



## The Effect of Training and Workload on Employee Performance

Eliyana Sundari, Muhammad Azis Firdaus, Widhi Ariyo Bimo, Hendri Maulana, Mohammad Jibriel Avessina

Universitas Ibn Khaldun Bogor, Indonesia

Corresponding Author Email : [elyanaswdr@gmail.com](mailto:elyanaswdr@gmail.com)

### Abstract

*The purpose of this study is to ascertain how employee performance is affected by workload and training. Quantitative research methodology is applied. The 110 participants who took part in this study were all employees of PT Atishar Panel. 86 people were employed in the study sample, which were randomly selected. Primary data were collected from respondents for the questionnaire used in this study. Likert scale was used. The validity and reliability tests used in this study include the traditional normality assumption test, multicollinearity, heteroscedasticity, regression analysis, and hypothesis testing. The results of the t test partially show that both the training variable (X1) and the workload variable (X2) have a positive and significant effect on employee performance (Y). Training (X1) and workload (X2) have a significant and significant effect on employee performance, according to the results of the F (simultaneous) test.*

**Keywords:** Training, Workload, Employee Performance.

### Introduction

The ability of a company, organization or organization to succeed is greatly influenced by its human resources. This is because the people who work in the company actively lead and make decisions and plan things to achieve organizational goals and advance the business. Employees are the main asset for the company, employees play a role in planning, implementing activities and controlling existing programs in the company. Employees play an important role in achieving company goals, have thoughts, feelings and desires that influence positive action criteria and behavior. Meanwhile, negative criteria and behavior are avoided to achieve maximum employee performance. The success of an organization is seen from the performance of Human Resources. Achievement or lack of achievement of predetermined organizational goals is determined by performance within the organization. Offering training, which is very important in business, is one of the initiatives that supports the quality of employees in improving performance. Rae in Herman Sofyandi (2013, p 113) In his opinion, training is an effort to increase employee knowledge and abilities in carrying out work more

effectively and efficiently. A training program is a collection of courses created to improve employees' knowledge and skills in their work interactions. In addition to utilizing the workforce, training aims to improve how well workers perform their individual responsibilities. The results of this research are in accordance with research conducted by Offering training, which is very important in business, is one of the initiatives that supports the quality of employees in improving performance. Rae in Herman Sofyandi (2013, p 113) In his opinion, training is an effort to increase employee knowledge and abilities in carrying out work more effectively and efficiently. A training program is a collection of courses created to improve employees' knowledge and skills in their work interactions. In addition to utilizing the workforce, training aims to improve how well workers perform their individual responsibilities. The results of this research are in accordance with research conducted by Offering training, which is very important in business, is one of the initiatives that supports the quality of employees in improving performance. Rae in Herman Sofyandi (2013, p 113) In his opinion, training is an effort to increase employee knowledge and abilities in carrying out work more effectively and efficiently.

A training program is a collection of courses created to improve employees' knowledge and skills in their work interactions. In addition to utilizing the workforce, training aims to improve how well workers perform their individual responsibilities. The results of this research are in accordance with research conducted by Rae in Herman Sofyandi (2013, p 113) In his opinion, training is an effort to increase employee knowledge and abilities in carrying out work more effectively and efficiently. A training program is a collection of courses created to improve employees' knowledge and skills in their work interactions. In addition to utilizing the workforce, training aims to improve how well workers perform their individual responsibilities. The results of this research are in accordance with research conducted by Rae in Herman Sofyandi (2013, p 113) In his opinion, training is an effort to increase employee knowledge and abilities in carrying out work more effectively and efficiently. A training program is a collection of courses created to improve employees' knowledge and skills in their work interactions. In addition to utilizing the workforce, training aims to improve how well workers perform their individual responsibilities.

The results of this research are in accordance with research conducted by A training program is a collection of courses created to improve employees' knowledge and skills in their work interactions. In addition to utilizing the workforce, training aims to improve how well workers perform their individual responsibilities. The results of this research are in accordance with research conducted by A training program is a collection of courses created to improve employees' knowledge and skills in their work interactions. In addition to utilizing the workforce, training aims to improve how well workers perform their individual responsibilities. The results of this research are in accordance with research conducted by Elizar & Tanjung, (2018) there is a strong and positive influence on employee performance, meaning that there is an influence between training variables on employee performance. Training becomes very important due to the demands of work tasks in the organization, which

is called workload. Sunarso and Kusdi (2010), the workload of an organizational unit or position holder is the total number of tasks they have to carry out in a certain time. In a certain sense, workload is the activity demands placed on employees, which can result in less than optimal results because employees have limited time to complete tasks. PT Atishar Panel as one of the companies operating in the particle board furniture sector must continue to develop its business. Therefore, employees must continue to improve their performance at work,

#### Formulation of the problem

From this background it can be stated as follows based on the explanation of the problem context given above:

1. Does training affect the performance of PT Atishar Panel employees?
2. Does workload affect the performance of PT Atishar Panel employees?
3. Do training and workload affect the performance of PT Atishar Panel employees?

#### Research methods

All PT Atishar Panel employees. To create a sample of 86 people, the Slovin formula and random sampling were used as sampling techniques. This research uses descriptive research methods to obtain results and draw conclusions using the following statistical tests.

##### 1. Validity test

The validity test is used to determine whether the accuracy of an instrument is valid or not. This tool can assess the accuracy of the object to be assessed. The questionnaire is a research tool in this study.

##### 2. Reliability Test

The level of consistency and research questionnaire instruments are factors in reliability testing. If responses to statements remain stable, the data is considered reliable. Reliability test using Cronbach's r-alpha (r-AC) formula

$$r_{AC} = \left[ \frac{k}{k-1} \right] \left[ 1 - \frac{\sum_{i=1}^n S_i^2}{St^2} \right]$$

Where :

k = Amount question (this number initial item and n last item number

$\sum S_i^2$  = Amount variant statement score

St = Total score variance

### 3. Classic assumption test

- a. Data Normality Test, The purpose of the data normality test is to test variables that inhibit regression.
- b. Heteroscedasticity Test: The heteroscedasticity test is used to determine whether the residuals from one observation to the next in the regression model have an unnatural variance. The results remain if the residuals from one observation to another have good regression characteristics.

### 4. Regression Analysis

Regression analysis is used to predict how far the value of the dependent variable will be, if the independent variable is manipulated or changed.

- a. Simple Regression Analysis, direct regression analysis, X is the independent variable, and Y is the determining variable, in simple linear regression. The simple linear regression formula is as follows:

$$Y = a + bX$$

Where:

Y = Dependent Variable

a = Constant

X = Independent variable

- b. Multiple Regression Analysis, Multiple linear regression is a type of regression where two or more independent variables (X) are related to one determinant variable (Y). analysis using multiple linear regression. The equation for multiple regression analysis is:

$$Y = a + b_1x_1 + b_2x_2 + \dots + b_nx_n$$

Where :

Y = Dependent Variable

a = Constant

b = Coefficient of Determination

X = Independent Variable

### 5. Correlation Analysis

By using symmetric relationships as a basis, correlation analysis can be used to determine the direction and intensity of two or more variables. This analysis uses correlation to apply the Person Product Moment formula as follows:

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

Where :

$r_{xy}$  = Correlation coefficient between variables X and Y  
 $\sum xy$  = Number of multiplications between variables X and Y

## 6. Coefficient of Determination

Due to the fluctuation of the independent variable, the coefficient of determination is called the coefficient of determination. The following coefficients are used to calculate the coefficient of determination:

$$KD = r^2 \times 100\%$$

Information :

K.D = Coefficient of Determination  
 $r$  = Correlation Coefficient Value

## 7. Hypothesis testing

Hypothesis testing was carried out to see whether there was a substantial influence on employee performance from the variable relationship between training and workload.

- a. The j-t t-test (Partial Test) was carried out to test the correlation coefficient. The formula used is:

$$t_{count} = \frac{r\sqrt{n-2}}{\sqrt{1-r^2}}$$

Where :

$t$  = value  $t_{count}$ .g  
 $r$  = correlation coefficient.  
 $n$  = number of respondents.

determine test criteria;

1. If  $t_{count} > t_{table}$  – reject  $H_0$  accept  $H_a$ .
2. If  $t_{count} < t_{table}$  – accept  $H_0$  reject  $H_a$ .
- b. F-Test (Simultaneous Test) tests the significance of the multiple correlation coefficient using the F test formula as follows:

$$c. F_{count} = \frac{\frac{R^2}{R}}{\frac{(1-R^2)}{n-k-1}}$$

Where :

R = Value multiple correlation coefficients.

K = Number of independent variables (independent)

n =total sample

F<sub>count</sub> = calculated F value

## Results and Discussion

### A. Validity and Reliability Test

because all the statement items on the training and workload variables have an r-value greater than the r-table or greater than 0.212 in the validity test, it can be concluded that all instruments on variables X1 and X2 versus Y are valid. The following are the results of reliability tests on training and workload variables on employee performance:

Table 1 Reliability Test Results

No.	Variable	Cronbach Alpha	N Of Items	Note
1	Training (X1)	0.893	15	Reliable
2	Workload (X2)	0.737	10	Reliable
3	Employee Performance (Y)	0.875	19	Reliable

Source: SPSS 26 data processing results

From the table above it can be seen that the variables for all questionnaire items are declared reliable.

### Analysis of the Effect of Training (X1) on Employee Performance (Y)

Examination of this research data shows that there is a high and positive relationship between employee performance and training (X1), with  $r = 0.641$ , which is in the range (0.50-0.69). (Y). It is understood that if X1 rises, Y will follow.

Table 2 Correlation Coefficient Results

	R	R Square	R Square Adjustable	Standard error of Estimate
Training	.641a	.411	.404	4,694

Source: SPSS 26 data processing results

Based on the results of the coefficient of determination of 0.411, or 41.1%, the effect of training (X1) on employee performance (Y) is 41.1%. Considering that H01 is rejected and Ha1 is accepted based on the results of the regression analysis ( $Y=31.997+0.710x_1$ ) and partial test results ( $t$  count 7.657 >  $t$  table 1.663 with a significance value of  $0.000 > 0.05$ ), then there is a significant relationship between the training variable (X1) and employee performance (Y). Employee performance increases along with the quality of company training.

#### Workload Analysis Results (X2 on Employee Performance (Y))

The  $r$  value of 0.657 in that period shows the test results of the relationship between workload (X2) and employee performance (Y) (0.50-0.69). This shows a favorable correlation between workload (X2) and employee performance (Y).

Table 3 Correlation Coefficient Results

	R	R Square	R Square Adjustable	Standard error of Estimate
Workload	.657a	.431	.425	4,613

Source: SPSS 26 data processing results

This can be seen from the results of the coefficient of determination (R Square) of 0.488 or 48.8%, which shows the influence of workload (X2) of 48.8% on employee performance (Y). The results of the partial hypothesis test,  $t$ -count 7983 >  $t$ -table 1.663, and regression analysis,  $Y = 32.749 + 1.087 x_2$ , both have a significance value of  $0.000 > 0.05$ . This shows the validity of Ha2 which states that the workload variable (X2) has quite a large influence on employee performance (Y).

#### Analysis of the Effect of Training (X1) and Workload (X2) on Employee Performance (Y)

The training variables (X1) and workload (X2) have a significant and beneficial effect on employee performance (Y). The  $r$  value of 0.699 which is in the range (0.50-0.69), shows this, and indicates that if variables X1 and X2 increase it will have an impact on Y.

The results of the coefficient of determination of 0.488 or 48.8% indicate that the training and workload variables have an effect of 48.8% on employee performance.

Table 4 F Test Results for Training Variables (X1) and Workload (X2) on Employee Performance (Y)

	Sum of Squares	Df	Square mean	F	significance
Regression	1534,556	2	767,278	39,593	,000b
Remainder	08.16.467	83	19,379		
Total	3143.023	85			

Source: SPSS 26 data processing results

The significance value of the training variable (X1) and workload variable (X2) together on the employee performance variable (Y) is  $39.593 > t$  table 3.12 and the significance value is  $0.000 > 0.05$ , according to the results of the F test. Therefore, it can be stated that  $H_0$  is rejected, indicating that the training variables (X1) and workload (X2) simultaneously influence employee performance (Y).

## Conclusion

1. PT Atishar Panel employees perform better when they receive better job training, according to the evaluation results, which show a positive and significant influence on the Training Variable (X1) on Employee Performance (Y).
2. The results of data processing show that the Workload Variable (X2) has a positive and significant effect on Employee Performance (Y). It can be concluded that PT Atishar Panel employees perform worse the more work they have to do.

Research shows that Employee Performance (Y) at PT Atishar Panel is influenced significantly and positively by Training Variables (X1) and Workload (X2) simultaneously.

## Suggestion

Companies need to maintain training programs and pay attention to current employee workload to improve employee performance.

## References

- A.A Anwar Prabu Mangkunegara. (2012). *Evaluasi Kinerja Sumber Daya Manusia*. Pt Refika Aditama.
- Alex S. Nitisemito. (2000). *Manajemen Personalia, Manajemen Sumber Daya Manusia*. Ghalia Indonesia.
- Arif Yusuf Hamali. (2016). *Pemahaman Sumber Daya Manusia*. Bumi Aksara.
- Arikunto, S. (2019). *Prosedur Penelitian*. Rineka Cipta.
- Chisogonus D Pramudyo. (2017). *Cara Pinter Jadi Trainer*. Percetakan Galang Press.
- Dr. Atty Tri Juniarti, D. G. P. (2021). *Faktor-Faktor Dominan Yang Mempengaruhi Kinerja*. Cv Pena Persada.
- Elizar, E., & Tanjung, H. (2018). Pengaruh Pelatihan, Kompetensi, Lingkungan Kerja Terhadap Kinerja Pegawai. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 1(1), 46–58. <https://doi.org/10.30596/Maneggio.V1i1.2239>
- Gary Dessler. (2011). *Manajemen Sumber Daya Manusia*. Penerbit Indeks.
- Ghozali. (2018). *Aplikasi Analisis Multivariate Dengan Program Ibm Spss 25*. Badan Penerbit Universitas Diponegoro.
- Gomes Faustino Cartoso. (2008). *Manajemen Sumber Daya Manusia (Kedua)*. Andi.
- Hasibuan, Malayu S. . (2017). *Manajemen Sumber Daya Manusia*.
- Hessel N.S Tangkilisan. (2005). *Manajemen Publik*. Pt Raja Grafindo Persada.

I Komang Budiassa. (2021). *Beban Kerja Dan Kinerja Sumber Daya Manusia*. Cv Pena Persada.

Mangkunegara. (2014). *Manajemen Sumber Daya Manusia*. Remaja Rosdakarya.