
Model 1	(Constant)		
	MK	.789	1.268
	PK	.789	1.268

a. Dependent Variable: KK

Multicollinearity test results show that there is no independent variable that has a tolerance value of less than 0.10. It can be seen that the calculation results of the Variance Inflation Factor (VIF) value also show the same thing, namely there is no single independent variable that has a VIF value of more than 10, so it can be

concluded that the regression model does not identify the presence of multicollinearity or the non-multicollinearity assumption is met.

3) Heteroscedasticity Test

Table 10
Heteroscedasticity Test Results

Coefficients ^a		
Model		Sig.
1	(Constant)	.494
	MK	.102
	PK	.195

a. Dependent Variable: abs_res

Based on the table above, the results of the Glejser test show that from the three variables there is not a single independent variable that is statistically significant affecting the dependent variable Absolute value (abs_res), this can be seen from the probability of its significance being above the 5% confidence level. So it can be concluded that there is no symptom of Heteroscedasticity in the regression model.

3.4 Multiple Linear Regression Analysis

Table 11
Results of Multiple Linear Regression Analysis

Coefficients ^a				
Model		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	15.008	4.852	
	MK	.039	.042	.077
	PK	.660	.109	.502

a. Dependent Variable: KK

Then the regression equation is obtained as follows:

$$Y = 15,008 + 0,309 + 0,660$$

The above equation can be explained as follows:

- 1) 1)m Variables of Work Motivation and Job Training have a positive direction coefficient on Employee Performance.
- 2) The Coefficient of Work Motivation gives a value of 0.309 which means that the better the work motivation, the employee's performance will increase.
- 3) The Job Training Coefficient gives a value of 0.660 which means that the better the Job Training, the higher the Employee Performance will be.

3.5 Hypothesis Testing

a r Correlation Test

Table 12
Test Results r Correlation

Correlations				
		MK	PK	KK
MK	Pearson Correlation	1	.879**	.400**
	Sig. (2-tailed)		.000	.000
	N	133	133	133
PK	Pearson Correlation	.879**	1	.396**
	Sig. (2-tailed)	.000		.000
	N	133	133	133
KK	Pearson Correlation	.400**	.396**	1
	Sig. (2-tailed)	.000	.000	
	N	133	133	133

Based on the table above, the significant value of work motivation is $0.000 < 0.05$ then it is correlated and the Significant value of Job Training is $0.000 < 0.5$ then it is correlated.

b Partial Test (t Test)

Table 13
Partial Test Results (t Test)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.008	4.852		3.093	.002
	MK	.039	.042	.077	.933	.353
	PK	.660	.109	.502	6.056	.000

a. Dependent Variable: KK

- 1) Based on the partial test results, it can be explained that the Work Motivation variable has a Tcount value of 0.933 and a significant value of 0.353. Because the significant value is greater than 0.05, the results of this test conclude that H01 is accepted. This shows that work motivation has no significant effect on employee performance.
- 2) And the Job Training variable has a Tcount of 6.056 and a significant value of 0.000. Because the significant value is less than 0.05, the results of this test conclude that H02 is rejected. This shows that job training has a significant effect on employee performance.

c Simultaneous Test (F Test)

Table 14
Simultaneous Test Results (F Test)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	762.260	2	381.130	27.091	.000 ^b
	Residual	1828.898	130	14.068		
	Total	2591.158	132			

a. Dependent Variable: KK
b. Predictors: (Constant), PK, MK

Based on the results of the table above, the F value is 27,091 and a significant value is 0.000 because the significant value is less than 0.05, so H03 is rejected. It can be explained that the independent variable consisting of Work Motivation and Job Training simultaneously has a significant effect on the dependent variable, namely Employee Performance.

a. Coefficient of Determination Test (R Square)

Table 15
Results of the Coefficient of Determination

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.542 ^a	.294	.283	3.75079

a. Predictors: (Constant), PK, MK

Based on the results of the Coefficient of Determination (R Square) test results in table 4-22 show that the value of R Square is 0.294. This means that 29.4% of employee performance can be explained by the two independent variables of work motivation and job training. While the remaining 70.6% is explained by other reasons outside the regression model.

3.6 Discussion

a The Effect of Work Motivation on Employee Performance

Based on the results of the t-test shows Tcount is 0.933 and the sig value is obtained. of 0.353 where the value of the significant level is greater than the significant level of $= 0.05$. This shows that work motivation has no significant effect on employee performance. This means that the increase or decrease in employee performance is not influenced by motivation, because motivation means giving a motive in moving someone or which can cause encouragement or circumstances. Under certain conditions, it is possible for employees to

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be forced to do something they don't like. In reality, activities that are driven by something that is not liked, namely activities that are forced to be carried out, tend to be ineffective and inefficient and will have an effect on psychology, while management creates conditions for those who are able to encourage every employee to carry out their duties with pleasure and satisfaction. This means that management can achieve a goal to be effective and efficient only if employees are able to motivate themselves and other employees in carrying out their duties and responsibilities. For this reason, leadership skills are needed to motivate subordinates to work in accordance with the directions that have been given. These results are in accordance with research conducted by Jelita Caroline Inaray (2016), Nur Hasmalawati (2018) and Kelvin Aldrian Widijanto (2017). However, it is different from research by Kurniadi Kesuma (2017), Arnis Wahyuni (2017) and Andayani & Makian (2016) which states that motivation affects performance.

b The Effect of Job Training on Employee Performance

Based on the results of the t-test shows Tcount of 6.056 and obtained the value of sig. of 0.000 where the value of the significant level is smaller than the significant level of $= 0.05$. This shows that job training has a significant effect on employee performance. This means that through training Work will improve employee performance so that it can support the success of the company. Because the training is conducted to cover the difference between the ability of employees and the demand for the work performed and to increase the effectiveness and efficiency of employee performance in achieving the goals or targets of the work that has been set. The training provided to employees will be very important because with the aim that employees have more control and are better at the work they do. Training is also intended to provide opportunities for employees to develop expertise and skills in working as determined by the company. These results are in accordance with research conducted by job training on performance conducted by Kurniadi Kesuma (2017), Arnis Wahyuni (2017) and Andayani & Makian (2016) which state that training has an effect on performance. However, according to research by Jamal Fajri (2019), Citra Ayu Ningsi (2015) and Priyanto (2018) stated that training has no effect on performance.

c The Influence of Work Motivation and Job Training on Employee Performance

Based on the results of simultaneous testing, it is obtained that work motivation and job training have a significant effect on employee performance simultaneously. This means that together the three independent variables (job motivation and job training) have a significant effect on the dependent variable (employee performance). This shows that the variables of Work Motivation and Job Training simultaneously affect Employee Performance.

4. Conclusions

Based on the results of the tests that have been carried out in this study, the following conclusions are obtained: Motivasi Kerja tidak berpengaruh signifikan terhadap Kinerja Karyawan di PT. Deltavista Nusantara – Jakarta Selatan.

- a Job Training has a significant effect on Employee Performance at PT. Deltavista Nusantara – South Jakarta.
- b Work Motivation and Job Training simultaneously have a significant effect on Employee Performance at PT. Deltavista Nusantara – South Jakarta.

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