EFFECT OF TRAINING, WORK DISCIPLINE AND WORK PLACEMENT ON EMPLOYEE PERFORMANCE AT PRIMA INDONESIA UNIVERSITY ENVIRONMENT

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Abstact

Background : The performance of Prima Indonesia University employees is still less than optimal. The existing training at Prima Indonesia University is still lacking and the level of participants is relatively low due to a lack of motivation to understand the importance of training. Work discipline of Prima Indonesia University employees is still relatively low because there is no fingerprint technology that can detect timeliness and also the location of the campus which is not close together so that there is lack of supervision from the University **Method :** Researchers use quantitative descriptive research using a questionnaire instrument aimed at the employees of the University of Prima Indonesia . **Result** Based on the results of data processing, it is known that the Fcount of the Training, Work Discipline and Work Placement variables is 19,036 with a significant level of 0.000. Meanwhile, for Ftable at a significant level of 95% ($\alpha = 0.05$) it is worth 2.493 which is (Fcount > Ftable) so (19.036 > 2.493) and sig value < 0.05 (0.000 < 0.05). **Conclution** Simultaneously Training, Work Discipline and Work Placement have a significant effect on Employee Performance at Prima Indonesia University Medan where the sig value is less than 0.05. The Adjusted RSquare value is 82.50% or 0.825, indicating that the research variable makes a major contribution in terms of describing Employee Performance at Prima Indonesia University, Medan, which is 82.50% while the remaining 17.50% is influenced by several other factors

Keywords: Training, Discipline, Job Placement, Performance
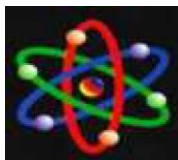
INTRODUCTION

Currently in the era of globalization, there is a lot of competitive organization or agency competition, in order to be superior in various fields by trying to develop and improve employee performance so as not to be left behind and able to answer the challenges of the competition that occurs by relying on human resources who have creative ideas and reliable to achieve the goals of the organization or agency. (Source: Kompasiana.com)

However, it is not uncommon for many organizations or agencies that have not received maximum results and targets due to various things, such as the performance of Prima Indonesia University employees that are still not optimal so that they do not match the targets and expectations of universities that have a target to become superior in 2026, because there are more and more universities. other universities that have increased their competitive advantage by applying for international accreditation so as to motivate UNPRI leaders to prepare universities to apply for international accreditation, thus the University must seek a strategy to improve the performance of employees who are not yet optimal. (Source: UNPRI employees)

One of the causes of the decline in employee performance is because of training. The training at Prima Indonesia University is still not maximized, besides that training participation is still relatively low due to lack of motivation to understand the importance of training so that boredom / boredom often arises during the training and limited time in conducting training. (Source: UNPRI employees)

Other factors such as the work discipline of Prima Indonesia University Employees are still relatively less visible from the level of punctuality, because there is no fingerprint technology to detect the level of punctuality of employees who come according to the time determined by the university. In addition, due to the location of several campus buildings that are not close together so that there is less supervision from the Prima Indonesia University.

In addition, another factor is that there are still some employee work placements within the University that do not match the qualifications and compatibility with the education of the employees at the Prima Indonesia University.

According to the background set above, the identification of the research problems includes:

1. The performance of Prima Indonesia University employees is still less than optimal.

2. The existing training at Prima Indonesia University is still lacking and the level of participants is relatively low due to a lack of motivation to understand the importance of training.

3. Work discipline of Prima Indonesia University employees is still relatively low because there is no fingerprint technology that can detect timeliness and also the location of the campus which is not close together so that there is lack of supervision from the University.

4. work placement within the Prima Indonesia University There are still employees who occupy positions that are not
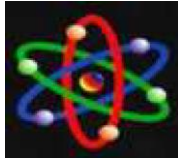
relevant to the employee's educational background.

METHOD

The research is located at Prima Indonesia University, which is located in. Jl.sampul 03 west white sei, Medan Petisah sub-district, Medan City, North Sumatra 20118. The research time used is from December 2021 to completion. Sugiyono (2014:49) states that: "Population is defined as part of a generalization which includes an object or subject that is selected and has certain characteristics to be studied and then concluded. The population of this study are all employees of the prima indonesia university which has a total of 324 employees. The number of samples that we will use is 76 using the Slovin formula using a margin of error/error rate of 10% from a population of 324 employees for validity and reliability testing. Researchers use this type of quantitative research. Data sources are divided into two, including, Primary data, including the results of filling out questionnaires distributed to respondents and interviews. Secondary data, including books, journals and so on.

RESULTS

In order to test the validity of the instrument on the Corrected item total correlation value, it shows a visible correlation between the total item score and the item score with degrees of freedom (df-1) = 76-1 = 75, it causes r (0.05:75), obtained rtable ie 0.224. The value of the validity of each variable in the form of Work Discipline Training (X1), Job Training (X3) and Employee Performance (Y) is shown in table.

	Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	rSUM	Info
X11	38.3289	27.050	**.774**	**.224**	**Valid**
X12	38.0132	30.946	**.564**	**.224**	**Valid**
X13	38.0000	30.080	**.574**	**.224**	**Valid**
X14	38.1842	29.246	**.638**	**.224**	**Valid**
X15	38.0132	28.680	**.671**	**.224**	**Valid**
X16	38.2500	30.297	**.501**	**.224**	**Valid**
X17	38.1184	28.506	**.703**	**.224**	**Valid**
X18	38.0263	31.279	**.447**	**.224**	**Valid**
X19	37.9737	28.666	**.728**	**.224**	**Valid**
X110	38.1711	28.997	**.678**	**.224**	**Valid**

Table 1. Corrected Item Total Correlation

	Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	rSUM	Info
X21	37.7763	26.469	**.864**	**.224**	**Valid**
X22	37.4211	30.594	**.656**	**.224**	**Valid**
X23	37.4342	29.769	**.611**	**.224**	**Valid**
X24	37.5658	30.062	**.579**	**.224**	**Valid**
X25	37.3947	30.349	**.590**	**.224**	**Valid**
X26	37.6974	30.081	**.545**	**.224**	**Valid**
X27	37.4079	30.991	**.597**	**.224**	**Valid**
X28	37.3947	30.482	**.559**	**.224**	**Valid**
X29	37.6711	27.717	**.746**	**.224**	**Valid**
X210	37.3947	29.842	**.653**	**.224**	**Valid**

Table 2. Corrected Item Total Correlation

Variabel	Cronbach's Alpha[a]	N of Items	Keterangan
X1	0,890	10	Reliabel
X2	0,895	10	Reliabel
X3	0,877	8	Reliabel
Y	0,894	8	Reliabel

Figure 1. Reliability Test

Based on the data in figure above, the reliability value or r_{alpha} value of the training variable is 0.890 in the cronbach'salpha column, with an r_{table} value of 0.60 where the r_{alpha} value exceeds the r_{table} value (0.890 >
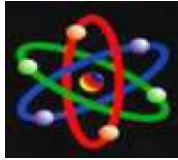
0.60) so that the questionnaire about training is declared reliable. The reliability value or the r_{alpha} value of the Work Discipline variable is 0.895 in the cronbach'salpha column, with an r_{table} value of 0.60 where the r_{alpha} value exceeds the r_{table} value (0.895 > 0.60). The reliability value or r_{alpha} value of the Job Placement variable is 0.877 in the Cronbach's column, with an alpha value of 0.60 where the r_{alpha} value is greater than the r_{table} value (0.877 > 0.60) so that the questionnaire on job training is declared reliable and continues with the classical assumption test stage. The reliability value or the r_{alpha} value of the employee performance variable of 0.894 in Cronbach's column, with an alpha table value of 0.60 where the r_{alpha} value exceeds the r_{table} value (0.894 > 0.60) so that the questionnaire on employee performance is declared reliable and continues with the classical assumption test stage.

Classic Assumption Test
The implementation of the normality test can be done by analyzing the graph on the Normal P-P Plot of Regression Standardized Residual as shown below, whether the spread of points around the diagonal line or not, if this is true then the data is assumed to be normally distributed:
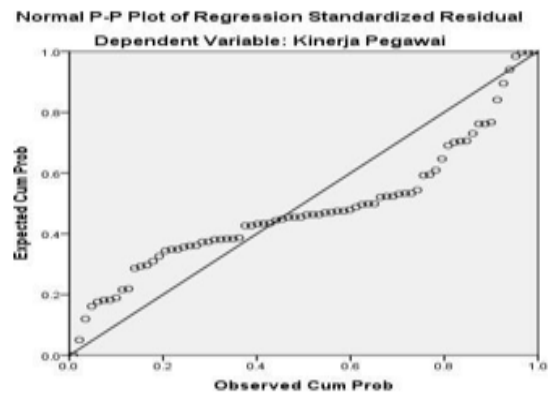

Figure 2. Normality test

Based on the data in Figure 1, the distribution of points along the diagonal line indicates that the data is normally distributed. This test is also carried out using the Kolmogrov-Smirnov test and the significance value is 5% in Table 6 below:

| One-Sample Kolmogorov-Smirnov Test			Kinerja Pegawai
N			76
Normal Parameters[a,b]	Mean		34.3289
	Std. Deviation		4.83153
Most Extreme Differences	Absolute		.160
	Positive		.120
	Negative		-.160
Test Statistic			.399
Asymp. Sig. (2-tailed)			.140

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.

Figure 3. One-Sample Kolmogrov-Smirnov test

According figure above, it can be seen that normally the data is distributed with a statistical test value of 0.399 because Asympy.Sig (2-tailed) is worth 0.140 which the number exceeds 0.05 or asympy.sig (2-tailed) is >0, 05, therefore the value of Asympy.Sig> 0.05 (0.140> 0.05).

This symptom can be seen from the value of Tolerance and VIF. The values used in Tolerance are > 0.10 and VIF < 10.0 so that multicollinearity does not occur as shown in the following table:
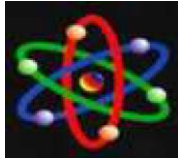
Multikolinieritas Coefficientsª

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Pelatihan	.242	4.135
Disiplin Kerja	.229	4.368
Penempatan Kerja	.883	1.133

Dependent Variable: Kinerja Pegawai

Figure 4. Multicollinearity Test

According figure above, the value in the *Collinearity Statistics* column of the independent variable has a *Tolerance* value of < 0.10 and VIF > 1.00 where the *Tolerance* value of each independent variable is 0.242; 0.229; and 0.883 > 0.10 while the VIF value of each independent variable is 4.135; 4.368 and 1.133 < 10.0, meaning that this study did not occur multicollinearity or collinearity data.

Heteroscedasticity test testing can be carried out with statistical analysis in the form of scatterplot and graph tests. Through graphical analysis, the regression model is assumed that there is no heteroscedasticity if the point distribution is random and a clear pattern is not formed and the distribution is above or below zero on the Y axis as shown in Figure 2 below:
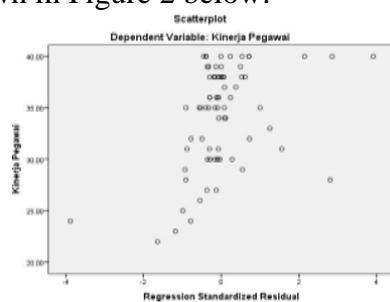

Figure 5. Heteroscedasticity Test

According to Figure 2, that the point distribution is random and no clear pattern is formed, besides that it is also spread either above or below zero on the Y axis. This is assumed in the regression or homoscedasticity model that there is no heteroscedasticity, so the regression model is very worth using.

Research Data Analysis
The explanation of the equation is:
a. The constant is 2.292, this indicates that the value of the independent variable (X) is in the form of training,Work Discipline and Work Placement is worth 0, or there is no independent variable, then the value of the employee performance variable is 2.292.
b. b. Training Regression Coefficient (X1) of 0.531 means that if there is an increase or addition of 1 time in the Training variable while the other independent variables are constant or fixed then the employee's performance will also increase by 0.531 times, and vice versa.
c. Work Discipline Regression Coefficient (X2) of 0.234 means that if there is an increase or addition of 1 time to the Work Discipline variable while the other independent variables are constant or fixed, then the employee's performance will also increase by 0.234 times, and vice versa.
d. Job Training Regression Coefficient (X3). The value of the X3 regression coefficient is 0.123 which means that if there is an increase or addition of 1 time in the job training variable while the other independent variables are constant or fixed, then the employee's performance will also increase by 0.123 times, and vice versa.

Coefficient of Determination Test (R2)
The usefulness of the R2 test is to measure the percentage or proportion of the model's
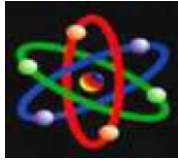
ability to describe the dependent variable. The value of this coefficient is between zero and one $(0 < R2 < 1)$. seen in Table 9 below:

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.912[a]	.832	.825	2.01991

c. Predictors: (Constant), Pelatihan Kerja , Lingkungan Kerja, Pelatihan
d. Dependent Variable: Kinerja Pegawai

Figure 6 . Coefficient of Determination Test (R2)

According to the data in table above, it is known that the Ajusted RSquare value is 0.825 or R2 x 100% of 82.50%, indicating that the independent variable has a major influence in describing employee performance, which is 82.50% while the remaining 17.50% is influenced by factors other variables such as government policy variables, personal factors, compensation, motivation, leadership, and work culture.

T test (Partial test)
The t-test was carried out to determine individually the significant and positive impact of the independent variable (X) on the dependent variable (Y) in the University of Prima Indonesia, as follows:

|								
		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	2.292	2.949		.777	.440		
	Pelatihan	.531	.079	.658	**6.707**	**.000**	.242	4.135
	Lingkungan Kerja	.234	.081	.292	**2.892**	**.005**	.229	4.368
	Pelatihan Kerja	.123	.059	.106	**2.069**	**.042**	.883	1.133

Coefficients[a]

a. Dependent Variable: Kinerja Pegawai

Table 3. T-Test

According to the data in table above, partially the coefficients of the independent variables are explained as follows:

1) Training coefficient value (X1). The value of the t_{count} of the Training variable is 6.707 and the t_{table} value is 1.992 (excel formula = $TINV_{(0.05,75)}$) then the $t_{count} > t_{table}$ (6.707 > 1.992) and sig is < 0.05 so that the training variable partially affects employee performance in the environment. Prima Indonesia University significantly.
2) Work Discipline coefficient value (X2). The t_{count} value of the Work Discipline variable is 2.892 and the t_{table} value is 1.992 (excel formula = $TINV_{(0.05,75)}$) then the $t_{count} > t_{table}$ (2.892 > 1.992) and the sig value <0.05 so that the Work Discipline variable partially affects employee performance at Prima Indonesia University environment significantly.
3) Work Placement coefficient value (X3). The t_{count} value of the Work Placement variable is 2,069 and the t_{table} is 1,992 (excel formula = TINV(0.05,75) so that the t_{count} is > t_{table} (2,069 > 1,992) and the sig value is < 0.05 so that the Work Placement variable partially has a significant effect on employee performance at Prima Indonesia University environment.
4) The value of the coefficient of the dominant variable. The t_{count} value of the Training variable is 6.707, Work Discipline is 2.892 and the t_{count} of the Work Placement variable is 2.069 at the t_{table} value of 1.992 so that the value of t_{count} X1> t_{count} X2 and t_{count} X3 (6.707> 2.892 and 2.069) so that it can be concluded that the training variable partially, namely the dominant variable has a
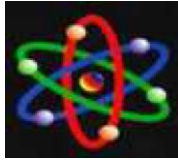
significant effect on Employee Performance at the Prima Indonesia University.

F Test (Simultaneous Test)

The F-test was carried out to determine simultaneously the significant and positive impact of the independent variables on the dependent variable. Employee performance (Y) at Prima Indonesia University in Table 15 below:

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	1457.014	3	485.671	119.036	.000^b
Residual	293.762	72	4.080		
Total	1750.776	75			

a. Dependent Variable: Kinerja Pegawai

b. Predictors: (Constant), Pelatihan Kerja, Lingkungan Kerja, Pelatihan

Table 4. F-Test

According to table above, the F value of the variable Training, Work Discipline and Job Training is 19,036 and the value of F_{table} is 2.493 (Excel formula = $FINV_{(0.05, 4.75)}$) so that $F_{count} > F_{table}$ (19,036 > 2,493) and sig is < 0 .05, so that simultaneously training, work discipline and work placement have a significant effect on employee performance at the University of Prima Indonesia.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.912^a	.832	**.825**	2.01991

a. Predictors: (Constant), Pelatihan Kerja , Lingkungan Kerja, Pelatihan

b. Dependent Variable: Kinerja Pegawai

Table 5. Model SummaryGoodness of Fit (R2)

Based on the data in table above, it is known that the RSquare Adjusted Value is 0.825 or R2 x 100% at 82.50%, meaning that the research-free variable contributes greatly in explaining Employee Performance by 82.50% while the remaining 17.50% is influenced by other factors outside this study such as the variables of Work Culture, Leadership, Motivation, Compensation, personal factors and government policies.

Based on the results of data processing, it is known that the tcount of the Training variable is 6.707 and ttable is 1.992 so that the t-count is > ttable (6.707 > 1.992) so the conclusion is that partially the training variable has a significant effect on employee performance at the Prima Indonesia University.

Based on the results of data processing, it is known that the tcount of the Work Discipline variable is 2.892 and ttable is 1.992 so that the t-value is > ttable (2.892 > 1.992) so the conclusion is that partially the Work Discipline variable has a significant effect on Employee Performance at Prima Indonesia University.

Based on the results of data processing, it is known that the tcount of the Work Placement variable is 2,069 and ttable is 1,992 so that the tcount is > ttable (2,069 > 1,992), so the conclusion is that partially the Job Placement variable has a significant effect on Employee Performance at the University of Prima Indonesia.

Based on the results of data processing, it is known that the Fcount of the Training, Work Discipline and Work Placement variables is 19,036 with a significant level of 0.000. Meanwhile, for Ftable at a significant level of 95% (α = 0.05) it is worth 2.493 which is (Fcount > Ftable) so (19.036 > 2.493) and sig value < 0.05 (0.000 < 0.05). Therefore, simultaneously there is a significant effect of
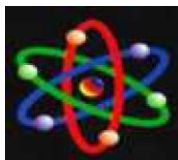
Job Placement, Work Discipline and Training on Employee Performance at Prima Indonesia University.

Thus, the hypothesis of this research that there is an effect of Training, Work Discipline and Work Placement on employee performance at the University of Prima Indonesia is proven and the truth can be accepted with a very significant level of influence.

CONCLUSION

Significantly, training has an effect on employee performance at the Prima Indonesia University in Medan where the sig is less than 0.05. Significantly work discipline has an effect on employee performance at Prima Indonesia University Medan where sig is less than 0.05. Significantly work placement has an effect on employee performance at Prima Indonesia University Medan where sig is less than 0.05. Simultaneously Training, Work Discipline and Work Placement have a significant effect on Employee Performance at Prima Indonesia University Medan where the sig value is less than 0.05. The Adjusted RSquare value is 82.50% or 0.825, indicating that the research variable makes a major contribution in terms of describing Employee Performance at Prima Indonesia University, Medan, which is 82.50% while the remaining 17.50% is influenced by several other factors.

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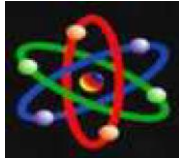
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