

ANALYSIS OF THE RELATIONSHIP OF TRAINING, WORK MOTIVATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT EXCELITAS TECHNOLOGIES BATAM

Rahma Dina Agustin ¹, Slamet Soebagiyo, S. Sos ²

rahmadinaagustin88@gmail.com ¹, Slamet.polibatam@gmail.com ²

Abstrak. Tujuan penelitian ini adalah menganalisis hubungan pelatihan, motivasi kerja dan disiplin kerja dengan kinerja karyawan. Metode pengumpulan data dilakukan melalui kuesioner dan hipotesis penelitian diverifikasi melalui aplikasi SPSS 27. Hasil penelitian ini menunjukkan bahwa pelatihan, motivasi kerja dan disiplin kerja berpengaruh positif signifikan terhadap hasil kerja karyawan Pt. Excelitas Teknologi Batam. Pelatihan berpengaruh positif signifikan terhadap kinerja karyawan, motivasi kerja berpengaruh positif signifikan terhadap kinerja pegawai, dan disiplin kerja berpengaruh positif signifikan terhadap kinerja karyawan.

Kata kunci: Pelatihan, Motivasi Kerja, Disiplin Kerja, Kinerja Karyawan

Abstract. The purpose of the study is to analyze the relationship between education, motivation and work discipline with the work performance of personnel. The data collection method is carried out through questionnaires and the research hypothesis is tested using SPSS 27. The results of this study show that training, work motivation and work discipline have a significant positive effect on employee performance in Pt. Excellence Technologies Batam.

Keywords: Training, Work motivation, Work discipline, Employee performance

1. Introduction

. Training is the act of training, developing

employee skills or knowledge related to certain competencies. According to Rae (2008) training is an effort to increase workers' knowledge and skills to carry out their duties regularly. From the

explanation above, the researcher concludes that training is an activity that is really needed to achieve good performance. Through training, employees will receive better information through theory and field work at the PT company. Excelitas Technologies Batam.

Work motivation is the spirit that becomes the basis for employees to work hard and dedicate themselves to making employees successful. According to (Robbina, 2017, p. 15) motivation is the desire to seek excellence in achieving organizational goals because of the company's ability to meet the needs of many people.

Work discipline has an impact on creating a good work environment by strengthening order and smooth running of the company to achieve the best results, namely by strengthening employee work discipline. This will motivate employees to do their jobs well. According to Rivai (2011) action learning is a tool that managers use to communicate with their employees in an effort to influence behavior and increase people's awareness and willingness to adhere to company policies.

performance is an employee's activities or efforts to contribute to developing the company. Employee performance can be seen from the results of their work if they meet the requirements. Some companies will provide a *skill qualification form* as proof that the employee has good performance for the company. According to Hamzah and Lamatenggo (2012) employee performance is individual behavior that produces certain performance results after fulfilling various requirements. Based on the information above, the researcher concludes that employee performance is the performance desired by an individual and a group of a company by implementing and achieving the company's vision. So that employees can carry out their duties well, companies must train their employees' skills and provide them with knowledge through training.

Employee training at PT Excelitas Technologies Batam has not received satisfactory results. As there are employees of all employees who take part in training, there is no increase in the *post test training assessment*, so the results of the training must be remedial. This data was obtained from the results of the company's *training summary* for the period 01 June 2023 - 31 October 2023. This indicated that some employees made mistakes, for example, some employees carried out their duties carelessly, some employees thought that the tasks they carried out were contrary to their abilities and knowledge. they have so that the tasks carried out do not get maximum results, for example, there are *skills qualification form results* of employees who are unable to apply the results of the training after the training is carried out and there are no *improvements after the training*. Then the implementation of training was uneven for several employees, this was caused by some employees

coming in during the day. So the things above cause the employee's *performance* to become unstable. Providing appropriate training to increase work motivation, work discipline on the performance of PT Excelitas Technologies Batam employees so as to provide good changes to the Company. The Company can provide training that suits employee needs, ensuring that the training program is effective and efficient.

PT Excelitas Technologies Batam is an independent company owned by Investors, a leading global private investment firm focused on middle market private equity and debt investments. PT Excelitas Technologies Batam is a technology leader in delivering market-driven, high-performance photonic innovations to meet the lighting, optics, sensing and optical technology needs of customers worldwide. Since being founded in 2010, PT Excelitas Technologies Batam has continued to expand its technology portfolio and reliability to expand the market reach and applications that can be targeted for customer success.

In 2010 PT Excelitas Technologies Batam was founded as a *spin-off* from Perkin Elmer. Furthermore, in 2021 PT Excelitas Technologies Batam acquired Carsan Engineering, an engineering design company. In expanding its business, PT Excelitas Technologies Batam must continue to have a positive impact on employee performance in order to increase its existence, by evaluating the performance of employees spread across various branches. One of them is assessing the performance of the Batam Branch *Optical Department* classified as quite good but there are still errors in employee performance.

Based on the background of the problem previously explained, the researcher is interested in researching "**Analysis of the Relationship between Training, Work Motivation and Work Discipline on Employee Performance**" with 3 research hypotheses, namely training has a positive impact on employee performance, work motivation has a positive impact on employee performance and Work discipline has a positive impact on employee performance.

2. Theory Review

2.1 Human Resources Management

Human resource management (HRM) is the ability or strength possessed by humans, such as intelligence, emotions, skills, motivation, work, etc., to lead an organization towards achieving certain goals. The definition of HRM is a part of general management that is based on HR. According to Malayu SP (2016), HRM is the science and art of managing relationships and roles of the workforce so that they function effectively and efficiently in contributing to the

achievement of business, worker and community goals. According to the definition that has been explained, researchers believe that HRM is the most important function in business. An organization's productivity and strategic goals can be hampered without human resource management (HRM).

2.2 Training

Training is a program to expand human resources to increase their skills and knowledge, both theoretical and practical. According to Hariandja (2002: 169), training has three requirements, namely:

- a. Training aims to improve employee skills.
- b. Training must be able to change employees' work habits, their attitudes towards work, and increase knowledge and application of information in daily work.
- c. Training needs to be related to the specific job.

According to (Simamora, 2020, p. 17) training is a process of systematically adjusting employee behavior to achieve organizational goals. ((Handoko, 2019, p. 11) training is an activity to increase mastery of various skills. From the explanation above, the researcher concludes that training and development is a solution to the problem of decreasing quality of employee work performance. Therefore, it is the industry's responsibility to provide training necessary for employees to expand and improve their job performance effectively.

2.3 Work Motivation

Motivation is the main factor that determines human behavior at work. In other words, behavior is the result of motivation. According to Munandar (2010), motivation is the way a person's needs force him to do something to achieve certain goals. When these goals are achieved, the individual's needs will be satisfied. According to Bangun (2012) motivation is an effort to influence employees to act regularly . Meanwhile, according to Manullang (2013), motivation is an internal or external force in a person that drives the desire to pursue desires and goals. From the explanation above, the researcher concludes that motivation is the art of instructing, managing and guiding employees to take the necessary behavioral actions based on predetermined goals.

Work discipline is a concept in the workplace or management that emphasizes disciplinary behavior for employees. Discipline is a condition where employees are encouraged or directed to organize and manage all activities according to the rules that have been made. According to Hasibuan (2012), employee awareness and willingness to follow all the rules and regulations of an organization . Researchers conclude that work discipline has an important role that can be beneficial for the company. This is due to work discipline, employees

can achieve the goals of the work program they carry out.

2.4 Employee performance

According to Simanjuntak (2005) his job is to fulfill duties based on responsibility. According to Maryati (2021), employee performance is the level of performance in activities, programs and policies that are consistent with achieving the company's goals, vision, programs and targets .

3. Research Methods

This research uses quantitative methodology with a descriptive approach. The descriptive approach in quantitative research aims to describe, explain, or summarize various conditions, situations, phenomena, and variables used. The reason the researcher chose this method was because the main focus of this research was to analyze the relationship between training, work motivation and work discipline on the performance of employees of Pt. Excelitas Technologies Batam is supported by data in the form of numbers generated from actual conditions.

3.1 Operational Variables and Their Measurement

In this research, operational variables involve changing abstract variables into something that can be measured concretely. According to Sugiyono (2017) operational variables refer to all things determined by researchers as study objects to obtain information to be analyzed and concluded. *The research variable encompasses two variables.* The independent variable and dependent variable are as follows:

Variabel	Indikator	Skala
Kinerja <u>Karyawan</u> (Y)	1. <u>Kualitas kerja</u> 2. <u>Produktivitas</u> 3. <u>Pengetahuan kerja</u> 4. <u>Kehadiran</u>	Ordinal
<u>Pelatihan</u> (X1)	1. <u>Attendance Register</u> 2. <u>Nilai pelatihan</u> 3. <u>Certificate pelatihan</u>	Ordinal
<u>Motivasi kerja</u> (X2)	1. <u>Tingkat usaha</u> 2. <u>Tingkat kegigihan</u>	Ordinal
<u>Disiplin kerja</u> (X3)	1. <u>Tanggung jawab</u> 2. <u>Tingkat absensi</u>	Ordinal

Table 7.1: Operational Variables and Their Measurements

Source: (Processed by Researchers, 2023)

3.2 Drawing Techniques and Determining Sample

Numbers

Sampling uses *non-probability sampling techniques*, namely saturated sampling. The basis for choosing this sampling technique was because the population was not large, namely 190 employees who worked on the *optical production line* in operator and *leader positions*. So the researcher determined that the entire population would be used as the sample in this study. Determining the sample size in quantitative research will be carried out using census techniques or taking all members of the population as samples in this research. This is because the population is not large, namely 190 employees in the Line Production optical department. PT. Excelitas Technologies Batam.

3.2 Data collection technique

Data collection techniques applied in research, researchers use questionnaires or interviews to collect information. According to Sugiyono (2019), source data is divided into two, namely primary data obtained through interviews or filling out questionnaires, which means that this source data provides data directly to researchers. From the explanation above, the researcher collected secondary data sources obtained from the *human resources department* and primary data sources obtained from the *Optical Line Production department*. This research carried out a questionnaire which will be distributed to operators and *leaders* in the *Optical Department* at PT Excelitas Technologies Batam.

Data Processing Techniques

The data processing technique applied in this research includes the following steps.

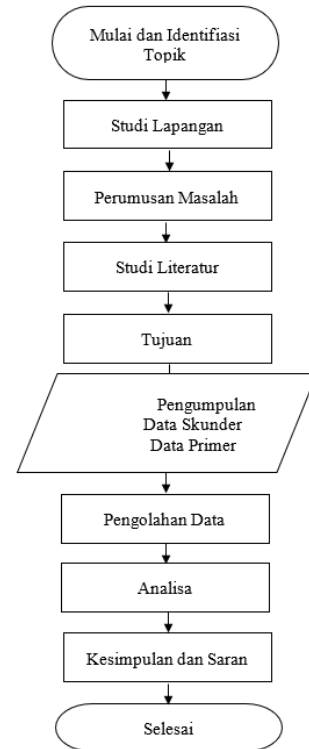


Figure H. Data Processing Techniques
Source: Self Processed, 2024

3.3 Data analysis technique

According to Sugiyono (2021:226) the method of analysis is by combining data based on variables and type of respondent, then tabulating the data for all respondents based on these variables. Next, the data for each variable studied is presented and calculations are carried out according to the problem formulation. Finally, calculations are performed to confirm the proposed hypothesis.

1. Descriptive Analysis

According to Sugiyono (2017), descriptive research is carried out to confirm the existence of independent variables for one or more variables (independent variables or independent variables) and to look for relationships with other variables and not to compare the variables themselves. Based on the description above, the respondents' answers regarding the relationship between training, work motivation and work learning on the work of PT Excelitas Technologies Batam employees were obtained through a questionnaire.

a. Descriptive Statistical Test

1) Multiple Linear Regression Analysis

Multiple linear regression analysis is used to find out whether the independent variable has an effect on the dependent variable. According to Ghozal (2018), the f-statistic test is a test that shows whether all independent variables in a model are related to the dependent variable. In this research, SPSS (*Statistical Package for Social Science*) 27 software is mainly used in linear regression calculations, the independent variables are

education, work motivation and work training, and the dependent variable is employee work. The multiple linear regression analysis equation model is as follows..

$$Y = \alpha + \beta_1X_1 + \beta_2X_2 + \beta_3X_3$$

(D 1 Multiple Regression Analysis Formula)

Information:

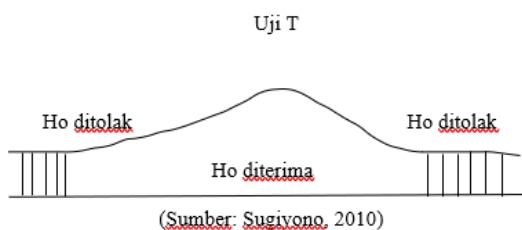
- Y = increase in employee performance
- a = constanta value
- b = regression coefficient
 - X1 = training
 - X2 = work motivation
 - X3 = work discipline

b. Hypothesis testing

Hypothesis testing involves making a decision whether the hypothesis being tested can be rejected or accepted. Hypothesis testing involves testing claims using statistical methods to determine whether the results are statistically significant. According to Sugiyono (2013:96), developing a hypothesis is the third research activity after establishing a theoretical framework and theories.

1) T test

The t-test measures the extent to which each independent variable partially influences the dependent variable by comparing the numerical value with the t-table with a significance level of 5% or 0.05. According to Ghozal (2018), if $t_{count} > t_{table}$, then the independent variable (X) has an effect on the dependent variable (Y), which means the hypothesis is accepted. If $t_{count} < t_{table}$ then the independent variable (X) has no effect on the dependent variable (Y), which means the hypothesis is rejected.



2). F test

The F test or simultaneous test is a test that measures the extent to which independent variables jointly influence the dependent variable. Whether the correlation coefficient can be generalized or not, its significance must be tested first with a formula:

$$F = \frac{R^2/k}{(1 - R^2)/(nk - 1)}$$

Information :

R = Multiple correlation coefficient

k = Number of independent variables

n = number of sample members

The F test or simultaneous test is a test that

measures the extent to which independent variables jointly influence the dependent variable. Whether the correlation coefficient can be generalized or not, its significance must be tested first with a formula.

4. Results and Discussion

4.1 Respondent Characteristics

- a) Based on data collection from a sample of 190 respondents, through a list of statements the criteria for the condition of respondents were obtained from the questionnaire Analysis of the Relationship between Training, Work Motivation and Work Discipline on Employee Performance at Pt. Excelitas Technologies Batam.

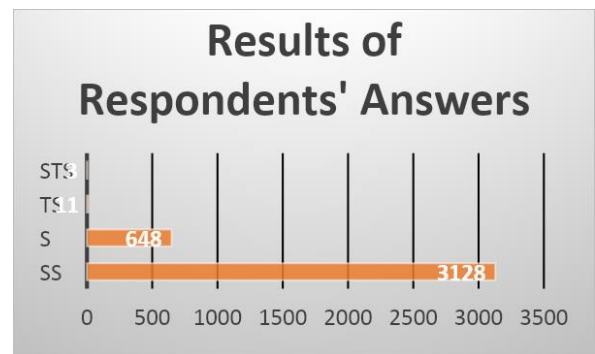


Figure 5: Results of Respondents' Answers
Source: (Processed by Researchers, 2024)

- b) It can be seen that 150 respondents were female with a percentage of 79% while 40 respondents were male with a percentage of 21%. This phenomenon occurs because it is mostly carried out by female respondents because the majority of female employees work in *the optics department production line*, but it does not rule out the possibility that male respondents also do this work. So, from the data above it can be concluded that the respondents in this study were more female than male respondents.

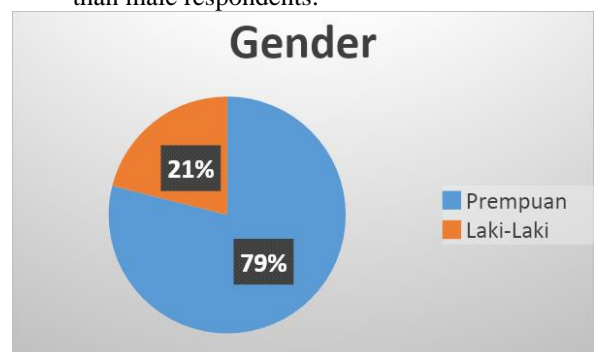


Figure 6: Criteria for Respondent Gender
Source: (Processed by Researchers, 2024)

- c) It can be seen that the highest age result shows at the age of 22 years with a total of 46 respondents and the smallest age shows

at the age of 26 years with a total of 2 respondents.

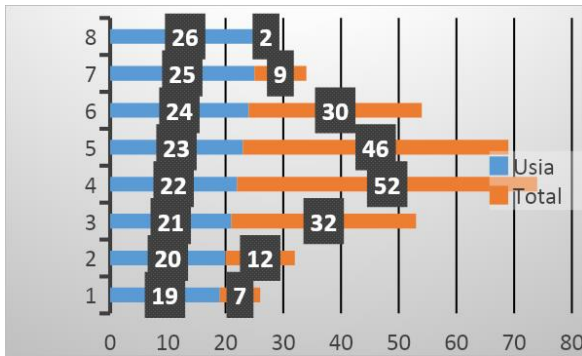


Figure 7: Respondent Age Results
Source: (Processed by Researchers, 2024)

4.2 Variable Analysis

4.2.1 Training Variable (X1)

Results of data that has been collected through a questionnaire regarding the Training variable (X1)

Table 6: Training Variable Questionnaire Results (X1)

Source: (Processed by researchers, 2024)

- 1) Respondents' Answers Participating in training can increase my knowledge and understanding, the majority of respondents answered strongly agreeing as many as 180 people (94.8%)
- 2) Respondents' answers I believe that training can increase interest in work-related matters, the majority of respondents answered strongly agree as many as 150 people (78.9%)
- 3) Respondents' answers: The system provided for implementing training is in accordance with resources, the majority of respondents answered strongly agree 145 people (76.4%)
- 4) Respondents' answers I think this training will improve my ability to find the right solution, the majority of respondents answered strongly agree as many as 154 people (81.1%)
- 5) The training I have carried out has had an impact in completing my assignments, the majority of respondents answered strongly agree as many as 147 people (77.4%)

4.2.2 Work Motivation Variable (X2)

Table 7: Results of the Work Motivation Variable Questionnaire (X2)

Source: (Processed by Researchers, 2024)

- 1.) Respondents' answers: I am energetic and passionate about my work, the majority of respondents answered strongly agree, 151 people (79%).
- 2.) The respondent's answer is that I am confident in solving problems at work, the majority of respondents answered strongly agree as many as 143 people (75.3%)
- 3.) Respondents' answers I am not afraid if there are problems with my work, the majority of respondents answered strongly agree as many as 164 people (86.4)
- 4.) Respondents' answers I complete my work on time, accurately and thoroughly, the majority of

respondents answered strongly agree as many as 157 (82.7%)

- 5.) Respondents' answers: I never give up when I fail to do something, the majority of

Pert No	Answer Work Motivation Variables							
	SS		S		T.S		ST	
	F	100%	F	100%	F	100%	F	100%
1	151	79	38	2	1	0.5	0	
2	143	75,3	46	24,3	1	0,5	0	
3	164	86,4	26	13,7	0	0	0	
4	157	82,7	23	12,2	0	0	0	
5	160	84,5	30	15,8	0	0	0	

respondents answered strongly agree, 160 people (84.5%)

Work Discipline Variable (X3)

Table 8: Results of the

Work Motivation Variable

Questionnaire (X3)

Source: (Processed by Researchers, 2024)

- 1.) Respondents' answers I will not be late for the office, in my opinion time management is very important, the majority of respondents answered strongly agree as many as 153 people (80.6%)
- 2.) Respondents' answers: I will be more enthusiastic about my work, if I manage my time at work regularly, the majority of respondents answered strongly agree as many as 139 people (73.2%)
- 3.) Respondents' answers: I am responsible for the work given by my superiors and collect it according to the specified time. The majority of respondents answered strongly agree as many as 161 people (84.8%)
- 4.) Respondents' answers: In my opinion, wearing PPE when working is mandatory to protect yourself from danger in the company, the majority of respondents answered strongly agree, 153 people (80.6%)
- 5.) Respondents' answers I always use my time as best as possible so that my work is completed on time, the majority of respondents answered strongly agree as many as 155 people (81.6%)

Pert No	Answer Training Variables (X1)							
	SS		S		T.S		S	
	F	100%	F	100%	F	100%	F	100%
1	180	94,8	10	0,52	0	0	0	
2	150	78,9	39	20,6	1	0,05	0	
3	145	76,4	44	23,2	0	0	1	
4	154	81,1	35	18,5	0	0	1	
5	147	77,4	42	22,2	0	0	1	

4.2.4 Employee Performance Variable (Y)

Table 9: Employee Performance Questionnaire Results

Source:
(Processed by
Researchers,
2024)

Pert No	Answer Training Variables (X1)									
	SS		S		T.S		STS		Amount	
	F	100%	F	100%	F	100%	F	100%	F	100%
1	165	86,9	24	12,7	1	0,5	0	0	190	100
2	148	77,9	42	22,2	0	0	0	0	190	100
3	163	85,8	27	14,3	0	0	0	0	190	100
4	168	88,5	21	11,1	1	0,5	0	0	190	100
5	172	90,6	17	8	1	0,5	0	0	190	100

1.) Respondents' answers I am able to make decisions or solve problems, the majority of respondents answered strongly agree as many as 165 people (86.9%)

2.) Respondents' answers I can complete the work carefully and on time as expected, the majority of respondents answered strongly agree as many as 148 people (77.9)

3.) Respondents' answers I have a quantity that is in line with the target set, the majority of respondents answered strongly agree as many as 163 people (85.8%)

4.) Respondents' answers: I am able to work independently with my respective tasks, without involving other employees. The majority of respondents answered strongly agree as many as 168 people (88.5%)
Respondents' answers: I am able to work well with a team to achieve the company's goals and vision and mission. The majority of respondents answered strongly agree, 172 people (90.6%)

4.3 Data Quality Test Results

4.3.1 Variable Validity

The validity test results were carried out using the calculated R value using the R table. To get the rtable, you first need to know the df value (degrees of freedom). In the validity test or product moment correlation test, the df value is N-2. Where N is the sample size, so the research df value is 190. So the Rtable value used is 0.1417 (5% significance level). The results of the validity test of this research are shown in the following table:.

Tabel 10: Hasil Uji Validitas

Variabel	Item	R Hitung	R Tabel	Keterangan
Disiplin Kerja (X1)	X1.1	0,290	0,141	Valid
	X1.2	0,463	0,141	
	X1.3	0,578	0,141	
	X1.4	0,579	0,141	
	X1.5	0,678	0,141	
Motivasi Kerja (X2)	X2.1	0,585	0,141	Valid
	X2.2	0,573	0,141	
	X2.3	0,507	0,141	
	X2.4	0,368	0,141	
	X2.5	0,513	0,141	
Kinerja Karyawan (Y)	X3.1	0,651	0,141	Valid
	X3.2	0,621	0,141	
	X3.3	0,655	0,141	
	X3.4	0,541	0,141	
	X3.5	0,643	0,141	
Kinerja Karyawan (Y)	Y1	0,733	0,141	Valid
	Y2	0,647	0,141	
	Y3	0,571	0,141	
	Y4	0,586	0,141	
	Y5	0,640	0,141	

Sumber : Hasil Olahan Data SPSS 27]

4.3.2 Reliability test

This is done by comparing the Cronbach's alpha value of 0.60. The test results can be seen in the table below ..

Tabel 11: Hasil Uji Reliabilitas

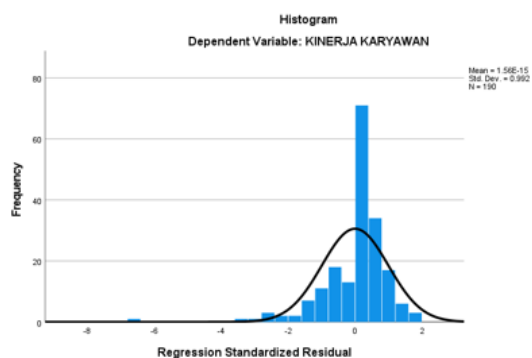
Variabel	Cronbach's Alpha	N of Items	Hasil SPSS						
Pelatihan (X1)	0,365	5	<table border="1"> <tr><th colspan="2">Reliability Statistics</th></tr> <tr><td>Cronbach's Alpha</td><td>N of Items</td></tr> <tr><td>365</td><td>5</td></tr> </table>	Reliability Statistics		Cronbach's Alpha	N of Items	365	5
Reliability Statistics									
Cronbach's Alpha	N of Items								
365	5								
Motivasi Kerja (X2)	0,298	5	<table border="1"> <tr><th colspan="2">Reliability Statistics</th></tr> <tr><td>Cronbach's Alpha</td><td>N of Items</td></tr> <tr><td>298</td><td>5</td></tr> </table>	Reliability Statistics		Cronbach's Alpha	N of Items	298	5
Reliability Statistics									
Cronbach's Alpha	N of Items								
298	5								
Disiplin Kerja (X3)	0,593	5	<table border="1"> <tr><th colspan="2">Reliability Statistics</th></tr> <tr><td>Cronbach's Alpha</td><td>N of Items</td></tr> <tr><td>593</td><td>5</td></tr> </table>	Reliability Statistics		Cronbach's Alpha	N of Items	593	5
Reliability Statistics									
Cronbach's Alpha	N of Items								
593	5								
Kinerja Karyawan (Y)	0,625	5	<table border="1"> <tr><th colspan="2">Reliability Statistics</th></tr> <tr><td>Cronbach's Alpha</td><td>N of Items</td></tr> <tr><td>625</td><td>5</td></tr> </table>	Reliability Statistics		Cronbach's Alpha	N of Items	625	5
Reliability Statistics									
Cronbach's Alpha	N of Items								
625	5								

Sumber: Hasil Olah SPSS 27

This reliability test is carried out to show the reliability of the measuring instrument. In other words, reliability refers to the consistency of the measuring instrument when measuring the same phenomenon. Testing is said to be reliable if it meets the instrument category. Based on table 11 above, it can be seen that the *Cronbach's Alpha* value for the variables Training (X1), Work Motivation (X2), Work Discipline (X3) and Employee Performance (Y) is greater than 0.60. So it can be concluded that all variables have good reliability and the data can be used to analyze other tests.

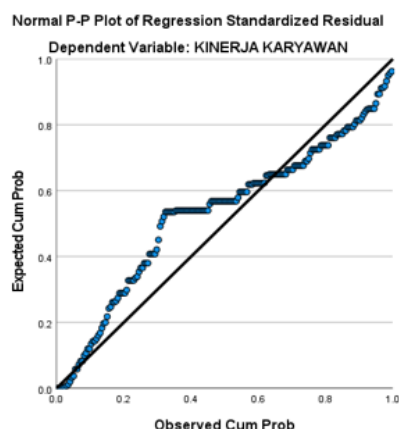
4.3.3 Normality Test

The purpose of this test is to check whether the regression analysis method for the research variables has a normal distribution. This significance test is used in research and can be done in two ways, namely using a histogram and a line plot. The following are the results of the normality test using a histogram:



Gambar 8: Hasil Uji Normalitas Histogram
Sumber: Hasil Olah Data SPSS 27

The image above shows the results of a bell-shaped curve. So it can be said that the data is normally distributed. Below are the results of the normality test using a line plot:



Gambar 9: Hasil Uji Normalitas Garis Plot
Sumber: Hasil Olah Sendiri Data SPSS 27

In the test plot image it can be seen that all the points are spread around the line and follow the line on the diagonal. So, it can be stated that the data is normally distributed because the points are located around the line.

4.3.4 Heteroscedasticity Test Results

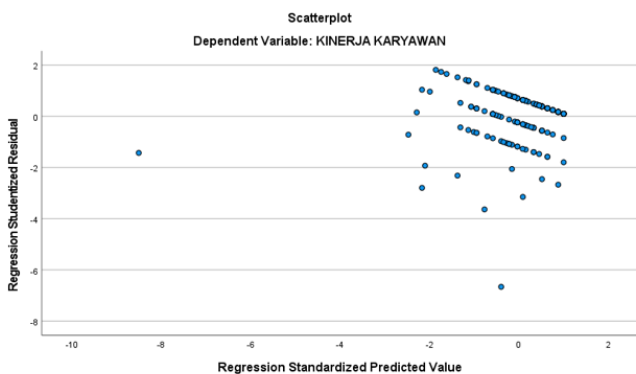
In this study, the heteroscedasticity test used the Spearman Rho test method and the Scatter Plot test. The results of the Spearman Rho test must have a significant value > 0.5 so that it can be interpreted that heteroscedasticity does not occur. The heteroscedasticity test using the Spearman Rho test produces the following results :

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	4.652	1.215		3.828	.000
	PELATIHAN	.062	.056	.088	1.110	.268
	MOTIVASI KERJA	-.117	.063	-.150	-1.864	.064
	DISIPLIN KERJA	-.152	.051	-.251	-2.989	.003

a. Dependent Variable: Abses_RES

Gambar 10: Hasil Uji Heteroskedastisitas Spearman Rho
Sumber: Hasil Olah Data SPSS 27

In the picture above, you can see that the significant values for the variables Training (X1), Work Motivation (X2) are more than 0.5. So it can be concluded that if each independent variable in the Spearman Rho test does not have symptoms of heteroscedasticity, however, if the Work Discipline variable (X3) is < 0.5 , there are symptoms of heteroscedasticity.



Gambar 11: Hasil Uji Heteroskedastisitas
 Sumber: Hasil Olah Data SPSS 27

In the image above, the results obtained from the scatterplot test show that the samples are above and below the zero point on the Y axis, so they do not form independent samples, but rather the pattern is spread throughout the data. just list Therefore, it can be concluded that the dispersion test does not show signs of heteroscedasticity.

4.3.5 Multicollinearity Test Results

In order to see whether or not there is a multicollinearity phenomenon in the regression, it can be seen from the VIF and tolerance values. The results of the multicollinearity test can be seen in the image below :

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	6.970	1.737		4.012	.000		
	PELATIHAN	.076	.080	.069	.959	.339	.776	1.289
	MOTIVASI KERJA	.227	.090	.184	2.522	.012	.751	1.332
	DISIPLIN KERJA	.343	.073	.359	4.724	.000	.689	1.451

a. Dependent Variable: KINERJA KARYAWAN
 Gambar 12: Hasil Uji Multikolinieritas
 Sumber: Hasil Olah Data SPSS 27

Based on the picture above, it can be seen that the VIF value for the Training variable (X1) is 1.289, Work Motivation (X2) is 1.332, and Work Discipline (X3) is 1.451 < 10. And the tolerance value for the Training variable (X1) is 0.776, Motivation Work (X2) is 0.751, and Work Discipline (X3) is 0.689 > 0.1. So it can be concluded that there is no indication of multicollinearity between the independent variables in the regression model.

4.3.6 Regression Analysis Test Results

Multiple linear regression analysis test results can be seen in the image below :

c								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	6.970	1.737		4.012	.000		
	PELATIHAN	.076	.080	.069	.959	.339	.776	1.289
	MOTIVASI KERJA	.227	.090	.184	2.522	.012	.751	1.332
	DISIPLIN KERJA	.343	.073	.359	4.724	.000	.689	1.451

a. Dependent Variable: KINERJA KARYAWAN
 Gambar 13: Hasil Analisis Regresi
 Sumber: Hasil Olah Data SPSS 27

In the picture above, a multiple linear regression equation can be prepared in this research , namely:

$$Y = 6.970 + 0.076 X1 + 0.227 X2 + 0.343 X3$$

1. A constant value of 6.970 means that if the variables Training (X1), Work Motivation (X2), and Work Discipline (X3) have a value of 0 or can be interpreted as non-existent, then the Employee Performance variable (Y) has a value of 6.970
2. The regression coefficient value for the Training variable (X1) is 0.076, which means that the value of the Training variable (X1) has increased or decreased. A positive coefficient means that there is a positive relationship between Training (X1) and Employee Performance (Y)
3. The regression coefficient value for the Work Motivation variable (X2) is 0.227, which means that if the value of the Work Motivation variable (X2) increases or decreases by 1% then the Employee Performance variable decreases or increases by 22%. The coefficient which has a positive value means that there is a positive relationship between Motivation. Work (X2) on Employee Performance (Y)
4. The regression coefficient value for the Work Discipline variable (X3) is 0.343, which means that if the value of the Work Discipline variable (X3) increases or decreases by 1%, the Employee Performance variable will increase or decrease by 34%. A positive coefficient means that there is a positive relationship between Work Discipline (X3) and Employee Performance (Y).

4.4 Hypothesis Test Results

4.4.1 Partial T Test Results (T Test)

This T test is carried out by comparing the Tcount value with Ttable. To get Ttable you need to know the df value first. The df value in this study is 190. So the Ttable value used is 0.675. If Tcount > Ttable then partially the independent variable has an influence on the dependent variable. If Tcount < Ttable then partially the independent variable has no effect on the dependent variable. The T test results can be seen in the following table:

c								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	6.970	1.737		4.012	.000		
	PELATIHAN	.076	.080	.069	.959	.339	.776	1.289
	MOTIVASI KERJA	.227	.090	.184	2.522	.012	.751	1.332
	DISIPLIN KERJA	.343	.073	.359	4.724	.000	.689	1.451

a. Dependent Variable: KINERJA KARYAWAN
 Gambar 14: Hasil Uji T
 Sumber: Hasil Olah Data SPSS 27

1. Training (X1) on Employee Performance (Y)
 The calculated T value for the Training variable (X1) is 0.959 > from T table 0.675 and the significant value is 0.000 < 0.05. This means that training (X1) has a positive

effect of 0.959 and partially has an effect on employee performance (Y), so the hypothesis (H1) is accepted.

2. Work Motivation (X2) on Employee Performance (Y)

The calculated T value for the Work Motivation variable (X2) is 2.522 > from T table 0.675. This means that the Work Motivation variable (X2) has a positive effect of 2.522 and partially has an effect on Employee Performance (Y), so the hypothesis is accepted (H2).

3. Work Discipline (X3)

The calculated T value for the Work Discipline variable (X3) is 4.724 > from T table 0.675. This means that the Work Discipline variable (X3) has a positive effect of 4.724 and partially has an effect on Employee Performance (Y), so the hypothesis is accepted (H3).

4.4.2 Simultaneous Test (F Test)

The F test is carried out by comparing the Fcount and Ftable values. To get the Ftable value, you need to know the df value first. The df value in this study is df1 of 3 and df2 of 190. So the Ftable value used is 0.05. If Fcount > Ftable then simultaneously the independent variable has an influence on the dependent variable. If Fcount < Ftable then simultaneously the independent variable has no effect on the dependent variable. The results of the F test are seen in the following table:

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	73.739	3	24.580	21.815	.000 ^b
	Residual	209.572	186	1.127		
	Total	283.311	189			

a. Dependent Variable: KINERJA KARYAWAN
 b. Predictors: (Constant), DISIPLIN KERJA, PELATIHAN, MOTIVASI KERJA

Gambar 15 : Hasil Uji F
 Sumber : Hasil Olah Data SPSS 27

Based on the picture above, it can be seen that the Fcount value is 21,815 > from Ftable 0.05 and the significant value is 0.000 < 0.05 so the hypothesis can be accepted. Therefore, it can be concluded that the variables Training, Work Motivation, and Work Discipline have a significant and simultaneous influence on Employee Performance.

5. Conclusion

A. Conclusion

Based on the results of the analysis of the relationship between training, work motivation and work discipline on employee performance at Pt. Excelitas Technologies Batam, which refers to the research of Siti Nurkhotimah (2022), as the main reference for researchers in conducting research, obtained the following results, training (X1) provides a significant positive impact on employee performance (Y), work motivation (X2) provides a significant positive

impact significant impact on employee performance (Y), work discipline (X3) provides a significant positive impact on employee performance (Y) and training (X1), work motivation (X2) and work discipline (X3) simultaneously provide a significant positive impact on performance employee (Y).

B. Suggestions

Based on research on the analysis of the relationship between Training, Work Motivation and Work Discipline on Employee Performance, here are several suggestions that researchers can give to improve employee performance:

1. Continuous and relevant training and conduct regular training needs analyzes to ensure the training programs provided are relevant to employee needs and job demands.
2. Increase work motivation increase work discipline, ensure all company policies and procedures are written clearly and socialized to all employees to avoid confusion and ensure consistency
3. Regular monitoring and evaluation. structured performance assessment carry out regular and structured performance assessments.

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