



The Influence Of Work Spirit And Training On Work Performance Of Employees Of Pt. Unikitz United Group Medan

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ABSTRACT

PT. Unikitz Bersatu Group is: a private company that has just been established since 2016 having its address at Jalan Williem Iskandar Komp. MMTC Block K No. 3, Medan. The research population that will be used in the study are all employees who work at the company as many as 48 employees. In relation to the total population is: 48 employees, then the determination of the sample using saturated sampling. Simultaneously there is a significant influence between the variables of work spirit and training on employee turnover of PT. Unikitz United Group. While partially found the variable morale has a significant effect on employee turnover of PT. Unikitz United Group. Partially, it was found that the training variable had a significant effect on employee turnover at PT. Unikitz United Group. The results of this study indicate that the training variable has more influence than morale on employee turnover at PT. Unikitz United Group.

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1. Introduction

In the pursuit of corporate goals, the problems faced by management are not only found in raw materials, work tools, capital or the specified environment, but also regarding the human resources selected to manage every activity within the company. Human resources play a very important role in realizing an ideal company and need attention and deeper study because after all, human resources ultimately determine and predict the success or failure of a policy, as well as the steps of activities that will be carried out in a company. Human resources are the most important resources without obtaining other resources so that management needs to pay greater attention to these human resources. The company management needs to know how to manage human resources properly and how the human resources they have work. To get human resources who excel in working by the company, of course the company must also be able to provide the feedback expected by its human resources who always have different wants and needs for each individual.

Work performance is: a work achieved by a person in quality and quantity in carrying out the work activities assigned to him based on work experience, and the sincerity of the employee in working as well as the time of completion of the work. In maintaining employee performance, there are several things that affect it, such as: morale and also the training provided. Morale or in foreign terms is called: morale is a very important thing for an employee to have. Morale has an understanding as a desire, and a person's hard work works diligently and diligently and gives good work results for the company with a pleasure in the work done. Training is a person's activity in improving skills, insights and knowledge that is applied systematically so that he is able to form a field in carrying out the work given to him.

PT. Unikitz Bersatu Group is: a private company that has just been established since 2016 having its address at Jalan Williem Iskandar Komp. MMTC Blok K No.3, Medan. The company is known to be engaged in producing stationery products such as pens, HVS paper, duct tape, markers, and various other products. The company is a branch of Jakarta so that the products offered are considered more economical. Since its inception in Medan, the company has received a good response from the

community so that it continues to develop and ultimately requires more human resources in order to compete with other companies, so it is not surprising that the company is seen opening up many job vacancies.

There are problems in employee performance in the company where employees cannot perform well in carrying out all the work that has been given to them such as: being late in submitting daily, weekly, monthly, and annual reports that should be collected on the date and time set by the superior. each and also often make mistakes in inputting various data from the invoices given, both in inputting dates, descriptions or existing nominal. Employees also cannot complete some of the work assigned to them, such as: inputting daily invoices which cannot be completed in 1 day and takes up to 2 days so that sometimes they are often late in submitting daily reports to their supervisors even though the report must be checked again by the supervisor before being submitted to the supervisor. manager. As for some employees who are considered not to have good knowledge at work because every month there are several program changes such as the number of discounts or the names of products that must be marketed along with their qualifications and specifications. In addition, the supervisor will also test the employee's work knowledge to find out how far the employee understands about the work he is doing and if the employee can answer all questions about his current job, starting from easy questions to difficult questions, then employees will have the opportunity to get a new job that is even more difficult and allows him to get a new position, however, this is not in line with the expectations of superiors because each employee has not been able to answer questions properly so that in terms of knowledge assessment, superiors judge that employee knowledge is still standard or the average is usually given with a B or C grade and no employee has ever received an A rating for their work knowledge.

Morale is suspected to be one of the things that affect the decline in employee performance in doing work within the company. At present, employees seem unable to complete the work assigned to them quickly, such as: the completion of daily reports which can usually be completed on the same day, the current employees can only complete them in the morning the next day. In addition, employees' enthusiasm for work is also rated low, where usually employees can enthusiastically work continuously such as: helping other coworkers when they are not at work so that the assistance is very helpful for their co-workers to quickly complete their work, but for now employees become lazy and prefers to do things that are not important or not related to work such as: often looking at his smartphone or going to other divisions to take a short break on the grounds that there is work that must be handed over to other divisions. The decrease in employee morale in carrying out the work given to him is judged because the working relationship between one employee and another is not good because there are some employees who feel pressured by their work so they become a little sensitive when invited to joke. In addition, the working atmosphere of employees is also considered unable to increase their morale, such as: the work space is hot and cramped due to air conditioning that has not been serviced by the party responsible for managing it. The employee's workspace also looks dirty because the cleaners only clean their room in the morning and never clean it again.

Training is also considered to be one of the things that affects the decline in employee performance where it can be seen that every employee only gets training when he has just joined the work team and the training is also given directly by his seniors such as: new employees who hold the documentation section are taught directly by a colleague who has held that position, both in terms of inputting data, a neat way of documenting so that it is easy to find by every colleague, the location of documentation for each different document to how to combine documents that were initially separated from one another. same other. The training from the seniors is also only for 3 months where if the new employee cannot master his job, then the employee is considered a failure or unable to work. After that, employees never again received any training.

There are only 6 trainings provided by the company and this is only given to new employees and a period of 3 months where if the employee is not able to work well, the employee will be expelled and other than that, there will be no additional training. Basically, employees also need other training such as: training that can increase their work motivation, or training that can improve basic skills in working like using Microsoft word and Microsoft excel in a professional manner. For employees who

have worked for a long time also have not received new training that can improve their work insight so that for now employees feel relaxed because they feel they have mastered all the work they have without having to understand the work of other colleagues.

Based on the background described above, the researcher is interested in conducting research with the title of the thesis: "The Influence of Work Morale and Training on Job Performance of PT. Unikitz United Group Medan."

2. Method

2.1 Location and Time

The location of the research is: PT. Unikitz Bersatu Group having its address at Jalan Williém Iskandar Komplek MMTC Blok K No. 3, Medan. The research time is from July 2021 to February 2022.

2.2 Population and Sample

The research population that will be used in the study is all employees who work at the company as many as 48 employees. In relation to the total population is: 48 employees, then the determination of the sample using saturated sampling.

2.3 Data Collection Method

Collecting data through a questionnaire is done by asking questions to parties related to the problem. To assess respondents' responses, the author uses the Likert scale which uses several question items to measure individual behavior by responding to 5 choice points on each question item.

2.4 Validity and Reliability Test

The data obtained needs to be tested for its accuracy and reliability so that the results of data processing can be more precise and accurate. Therefore, it is necessary to know how high the validity and reliability of the measuring instrument (instrument) used. Based on the research, each variable of the questionnaire item that was tested for validity, all the questionnaires had met the valid criteria and were eligible to be used as a questionnaire in further research. While in reliability test, all variable questionnaire item is reliable and can be used as instrument.

3. Result and Discussion

3.1 Normality Test

The residual normality test is used to test whether the residual value resulting from the regression is normally distributed or not. A good regression model is to have residuals that are normally distributed. There is some method to do the normality test such as histogram graphic, normal probability plot of regression graphic and one sample Kolmogorov Smirnov statistic.

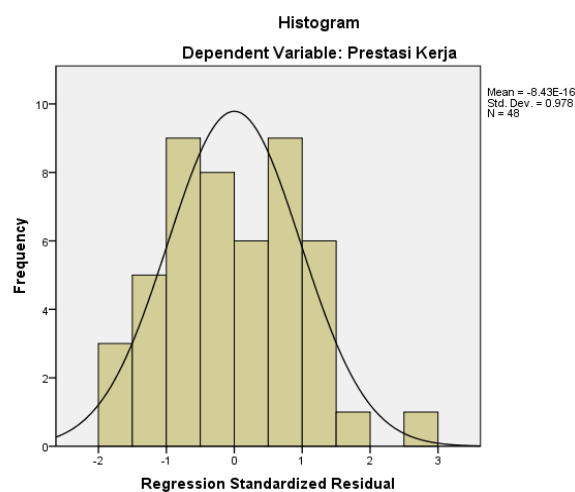


Figure 1. Histogram Graphic

Based on the picture above, it can be seen that the line forming a bell, not going left or right. This shows that the data is normally distributed and meets the assumptions of normality.

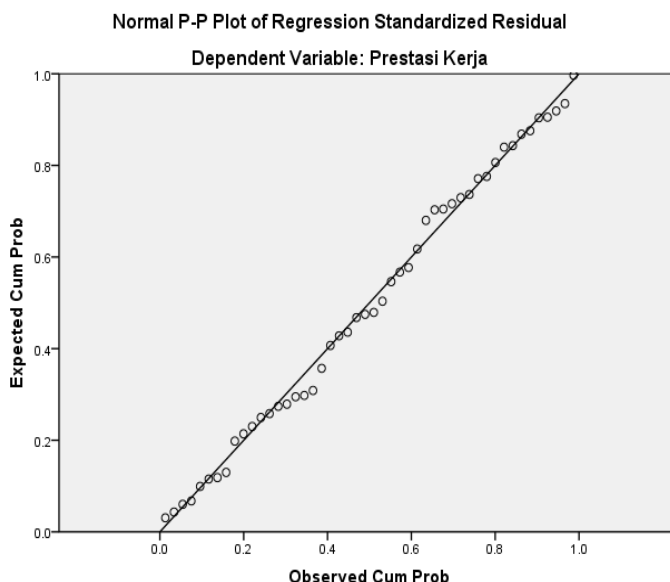


Figure 2. Normal Probability Plot of Regression Graphic

Based on the picture above, it shows that the data (dots) spreads around the diagonal line and follows the diagonal line. So from this figure it is concluded that the regression model residuals are normally distributed.

Table 1
One-Sample Kolmogorov Smirnov Test

		Unstandardized Residual
N		48
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3.83650188
Most Extreme Differences	Absolute	.070
	Positive	.070
	Negative	-.061
Kolmogorov-Smirnov Z		.487
Asymp. Sig. (2-tailed)		.972

a. Test distribution is Normal.
b. Calculated from data.

Source: Research Result, 2022

Based on the table above, the results of the Kolmogorov-Smirnov normality test prove that the significant value is greater than 0.05, namely 0.972, it can be concluded that the data is classified as normally distributed.

3.2 Multicollinearity Test

Multicollinearity is a condition in the regression model where there is a perfect or near perfect correlation between independent variables where a good regression model should not have a perfect or nearly perfect correlation between the independent variables. The commonly used test method is to look at the Tolerance and Variance Inflation Factor (VIF) values in the regression model where the VIF value is less than 10 and has a Tolerance value of more than 0.1.

Table 2
Multicollinearity Test

Model	Collinearity Statistics		
		Tolerance	VIF
1	(Constant)		
	Work Spirit	.875	1.143
	Training	.875	1.143

a. Dependent Variable: Performance

Source: Research Result, 2022

Based on the table above show that all the variables have a tolerance value more than 0.1 and VIF value less than 10 which can be concluded that there is no problem found in multicollinearity test.

3.3 Heteroscedasticity Test

Heteroscedasticity is a condition where in the regression model there is an inequality of variants from the residuals from one observation to another where a good regression model does not occur heteroscedasticity.

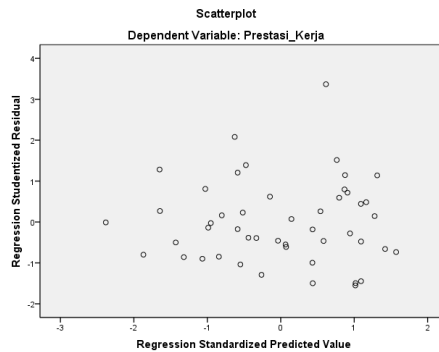


Figure 3. Scatterplot Graphic

Based on the scatterplot graph presented, it can be seen that the dots spread randomly and do not form a clear pattern and are spread either above or below zero on the Y axis. This means that there is no heteroscedasticity in the regression model, so the regression model can be used to predict achievement based on the input of the independent variable. The following is a glejser test which can be seen in the table below:

Table 3
Glejser Test

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.
	B	Std. Error	Beta			
1	(Constant)	4.303	2.789		1.543	.130
	Work Spirit	-.077	.061	-.198	-1.268	.211
	Training	.047	.061	.120	.765	.449

a. Dependent Variable: Performance

Source: Research Result, 2022

Based on the table above, it can be seen that the significance value of the two variables is greater than 0.05 so that it can be stated that there is no problem with heteroscedasticity testing.

3.4 Multiple Linear Regression Analysis

Multiple regression analysis is an analysis to determine whether there is a significant influence between two or more independent variables on one independent variable.

Table 4
Multiple Linear Regression Analysis Test

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	8.113	4.952		1.638	.108		
	Work Spirit	.565	.108	.576	5.233	.000	.875	1.143
	Training	.274	.108	.280	2.542	.015	.875	1.143

a. Dependent Variable: Performance

Source: Research Result, 2022

$$Y = 8,113 + 0,565 X_1 + 0,274 X_2 + e \quad (1)$$

Based on the above equation, it can be described as follows:

- The constant (α) = 8.113 indicates a constant value, if the value of the independent variable (X1) is: morale and the variable (X2) is: training is worth 0, then work performance is: still worth 8.113.
- The coefficient of X1(b1) = 0.565 indicates that the variable of morale (X1) has a positive effect on work performance of 0.565. This means: every increase in the value of morale (X1) by 1 unit, then the value of work performance will increase by 56.5%.
- The coefficient X2(b2) = 0.274 indicates that the training variable (X2) has a positive effect on work performance of 0.274. This means: every increase in the value of training (X2) by 1 unit, then the value of work performance will increase by 27.4%.

3.5 Coefficient Determination

Analysis of determination or also called R Square symbolized by R^2 is used to determine the magnitude of the influence of the independent variable (X) together on the dependent variable (Y) where the smaller the coefficient of determination, this means the effect of the independent variable (X) on the dependent variable (Y) is getting weaker. Conversely, if the coefficient of determination is closer to number 1, then the effect of the independent variable on the dependent variable is getting stronger. Thus, if coefficient determination is 0, this indicates that there is no percentage contribution of influence given by the independent variable to the dependent variable. However, if the coefficient of determination is 1, then there is a contribution that the independent variable gives to the dependent variable is perfect.

Table 5
Coefficient Determination Test

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.724 ^a	.524	.502	3.921

a. Predictors: (Constant), Training, Work Spirit

b. Dependent Variable: Performance

Source: Research Result, 2022

Based on the table above, the value of the Adjust R Square (Adjusted R2) or the coefficient of determination that has been correlated with the number of variables and the sample size so as to reduce the element of bias in the event of additional variables or additional sample size obtained is 0.502. This means that the influence of morale and training on work performance is: 50.2% and the remaining 49.8% is influenced by other factors originating from outside this research model such as: discipline, conflict, work pressure, workload, compensation and other variables.

3.6 Simultaneous Hypothesis Test (F Test)

F test or regression coefficient test is used to determine whether simultaneously the independent variable has a significant effect on the dependent variable. In this case, to find out whether simultaneously the independent variable has a significant effect on the dependent variable or not. The test uses a significance level of 5%. The criteria for evaluating the hypothesis in this F test are:

H_0 Accepted if: $F_{\text{count}} < F_{\text{table}}$, H_a Accepted if: $F_{\text{count}} > F_{\text{table}}$

Table 6
Anova Test

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	760.531	2	380.266	24.736	.000 ^a
	Residual	691.781	45	15.373		
	Total	1452.313	47			

a. Predictors: (Constant), Training, Work Spirit
b. Dependent Variable: Performance

Based on the table above, it is found that the value of F_{count} (24,736) > F_{table} (3.21) with a significant level of $0.00 < 0.05$ so it can be concluded that H_3 is accepted with the understanding that there is a significant influence between work morale and training on the work performance of PT. Unikitz United Group Medan.

3.7 Partially Hypothesis Test (t Test)

The t test or partial regression coefficient test is used to determine whether partially the independent variable has a significant effect on the dependent variable or not. In this case, to find out whether partially the independent variable has a significant effect on the dependent variable or not. The test uses a significance level of 0.05 and a two-sided test. The criteria for evaluating the hypothesis in this t test are:

H_0 Accepted if: $t_{\text{count}} < t_{\text{table}}$

H_a Accepted if: $t_{\text{count}} > t_{\text{table}}$

Table 7
Coefficient Test

Model		t	Sig.
1	(Constant)	1.638	.108
	Work Spirit	5.233	.000
	Training	2.542	.015

a. Dependent Variable: Customer Loyalty

Source: Research Result, 2022

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

- In the work spirit variable (X1), it can be seen that the value of t_{count} (5.233) > t_{table} (2.012) with a significance of $0.000 < 0.05$ so it can be concluded that there is a significant positive effect between work morale on the work performance of PT. Unikitz Unites Medan Group so that H_1 is accepted.
- In the training variable (X2), it can be seen that the value of t_{count} (2.542) > t_{table} (2.012) with a significance of $0.015 < 0.05$ so it can be concluded that there is a significant positive effect between training on employee performance at PT. Unikitz Unites Medan Group so that H_2 is accepted.

4. Conclusion

The conclusions that researchers can draw from the results of this study are as follows Morale has a positive and significant effect on the work performance of employees of PT. Unikitz United Group Medan. Training has a positive and significant effect on employee performance at PT. Unikitz United Group Medan. Morale and Training have a positive and significant impact on the work performance of PT. Unikitz United Group Medan.

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