

The Effect of Work Communication, Motivation and Job Training on Employee Productivity at PT Sushi Indo Sukses Mandiri Medan

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Abstract

The influence of work communication, motivation, and job training are valuable aspects that need to be considered for every company organization to support overall employee performance improvement. Therefore, this study intends to understand the effect of work communication, motivation, and job training on employee performance at PT. Sushi Indo Sukses Mandiri Medan either partially or simultaneously. The research method uses quantitative descriptive analysis. The population in this study were all employees at PT. Sushi Indo Sukses Mandiri Medan, totaling 74 individuals. The data analysis method used the F-Test, T-Test, and Multiple Linear Regression, while the data analysis used SPSS version 20. Based on the results of data analysis in this study, partially it can be seen that work communication (X1) has a value of 1. $t_{count} > t_{table}$ is 1.6657 then the number $t_{count} > t_{table}$ of (1.944 > 1.6657) and the number of sig 0.056 > 0.05. Regarding this, it means that the accepted hypothesis is that work communication according to partial has a good and significant impact on the achievement of employees at PT. Sushi Indo Sukses Mandiri Medan. The results of the study show that the motivation variable (X2) has 4.801 and is worth 1.6657, so the total value of $t_{count} > t_{table}$ (4.801 > 1.6657) and the number of sig 0.000 < 0.05. This means that the hypothesis is accepted, namely work motivation according to partial which has a positive and significant impact on the achievement of workers. The results of the study prove that the job training variable (X3) has a value of 3.411 and a value of 1.6657 then $t_{count} > t_{table}$ (3.411 > 1.6657) then the sig value is 0.001 < 0.05. This means that the hypothesis of receiving job training partially has a good and significant impact on the achievement of employees at PT Sushi Indo Sukses Mandiri Medan.

Keywords

job communication; motivation;
job training; employee
productivity



I. Introduction

Human resource management is the use of a number of individuals efficiently and effectively and can be used optimally to achieve organizational or company goals. In a company operating system, the potential of human resources is essentially a model and plays an important role in achieving company goals. Human Resources (HR) is the most important component in a company or organization to run the business it does. Organization must have a goal to be achieved by the organizational members (Niati et al., 2021). Development is a change towards improvement. Changes towards improvement require the mobilization of all human resources and reason to realize what is aspired (Shah et al, 2020). The development of

human resources is a process of changing the human resources who belong to an organization, from one situation to another, which is better to prepare a future responsibility in achieving organizational goals (Werdhiastutie et al, 2020).

Therefore, companies need to manage human resources as well as possible, because the success of a company is not only on technological excellence and the availability of funds in the company.

Employees are an important element in the company because their performance will have an impact on the company's operational activities. Leaders need to do serious coaching for employees in order to get satisfaction and organizational commitment so that performance is high. Work performance is evaluated continuously, employees get the opportunity to develop abilities and career optimally. Thus, work productivity can be achieved by the company.

PT. Sushi Indo Sukses Mandiri is a company engaged in the food industry where the menus available at Sushi tei are very varied, ranging from shushi, udon, yakimono, dontori, sashimi, ramen, tempura and for Medan itself there are Medan's favorite local menus and this menu only in Shushi tei Medan. Has several obstacles in running the company, these obstacles are work communication, motivation, job training and employee productivity.

Work communication is a process when a person or several people, groups, or organizations use information to connect with the environment and other people. In the communication owned by employees of PT. Sushi Indo Sukses Mandiri has not been able to run well. This can be seen from the communication errors experienced by employees which result in employees making mistakes in carrying out their work. Such employee problems lead to conflicts in personal problems and misperceptions, so that self-confidence and intimacy between managers and fellow employees are not getting better in carrying out their duties in the company.

Motivation is an impulse that moves a person's soul and behavior to do certain things. On the motivation of PT. Sushi Indo Sukses Mandiri has a problem where there is a lack of authority to make decisions while the responsibilities that must be carried are very large and the workload is high that exceeds ability where the time available and the support system is limited. This shows decreased motivation for employees who work in the company.

Training is an activity designed to develop human resources through a series of identification activities, as well as a planned learning process. This training is still not effective, judging from the skills in doing work sometimes wrong and inappropriate, employees are often late for work and when speaking there are still some who are not polite. This shows a decrease in company income.

Productivity is a mathematical comparison between the work achieved and the number of resources used in production. PT. Sushi Indo Sukses Mandiri employee productivity is still low, as can be seen from the work systematics that are not well structured because they do not have standard SOPs in carrying out a job and personal problems that are not resolved so that employee productivity decreases. This shows a decrease in employee productivity in the company.

Based on the background of the problems that occur in the company, the researchers are interested in conducting research on this company with the title "The Effect of Job Communication, Motivation and Job Training on Employee Productivity at PT. Sushi Indo Sukses Mandiri Medan"

II. Review of Literature

2.1 Work Communication Theory

Andrew E. Sikula (1981:94) "defines that communication is the process of transferring information, understanding, and understanding from someone, a place, or something to something, a place, or someone else".

2.2 Motivation Theory

Motivation is defined by Fillmore H. Standford (1969:173), "that motivation is a condition that moves people towards a certain goal".

2.3 Job Training Theory

According to Rivai and Sagala (2009) (in sinambela, 2017:169), "training is a systematic process of changing employee behavior to achieve organizational goals, which is related to the skills and abilities of employees to carry out current work".

2.4 Employee Productivity Theory

According to Sinungan in Busro (2018: 344), "work productivity is the ability of a person or group of people to produce goods and services within a certain time or according to plan".

2.5 The Effect of Communication on Employee Productivity

According to Sedarmayanti (2015: 200), "communication is important in the creation and maintenance of a performance measurement system. Communication should be from multiple directions, coming from the top-down, bottom-up and horizontally within and across the organization.

According to Bangun (2012:362), "communication has a role in an organization in terms of so that individuals or groups can perform well, it is necessary to maintain some kind of supervision of its members, stimulate members to perform well and provide facilities for expressing emotions, so that they can make choices in decision making.

2.6 The Effect of Motivation on Employee Productivity

According to Hasibuan in (Sutrisno 2017), "motivation is the stimulant of desire and the driving force of a person's willingness to work because each motive has a specific goal to be achieved".

According to Handoko (2001), "states that if employees' work motivation is high, then employees will work harder so that their work productivity will increase".

2.7 The Effect of Job Training on Employee Productivity

According to Rivai and Sagala (2011: 212), "training is a process of systematically changing employee behavior to achieve organizational goals".

According to Rachmawati (2008: 177), "training in a complex form is given to help employees learn skills that will improve their performance which will help the company or organization achieve its goals".

2.8 Conceptual Framework

Work communication has a significant positive effect on employee productivity at PT. Sushi Indo Sukses Mandiri. Motivation has a significant positive effect on employee productivity at PT. Sushi Indo Sukses Mandiri. Job training has a positive effect on

employee productivity at PT. Sushi Indo Sukses Mandiri. The following is the conceptual framework listed in Figure 1.

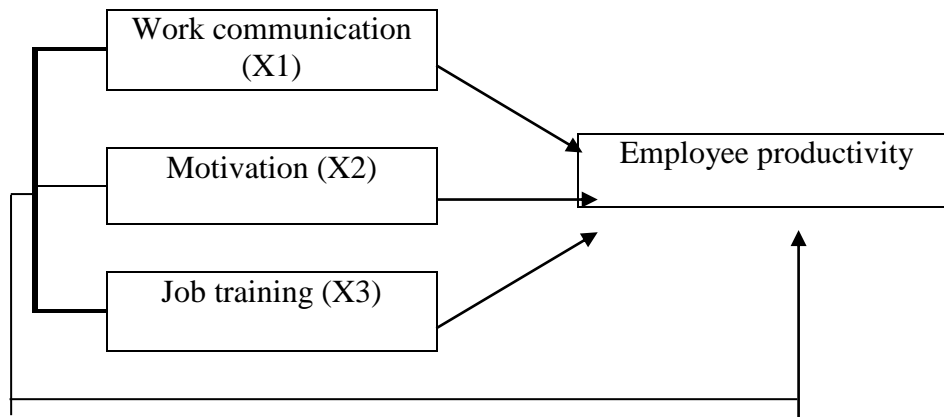


Figure 1. Conceptual framework

2.9 Research Hypothesis

1. work communication affects employee productivity PT. Sushi Indo Sukses Mandiri
2. Motivation affects employee productivity at PT. Sushi Indo Sukses Mandiri
3. Job training has an effect on employee productivity at PT. Sushi Indo Sukses Mandiri
4. Work communication, motivation, and job training affect employee productivity at PT. Sushi Indo Sukses Mandiri.

III. Research Method

3.1 Research Sites

This research was conducted at PT. Sushi Indo Sukses Mandiri Medan, which is located at Jln.KH Zainul Arifin Sun Plaza Medan, Lt LG Zone A-01, Madras Hulu, Medan Polonia District, 20152 Medan, North Sumatra.

3.2 Research Approach

This approach uses quantitative. According to Sugiono (2018;8) a quantitative approach is a research method based on the philosophy of positivism, used to examine certain populations and samples. This research approach is based on a quantitative approach because this research has a clear and orderly path.

3.3 Types and Characteristics

According to Sujarweni (2015: 49), descriptive research is research conducted to determine the value of each variable, either one or more variables are independent without making any relationship or comparison with other variables. This type of research is a type of descriptive research.

According to Zulganef (2012:11), explanatory research is research that aims to examine the quality between variables that explain a certain phenomenon. The nature of this research is descriptive explanatory.

3.4 Population and Sample

a. Population

According to Sugiono (1997:57) population is a generalization area consisting of objects/subjects that have certain quantities and characteristics determined by researchers to be studied and then drawn conclusions. The population used in this study were all employees at PT.Sushi Indo Sukses Mandiri Medan as many as 74 people.

b. Sample

According to Sugiono (2011:81) the sample is part of the number and characteristics of the population. Sampling is carried out with a saturated sampling technique. Then the entire population of 74 people will be used as samples in the study and for validity testing will be taken from PT. Papa Bahagia Abadi as many as 30 employees. Where PT. Papa Bahagia Abadi is a branch of PT. Sushi Indo Sukses Mandiri.

3.5 Data collection technique

According to Sugiono (2017, 197) the method or technique of collecting data can be done through interviews, questionnaires, and observations.

3.6 Data Types and Sources

According to Sugiono (2016: 225) the data sources used in this study are primary sources and secondary sources.

3.7 Operational definition

Table 1. Operational definition

Variable Type	Variable Definition	Indicator	Scale
Work Communication (X1)	Communication is the process of transferring information, understanding, and understanding from someone, something place, or something to something, place, or other person. Andre E. Sikla(1981:94)	1. Understanding 2. Pleasure 3. Influence on 4. attitude 5. The relationship is getting better 6. Action Suranto AW(2010:105)	Likert
Motivation (X2)	Motivation is a condition that moves people towards a certain goal. Fillmore H.stanford(1969:173)	1. Wages 2. Working conditions 3. Opportunity to advance 4. Recognition or award 5. Success Sedarmayanti (2007:233-239)	Likert

Work training (X3)	Training is a systematic process of changing employee behavior to achieve organizational goals, which are related to the skills and abilities of employees to carry out current work. Rivai and Sagala (2009)(in Sinambela(2017:169)	1. Participant 2. Theory 3. Method 4. Training goal 5. Mangkunegara Target(2006)	Likert
Productivity Employee (Y)	Work productivity is the ability of a person or group of people to produce goods and services within a certain time or according to a plan Sinungan in Busro(2018:344)	1. Ability 2. Improve the results achieved 3. Spirit at work 4. Developmentself 5. Quality Edy Sutrisno(2017)	Likert

IV. Result and Discussion

4.1 General Description of the Company PT. Sushi Indo Sukses Mandiri Medan.

a. History

Sushitei restaurant was originally a franchise restaurant from Singapore. The name sushitei means a sushi shop that specializes in selling fish, because initially sushitei was only opened by using carts. Then it developed into small depots on the side of the Singapore road, and finally became a large restaurant which was developed through a franchise such as Thailand, Hong Kong, Malaysia, Astralia, Bangkok and Indonesia. In Indonesia alone, the largest tei sushi outlets are in Jakarta, Medan, Surabaya, Bali, Bandung. The sushi tei outlet in Medan was first opened at Jl. Teuku Daud No. 6 12 in 2006. The distinctive features highlighted at this sushi tei restaurant itself are the sushi belt and open kitchen, meanwhile sushi tei also provides condiments for its customers including wasabi, ginger, togarashi.

b. Vision

To be recognized as a restaurant and to have products with the distinctive taste of the company's cuisine

c. Mission

- Quality and Freshness
- Service experience and value
- Honesty and integration
- Growth and everyone

4.2 Descriptive Statistical Analysis

For research at PT. Sushi Indo Sukses Mandiri Medan, the independent variables observed were work communication (x1), motivation (x2), job training (x3) while the dependent variable (deventent variable) was employee productivity. Descriptive statistics can be seen in the table below:

4.3 Descriptive Statistics

Table 2. Descriptive Statistics

	N	Minimum	Maximum	mean	Std. Deviation
COMMUNICATION_KERJA	74	25	39	32.38	3.423
MOTIVATION	74	25	38	30.91	2.665
WORK TRAINING	74	26	35	30.73	1.808
PRODUCTIVITY_KAR YAWAN	74	25	35	28.77	1.948
Valid N (listwise)	74				

Source: 2021 research results (processed data)

From the number of outputs, the table explains based on the answers of 74 respondents, the results of the measurement of the work communication variable (x1) obtained the smallest score (minimum) worth 25, the largest score (maximum) worth 39, average (mean) worth 32.38 and standard deviation worth 3,423. Measurement of motivation variable (x2) 74 respondents obtained the smallest score (minimum) worth 25, the largest score (maximum) worth 38, average) mean) worth 30.91, and the standard deviation of 2.665. The results of the job training measurement (x3) from 74 respondents' answers obtained the smallest score (minimum) of 26, the largest score (maximum) of 35, the mean (mean) of 30.73, and the standard deviation of 1.808. And the results of the measurement of employee productivity variable (Y) 74 respondents obtained the smallest score (minimum)25, the largest score (maximum) 35, the average (mean) is 28.77, and the standard deviation is 1.948

4.4 Classic Assumption Test Results

Sugiono (2012:147) explains that data analysis is an activity after the data has been collected. A study may have problems in regression analysis when matching models that have been entered into a data set, which is commonly referred to as the problem of testing normality, multicollinearity, and heteroscedasticity.

4.5 Normality test

Two systems are obtained that find whether the residuals are normally distributed or not, namely:

a. Trial using Graphics

One easy way to check the normality of the residuals is to use a histogram graph that compares the observed data through a distribution that reaches a normal distribution.

The test results can be observed in the following graph:

1. Histogram chart

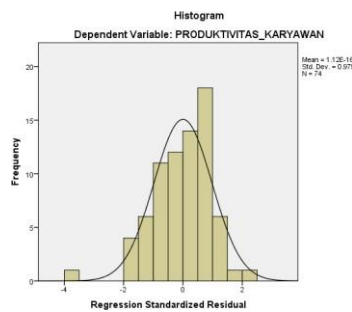


Figure 2. Histogram Normality Test

Based on the histogram graph for Figure 1 above, it can be seen that the distribution of data has a bell-shaped curve where the data is shown to deviate to the right and left, so that the test data can be said to be normally distributed.

2. Normal probability plot

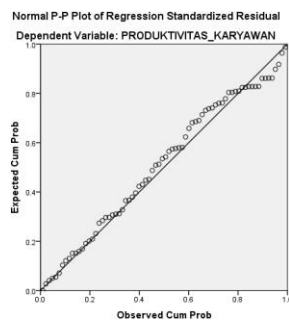


Figure 3. Normality test pp plot

Source of results: research results, 2021 (processed data)

Based on the picture above, the Normal P. Plot of Regression Standardized Residual above shows the points that spread around the diagonal and then the spread follows the direction of the diagonal line so that it can be concluded that the regression model is normally distributed.

a. Statistic test

Test normality through can use test statistics non parametric kolmogorovskmirnov (KS).The test criteria is:

1. If the significance value is > 0.05 , then the data is normally distributed.
2. If the significance value is < 0.05 , then the data is not normally distributed.

The following is a statistical normality test using kolmogorov-smirnov

Table 3. Kolmogorov_Smirnov Normality Test One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
	mean	.740E-7
Normal Parameters, b	Std. Deviation	1.42861083
Most Extreme Differences	Absolute	.079
	Positive	.079
	negative	-.077
Kolmogorov-Smirnov Z		.677
asymp. Sig. (2-tailed)		.749

a. Test distribution is Normal.

b. Calculated from data.

Source: Research Results 2021 (Data processed)

The data in table III.2 above the results of the normality test using the Kolmogorov-Smirnov show a significant value of $0.749 > 0.05$, therefore the results of the Kolmogorov-Smirnov test show that the data is normally distributed.

b. Multicollinearity Test

Multicollinearity can be observed from the calculation of tolerance and variance inflation factor (VIF). For example, a small tolerance value is parallel to using a high VIF value (because $VIF = 1/\text{tolerance}$ is used to indicate the existence of Multicollinearity, a tolerance value > 0.10 or even proportional to the VIF value < 10 . Multicollinearity test results are:

Table 4. Multicollinearity Test Coefficientsa

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Work Communication	.835	1.197
Motivation	.823	1.215
Work Training	.977	1.023

a. Dependent Variable: PRODUCTIVITY_EMPLOYEE

Source: Research results, 2021 (processed data)

Table 3 shows that the tolerance value of each independent variable as work communication (x1) is 0.836, Motivation (x2) is 0.822, Job training (x3) is 0.981, greater than 0.1 but the VIF value of each independent variable is work communication (x1) worth 1.196 Motivation(x2) worth 1.216, Job training (x3) worth 1.019 is less than 10 then the data is free from Multicollinearity.

c. Heteroscedasticity Test

Heteroscedasticity is divided into two tests, namely:

1. Scatter plot graph

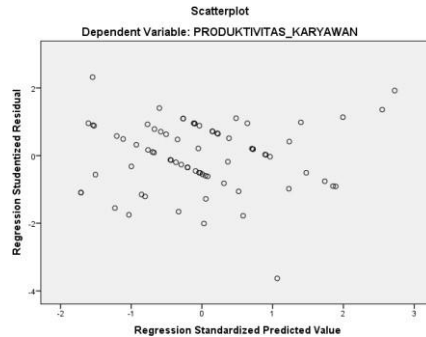


Figure 4. Scatter plot graph

Based on the Figure above, it can be observed that the data expands irregularly and does not make a regular pattern and away from point 0, then the data is declared free from Heteroscedasticity.

2. Glejser Test

Table 5. Glejser Test Results
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-.828	1.993		-.415	.679
1 Work Communication	-.026	.032	-.103	-.802	.426
Motivation	.005	.041	.016	.127	.899
Work Training	.086	.056	.181	1.532	.130

a. Dependent Variable: RES2

Source: 2021 research results (processed data)

Table 4 shows a significant number of work communication free tables (x1) valued at $0.426 > 0.05$, motivation independent variable (x2) valued at $0.899 > 0.05$, job training independent variable (x3) valued at $0.130 > 0.05$. Therefore, for the results of the glejser test, it can be said that there is no heteroscedasticity problem.

4.6 Normality test

The examination of the hypothesis used in this study is using multiple linear regression analysis. The equations for multiple linear regression are:

$$= a + b_1 X_1 + b_2 X_2 + b_3 X_3$$

The regression model used is:

Table 6. Multiple Linear Analysis Table
Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	4.840	3,404		1.422	.159
1 Work Communication	.106	.055	.186	1,944	.056
Motivation	.339	.071	.464	4,801	.000
Work Training	.326	.096	.302	3.411	.001

a. Dependent Variable: Productivity_Employee
Source: 2021 research results (processed data)

The explanation of multiple linear regression above is:

$$Y = 4.840 + 0.106X_1 + 0.339X_2 + 0.326X_3$$

1. Constant (a) is worth 4.840 which is useful if there is no value for work communication, motivation, and job training variables. So the achievement value of employees in this company is 4.840
2. The work communication variable (x1) is 0.106 which is useful for every increase in the work communication variable worth 1 unit. So that the employee achievement value will also increase by 0.106 units using the assumption that the other variables are the same.
3. Motivation variable (x2) is 0.339 which is useful for every increase in motivation variable worth 1 unit. So that the value of employee achievement will also increase by 0.339 units using the assumption that the other variables are the same.
4. The job training variable (x3) is worth 0.326 which means that every increase in the job training variable is worth 1 unit. So that the achievement value of employees will also increase by 0.326 units using the assumption that the other variables are constant.

4.7 Hypothesis Determination Coefficient

Adjusted R square by making a corrected coefficient of determination that matches using a technique to group each sum of squares through degrees of freedom.

Table 7. Test of the coefficient of determination Model
Summaryb

Mode	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.680a	.462	.439	1,459

Predictors: (Constant), Job Training, Job Communication, Motivation
Dependent Variable: Productivity_Employee
Source: 2021 research results (data processed)

Based on table 7 above, it can be concluded:

- a) R = 0.680 means the relationship (correlation) between the variables of work communication, motivation, job training, on the variable of high achievement.

- b) The value of the coefficient of determination (R square) is 0.462, this shows that 46.2% of the variation in employee productivity variables (Y) can be explained by work communication variables (x1), motivation (x2), job training (x3) while the rest is 53,8% is another independent variable that is not explained in this study

4.8 Simultaneous Hypothesis Testing (F test)

The results of the F test can be seen in the following table:

Table 8. F. test

Model	Sum of Squares	df	mean Square	F	
Regression	128.107	3	42,702	0.063	0b
Residual	148,988	70	2.128		
Total	277,095	73			

Dependent Variable: Productivity_Employee

Predictors: (Constant), Job Training, Job Communication, Motivation

Source: 2021 research results (processed data)

Based on the table above, the degrees of freedom 1() $=k-1=4-1=3$, and the degrees of freedom 2() $=nk=74-4=70$, where the number of n =the number of samples, k =the number of variables, then the value at the level of confidence in the significance of 0.05 is 2.74. The results of testing the hypothesis obtained a value of 20,063 greater than that of 2.74 with $\text{sig}.0,000 < 0.05$, this result indicates that it is rejected and accepted. Thus work communication, motivation, and job training simultaneously have a positive and significant impact on employee productivity variables at PT.Sushi Indo Suskes Mandiri

4.9 Partial hypothesis testing (t test)

The results of the t test can be seen in the following table:

Table.9 t test Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	4.840	3,404		1.422	.159
1 COMMUNICATION_KERJA	.106	.055	.186	1,944	.056
1 MOTIVATION	.339	.071	.464	4,801	.000
1 WORK TRAINING	.326	.096	.302	3.411	.001

Dependent Variable: Productivity_Employee

Source: 2021 research results (processed data)

According to the above, then:

1. The work communication variable (X1) has a number of 1.944 and a value of 1.6657 so the value $> (1.944 > 1.6657)$ and the value of $\text{sig}.056 > 0.05$ means that the hypothesis is accepted, namely that work communication partially has a good and less significant impact on employee productivity in PT. SUSHI INDO SUKSES MAMDIRI

MEDAN. $t_{hitung} t_{tabel} t_{hitung} t_{tabel}$

2. Motivation variable (X2) has a total of 4,801 and a value of 1.6657, the value $>$ ($4.801 > 1.6657$) and the value of sig $.000 < 0.05$, meaning that the hypothesis is accepted, namely; Motivation partially has a good and significant impact on employee productivity at PT. Sushi Indo Success Independent Medan. $t_{hitung} t_{tabel} t_{hitung} t_{tabel}$
3. Job training variable (x3) has a number of 3.411 and a value of 1.6657, the value $>$ ($3.411 > 1.6657$) and the value of sig $.001 < 0.05$, meaning that the hypothesis is accepted; Partial job training has a good and significant impact on employee productivity at PT. SUSHI Indo Sukses Mandiri Medan. $t_{hitung} t_{tabel} t_{hitung} t_{tabel}$

4.10 Discussion

a. The Effect of Work Communication on Employee Productivity

Judging from the calculation of the partial hypothesis examination, it is 1.944 with a value of 1.6657, the value is $>$ ($1.944 > 1.6657$) and the sig value is $0.056 < 0.05$. This condition means that the hypothesis is accepted, namely: Work communication as a partial has a good and significant impact on employee productivity at PT. SUSHI Indo Sukses Mandiri Medan. $t_{count} t_{(table)} t_{count} t_{table}$

Based on the comparison of the results above, it can be concluded that work communication significantly affects employee productivity at PT. SUSHI Indo Sukses Mandiri Medan should be improved and improved again, because employees who have good communication will broaden their minds and are more effective when working will affect activities. work and company. The results of this study are in line with research from Mei Ria Wariskan (2019) that communication has an effect on employee productivity at PT. SUSHI Indo Success Mandiri Medan

b. The Effect of Motivation on Employee Productivity

Judging from the calculation of the partial hypothesis examination, it has 4,801 and a value of 1.6657, the value is $>$ ($4,801 > 1,6657$) and the sig value is $0.000 < 0.05$. This condition means that the hypothesis is accepted, namely: motivation as a partial which has a good and significant impact on employee productivity in PT. SUSHI Indo Sukses Mandiri Medan. $t_{count} t_{(table)} t_{count} t_{table}$

Based on this study, motivation has a significant impact on employee productivity, it would be better if the level of motivation in PT. SUSHI Indo Sukses Mandiri Medan was further improved and employee achievement was appreciated so that the company's processes went well. The results of this study are in line with research from Wilson Bangun (2012) motivation affects employee productivity at PT. SUSHI Indo Success Mandiri Medan

c. The Effect of Job Training on Employee Productivity

Judging from the calculation of the partial hypothesis examination has 3.411 and a value of 1.6657, the value is $>$ ($3,411 > 1.6657$) and the sig value is $0.001 < 0.05$. This condition means that the hypothesis is accepted, namely: job training as a partial which has a good and significant impact on employee productivity at PT. SUSHI Indo Sukses Mandiri Medan. $t_{count} t_{(table)} t_{count} t_{table}$

Based on this research, job training has a significant impact on employee productivity, it would be better if the level of motivation at PT. SUSHI Indo Sukses Mandiri Medan, would be better for the training system held in the industry so that it would be better and also increase the competence of each employee Where job training is very useful

to hone the insight, abilities and skills of each employee. The results of this study are in line with research from Riski Dani Graha (2012) that job training affects employee productivity at PT. Sushi Indo Success Mandiri Medan

V. Conclusion

In accordance with the results of the analysis and the discussion above, several conclusions can be drawn, namely:

1. The results of the partial test have the conclusion that the work communication variable (X1) has a good and significant impact on employee productivity (Y) at PT.Sushi Indo Sukses Mandiri Medan. Where the work communication variable (X1) has a number of 1.944 and a value of 1.6657, the value $> (1.944 > 1.6657)$ and sig value of $0.056 > 0.05$. $t_{hitung} > t_{tabel}$
2. The results of the partial test have the conclusion that the motivation variable (X2) has a good and significant impact on employee productivity (Y) at PT.Sushi Indo Sukses Mandiri Medan. Where the motivation variable (X2) has a total of 4,801 and a value of 1.6657, the value $(4,801 > 1,6657)$ and sig value $0.000 < 0.05$. $t_{hitung} > t_{tabel}$
3. The results of the partial test have the conclusion that the job training variable (X3) has a good and significant impact on employee productivity (Y) at PT.Sushi Indo Sukses Mandiri Medan. Where the job training variable (X3) has a number of 3,411 and a value of 1.6657, the value $> (3.411 > 1.6657)$ and sig value $0.001 < 0.05$. $t_{hitung} > t_{tabel}$

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