

**THE EFFECT OF WORK TRAINING ON EMPLOYEE WORK PRODUCTIVITY IN
THE DEPARTMENT OF VILLAGE COMMUNITY EMPOWERMENT
OGAN KOMERING ULU**

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Abstract : Work productivity is basically related to the morale of a person (employees) so it is necessary for the leadership of a government agency to always strive to improve the morale of their employees. If the work productivity of employees increases, it will bring benefits to the institution itself, and on the other hand it can affect the increase in employee work ability. In order to increase the productivity of employees so that they work more actively, the following matters are required: Encouragement of material, money or goods (compensation); the opportunity to gain individual honor, prestige and power; the physical requirements of the desired job are clean, quiet environment or own office space; pride in work, service to family and other people; patriotism, or religious feelings; individual enjoyment and satisfaction in organizational social relationships; conformity with customary practices and usual attitudes and can accept the rules and patterns of behavior of the organization and; feelings participate in most events. Of the several factors that affect employee work productivity, job training and motivation are thought to be very important factors in order to increase employee work productivity at the Ogan Komering Ulu Village Community Empowerment Service. This study aims to determine whether job training jointly affects the work productivity of employees at the Ogan Komering Ulu Village Community Empowerment Service. The results showed that there was a significant influence between job training variables on employee work productivity at the Ogan Komering Ulu Village Community Empowerment Service. The relevant effort is the need to supervise the implementation of employee work, in this case the imposition of strict sanctions against any work violations committed by employees who are often late or absent from work, so that it is expected to increase employee work productivity.

Keywords: Training, Work Productivity, Employees

1. INTRODUCTION

The era of globalization is marked by increasingly strong competition and partnerships between nations. The key to winning the competition between nations lies in the nation's ability to develop potential resources for the welfare of the people. The new paradigm that occurs in human resource management is a symptom of a deeply felt competition. Where humans who are superior and have high commitment will be able to survive and win the turmoil that occurs.

Changes in the human resource management environment according to humans are the main players in the organization. These trends include the diversity of a growing workforce, rapid technological changes, improved service bureaucrats, transparency (openness) of increasingly high societal demands.

To be able to work optimally and produce good work in working for employees is influenced by various factors including job training and employees who can work together, both with colleagues and superiors related to the work system established by the organization. With regard to job training, it is necessary to emphasize that the problem of job training is not a simple matter, both in the sense of the concept and in the meaning of the analysis, because job training has various connotations. Even so, it is still relevant to say that job training is a person's perspective, both positive and negative about his job.

Without the role and support of activity services by employees, the process of achieving institutional goals will undoubtedly create significant obstacles. Support for service activities is not only sufficient in the form of coming and going home from work on time, always dressing in official clothes and being diligent. However, more than that, employees are expected to be able to carry out their duties effectively and efficiently with full dedication and creativity that gives satisfaction to the parties concerned.

Extent to which employees can produce work that is effective and efficient in serving activities in the field of employees is a problem that needs to be studied, especially with regard to how or processing a job in accordance with applicable regulations. As a support process for organizational activities, there are many factors that can cause problems both with regard to human aspects such as behavior, attitudes and characteristics as well as in terms of organization such as structure, process or management, as well as in terms of quality and quantity results.

One of the problems that often arise in activities is the method or process that is carried out between those who serve and those who are served, the implementing functions up to the level of evaluation and cooperation to achieve predetermined goals. This weakness can occur when the role and work support are classified as weak and work not according to the rules, so that errors often arise such as inaccurate data, delays in processing and negligence in submitting letters and application files, information flow that is not smooth and other incidents.

All of this, in the end, will have an impact on the process of achieving institutional goals. If there is a delay in the required services, various fields of activity will also be disrupted. Thus without employees who work effectively and efficiently, the level of work productivity that is faced will not be achieved in accordance with the objectives that have been set.

productivity can only be realized, if employees are able to carry out their roles in accordance with the regulations, carry out work wholeheartedly, employee job training is fulfilled and employee motivation is conducive. Apart from that, the limitations of the institution require that every

employee apply the principles of quality results and efficiency in carrying out their duties and responsibilities.

Work productivity is one measure of a company in achieving its goals. Human resources are the most strategic elements in the organization, and must be recognized and accepted by management. Increasing work productivity is only possible by humans (Siagian, 2012, p.2). Therefore, labor is an important factor in measuring work productivity.

The reality that occurs at the Ogan Komering Ulu Village Community Empowerment Service is that employee job training is not optimal and employee motivation is not mutually supportive, causing cooperation among employees to be less harmonious and harmonious. In fact, most employees lack initiative and are always waiting for orders from superiors. This is what often occurs in employee service activities and services. And become one of the problems related to employee work productivity

2. THEORETICAL BASIS

Definition of Job Training

The definition of training according to B. Siswanto Sastrohadiwiryo (2012; p. 200) is: "The part of education which concerns the learning process to acquire and improve skills outside the applicable education system in a relatively short time, and with methods that prioritize practice rather than theory" .

Training is the process of helping employees to gain effectiveness in their current and future jobs through developing habits of proper thoughts, actions, skills, knowledge and attitudes.

Type of Training

The type of training that is tailored to the company in particular depends on several factors, such as the skills required in the position or job to be filled and the problems that the organization hopes to find solutions to. Despite how important the training program is to be developed to meet the specific needs of the training section, it is necessary to understand the overall training that other organizations and institutions carry out. Thus can be given suggestions about the best program, tailored to the needs of the organization.

According to its nature, training can be divided into several types, namely:

a. Skills training

That is the part of education that provides the knowledge and skills required to carry out a job, including management.

b. Vocational training

It is the part of education that provides the knowledge and skills required to carry out a job that is generally of a lower level than skills training.

According to the target, training can be divided into two types, namely:

1) Pre-Service Training

Pre-service training is training given to new workers with the aim that the workforce concerned can be skilled at carrying out the tasks and work that will be entrusted to them. Apart from these goals, they can avoid things that are seen as less efficient and effective, for example, frequent mistakes in work, meaningless waste and so on.

This pre-service training can be divided into two types, namely:

a. General pre-service training

Namely pre-service training that must be followed by new kkj employees, regarding general matters relating to the entire work environment, including all rules and policies that apply in the organization, written or unwritten in nature.

b. Special pre-service training

Namely pre-service training carried out by certain workers to carry out tasks and jobs requiring specific knowledge and skills. So, pre-service training is specific in scope limited to activities that are technical in nature and limited to one work environment only.

2) In-service training

In-service training is a workforce training carried out with the aim of improving the quality, expertise, abilities and skills of the workforce working in the organization. Training in this position can be divided into two types, namely:

a. General in-service training

Namely in-service training held for workers at the top managerial level, middle manager, lower manager, and field personnel. Usually the material delivered is related to the scope of work with the aim that the workforce is able to carry out the work assigned to it.

b. Training in a specific position

Namely training in positions held for workforce in the organization due to new innovations on all facilities and infrastructure used by the organization with the aim that the workforce concerned is able to use and operate these facilities and infrastructure.

In practice, training in this position is carried out by the organization by calling consultants or experts in the field who function as teachers or supervisors in education and training.

Benefits and Impact of Training

Every activity of an organization or company has a direction to be aimed, both short and long term. The direction to be headed is a plan that is expressed as an outcome to be achieved. The expected benefits and impacts of training must be clearly defined, not neglecting the capabilities and capabilities of the organization or company.

The benefits and impacts expected from providing training for an organization or company include, among others:

a. Increasing job skills.

Increasing work skills is not only the desire of the organization, but the workforce also wants motivation to improve the quality (expertise) at work, as well as the hope of getting high compensation with sacrifices in completing their work.

b. Reduction of work delays, absenteeism and labor displacement.

To avoid all these problems, organizations usually send their workforce to attend education and training. Thus it is expected that the workforce concerned can reduce these negative actions. One of the goals in the short term is to generate enthusiasm and passion for the workforce.

c. Reducing the incidence of accidents in work, damage and increased maintenance of work tools.

If these things often arise in the organization, the most appropriate action and must be done is to organize education and training. Education and training are meant to prevent work accidents, and improve understanding and maintenance of tools.

d. Increased work productivity.

In achieving the goals of an organization many factors influence it, one of which is labor conditions. If the workforce does not have the passion and enthusiasm for work, then work productivity will be low and decline. Conversely, if the enthusiasm and passion for work is high, then productivity will be high. To overcome such labor conditions, the organization must organize education and training for its workforce.

e. Improved work skills.

The development of increasingly sophisticated technology requires workers to develop and work abilities and skills. One of the methods that organizations can develop and find effective is by providing education and training. Education and training does not only study practical material, but also material and theoretical studies of all types of work. Thus, this allows discussion of all the difficulties they have encountered and faced while working.

f. Increased responsibility.

Each workforce actually has a responsibility, only the level and urgency varies depending on the workload and work assigned to them. One of the methods to increase the sense of responsibility of the workforce is through the provision of education and training, which is expected to increase the responsibility of the workforce as expected by the organization.

Work productivity

Work productivity is a result of the work of an employee. The result of this employee's work is a process of working from someone in producing a good or service. The work process of this employee is the performance of the employee. It often occurs that employee work productivity decreases due to the possibility of inconvenience at work, low wages and also dissatisfaction at work.

According to Basu Swastha and Ibnu Sukotjo (2013; p. 281) work productivity is: "A concept that describes the relationship between results (the amount of goods and services) and sources (the amount of labor, capital, land, energy, etc.) used to produce. these results ".

Meanwhile, George J. Washinis (Rusli Syarif, 2013; p. 1) argues that "Productivity includes two basic concepts, namely efficiency and utility. Usability describes the level of human, financial, and natural resources required to produce a certain result, while the utility describes the effect and quality of the result cultivated.

Labor productivity is a term that is often used in industrial development planning in particular and national economic development planning in general. The notion of productivity is generally associated with a production and economic viewpoint, often with a sociological viewpoint. It cannot be denied that in the end whatever is generated through organizational activities is intended to improve the welfare of society, including the employees themselves.

Concepts of Work Productivity

The concept of productivity according to J. Ravianto, (2012; p. 18) is:

- a. Productivity is a universal concept, intended to provide more and more goods and services to a growing number of people using fewer resources.
- b. Productivity is based on a multidisciplinary approach that effectively formulates development plan objectives and implements productive methods by using resources effectively and efficiently while maintaining quality.
- c. Integrated productivity using capital skills, management technology, information, energy and other resources for a stable quality of life for humans through the overall concept of productivity.
- d. Productivity differs in each country with the conditions, potentials, shortcomings and expectations of the country concerned in the long and short term, however, each country has similarities in the implementation of education and communication.
- e. Productivity is more than just a science of technology and management techniques but also contains a philosophy and a fundamental attitude towards a strong motivation to continuously strive for a good quality of life.

Meanwhile, according to Handari Nawawi and Kartini Handari, (2012; pp. 97-98) explain concretely the concept of work productivity as follows:

- a. Work productivity is the best ratio between the results obtained and the amount of work expended. Work productivity is said to be high if the results obtained are greater than the labor resources used and vice versa.
- b. Productivity measured from utility (efficiency of personal use as labor). This productivity is illustrated by the accuracy of using the methods or methods of work and tools available, so that the volume and workload can be completed in accordance with the available time. The results obtained are non-material which cannot be valued in money, so that productivity is only described through personal efficiency in the implementation of its main tasks.

Increased productivity is the dream of every company, productivity contains the meaning of economic, philosophical, productivity concepts with regard to human business or activities to produce goods or services that are useful for meeting the needs of human life and society in general.

3. RESEARCH METHODOLOGY

Place and time of research

This research was conducted at the Ogan Komering Ulu Village Community Empowerment Service and the research implementation time was from July 13, 2020 to September 12, 2020.

Research Instruments

Data source

The data in this study came from:

- a. Primary data, namely data obtained directly by means of observation, interviews and questionnaires.
- b. Secondary data, namely data obtained from library research and documentation by studying, taking notes, citing data and information sources related to the problems in this study.

Data collection technique

The data collection techniques used in this research are:

- a. Documentation, namely collecting the documents needed in this study.
- b. Interview, which is to conduct questions and answers to the respondent or the party appointed about the problems in this research.
- c. Questionnaires, namely distributing a list of questions to respondents to obtain the data needed in this study.

Data analysis technique

Data analysis methods that will be used in the implementation of this research include:

Qualitative Analysis

Qualitative analysis is carried out using single or partial table analysis which will describe the criteria for job training variables, motivation variables and work outcome variables.

Quantitative Analysis

Correlation Analysis

Data obtained from various independent and dependent variables, namely data from job training on work productivity, all of which are quantitative data. To find out the influence between job training and employee work productivity at the Ogan Komering Ulu Village Community Empowerment Service, we will first propose the form of influence between employee work productivity at the Ogan Komering Ulu Village Community Empowerment Service (Y) and Job Training (X1), Product moment formula is used as follows:

$$r_{xy} = \frac{n \sum XY - (\sum X)(\sum Y)}{\sqrt{(n \sum X^2 - (\sum X)^2)(n \sum Y^2 - (\sum Y)^2)}}$$

Information :

r_{xy} = correlation coefficient of variables X and Y

$\sum X$ = independent variable

$\sum Y$ = dependent variable

n = Number of samples

To test the hypothesis that has been put forward and the formula is used:

$$|t| = \frac{r\sqrt{n-2}}{\sqrt{1-r^2}}$$

4. RESULT AND DISCUSSION

From the discussion of quantitative and qualitative data, the results are:

$$r = \frac{n \sum XY - (\sum X)(\sum Y)}{\sqrt{(n \sum X^2 - (\sum X)^2)(n \sum Y^2 - (\sum Y)^2)}}$$

$$r = \frac{7.1.709 - (106)(112)}{\sqrt{(7.1.638 - (106)^2)(7.1.798 - (112)^2)}}$$

$$r = \frac{11.963 - 11.872}{\sqrt{11.466 - 11.236.12.5.86 - 12.544}}$$

$$r = \frac{91}{\sqrt{230.42}}$$

$$r = \frac{91}{\sqrt{9.660}}$$

$$r = \frac{91}{98,285299}$$

$$r = 0,93$$

From the results of $r = 0.93$, connect it with the value that suggests a very strong influence, this means that there is a very strong relationship between training and employee work productivity at the Ogan Komering Ulu Village Community Empowerment Service

Furthermore, to find out whether training has a relationship with employee work productivity or not, the following tests are conducted:

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

$$t = \frac{0,93.\sqrt{7-2}}{\sqrt{1-(0,93)^2}}$$

$$t = \frac{0,93.\sqrt{5}}{\sqrt{1-0,8649}}$$

$$t = \frac{0,93.2,24}{\sqrt{0,1351}}$$

$$t = \frac{2,0832}{0,1351}$$

$$t = 15,420$$

From the above calculations, it can be seen that the value of $t = 15.420$, so if it is connected to the value of t table, the level of confidence is 95%, which means that the error rate of 5% is t count smaller than t table which is 0.93 with t table = 2.013 then ($15,420 < 2,013$)

Thus, it means that H_a is accepted and H_o is rejected, which means that training has a very strong influence on the work productivity of employees at the Ogan Komering Ulu Village Community Empowerment Service. This means that the hypothesis that has been stated in the previous chapter is accepted (H_a is accepted and H_o is rejected).

5. CONCLUSIONS AND RECOMMENDATIONS

From the results of the discussion, the following conclusions can be drawn:

- Training is the process of helping employees to gain effectiveness in their current and future jobs through developing habits of proper thoughts, actions, skills, knowledge and attitudes.
- Shows that there is a significant influence between job training variables on employee work productivity at the Ogan Komering Ulu Village Community Empowerment Service. The

relevant effort is the need to supervise the implementation of employee work, in this case the imposition of strict sanctions against any work violations committed by employees who are often late or absent from work, so that it is expected to increase employee work productivity.

- c. So it can be concluded in this study that H_a is accepted and H_o is rejected, which means that training has a very strong influence on the work productivity of employees at the Ogan Komering Ulu Village Community Empowerment Service. This means that the hypothesis that has been stated in the previous chapter is accepted (H_a is accepted and H_o is rejected).

Suggestion

So that employee productivity does not decrease, it is necessary to provide motivation and supervision as often as possible and the need for high awareness for employees in order to achieve high productivity in accordance with the desired goals.

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