The Influence of the Quality of Human Resources and Job Training on Employee Performance at MSMEs in the Convection Industry in Parungkuda

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Abstract

This study aims to identify whether or not the standard of human resources and job training on employee performance at Muslim clothing convection in Parungkuda. The population during this study amounted to 37 employees of Muslim clothing convection workers in Parungkuda. This research can be in the form of associative correlational research. Data were collected using observation methods and questionnaires. Information analysis method in this study utilizes descriptive analysis. Data analysis to perform hypothesis testing utilizes multiple correlation testing and significance tests with F test through the help of SPSS (Statistical Product and Repair Solutions) version 25 for windows program. Based on the study, obtained significant results between the impact of the quality of human resources and job training simultaneously on the work performance of employees through the results of multiple regression testing. Which Ftable is 2.47 and significant is 0.05. Fcount 50.199 > F Table 02.47, then H0 is rejected. He accepted.

I. Introduction

Human resource management (HR) is a vital asset for agencies/companies because basically employees have a function as the main aspect that drives or runs the operations of related agencies. A company can carry out its activities in order to realize the expected target. It requires the presence of a competent manager/management, especially related to manpower/HR because workers are the main capital for planning, regulating, directing and motivating other workers in a company. Manpower is always needed by every agency, including large or small agencies. Therefore, the targets that have been determined by the relevant agencies can be realized. Performance is a real behavior that is shown by each individual as a work achievement that can be given by employees in line with the role they have (Rivai, 2015). 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).

Kaswan (2011:2) explains, "Job training is a stage of increasing employee insight and skills". A similar statement from Simamora in Hartatik (2014: 89) explains "The target of job training is to optimize the work performance of employees who are less than optimal due to limited skills."

Performance is something that individuals want to achieve in carrying out and completing the responsibilities that are delegated to them (Danang Sunyoto, 2013, Onsardi, 2019).Employee work performance is the most important element so that more attention is given to the agency because employee work performance affects the quality of the agency to compete with competitors (Taghulihi, 2015).Employee work performance is work achievement in terms of quality and the amount achieved by individual workers to carry out work is in line with the tasks that have been given (Anwar Prabu Mangkunegara, 2012).Based on this understanding, it can be concluded that employee work performance is the maximum result or achievement in work (output) in terms of quality and quantity. achieved by p employees within a specific period of time and carry out their duties and responsibilities in accordance with the authority that has been delegated to them in order to realize the institution.

According to the problem formulation that has been described, in this study the objectives to be achieved include:
1. To identify the impact of HR on the performance of convection employees in Parungkuda
2. To identify the impact of training on the performance of convection employees in Parungkuda
3. To identify the impact of human resources and training on the performance of convection employees at Parungkuda

II. Review of Literature

2.1 Definition of Human Resources (HR)

Based on the Big Indonesian Dictionary, the definition of human resources is individual talent/ability that can be honed for the sake of production. The potential of human resources varies greatly from one another to each person. In order to maximize the diverse capabilities of human resources, a unique management system is needed, known as HR management.

Hariandja (2002:2) explains that "HR is an example of the most important aspect in an agency in addition to other aspects including capital". Therefore, human resources need to be processed optimally in order to increase the efficiency and effectiveness of the agency. Meanwhile Mathis and Jackson (2006:3) explain "Human resources are the arrangement of formal mechanisms in an agency to ensure the efficient and effective use of individual talents in order to achieve agency targets".

2.2. Understanding of Training

The concept of an integrated training mechanism requires the development of priorities with various current circumstances, especially regarding the concept of economic development and increasing the workforce. The needs that are felt are for example the creation of jobs, the reduction of unemployment, the development of human resources, which in the end require skilled, independent and high morale and productive workers.

Training is a management function that needs to be carried out regularly in order to foster the workforce in an agency. The training stage itself is specifically a series of actions that are carried out continuously, controlled, and one by one. Each stage of the exercise needs to be properly directed in order to realize specific interests related to efforts to achieve agency targets. Therefore, the responsibility of the person in charge of training is needed in terms of staff and line personnel.

2.3. Understanding Employee Performance

Wirawan (2009:5) explains that performance is an abbreviation in English for work energy kinetic. Performance is the result given from the parameters as well as aspects of the usefulness of a profession or job at a specific time period.

Wibowo (2014:7) also explains that work performance/performance is meaningful as an achievement or work result. What needs to be understood is that performance is not limited to the achievement or result of work, but also includes the way in which the stages of work are carried out.

Based on the definition of performance, Tangkilisan (2005). Wibowo (2014), Moeheriono (2012), and Wirawan (2009) explain that performance can be interpreted as work achievement which is the output of the process of applying a work design formed by an agency carried out by employees and leaders (HR) who work in related agencies both the government and business/company in order to realize the interests of the company

2.4 Hypothesis

Sugiono (2016) defines a hypothesis as a temporary answer to the formulation of the study problem, in which the formulation of the problem is poured into a form of a question sentence. Meanwhile, Arikunto (2014) defines a hypothesis as a response that has a temporary nature to the problem in the study until its validity is proven through the information collected. Through the determination of the basis, a temporary answer is compiled where the truth of the data needs to be tested (under the truth).

According to the theoretical review and the framework of thinking that has been described, the formulation of the study hypothesis can be explained as:

Ha: 1. There is a positive impact of human resources on the performance of convection employees.
2. There is a positive impact of training on the performance of convection employees.
3. There is a positive impact of Human Resources and Training on the performance of convection employees.

Ho: 1. There is no positive impact of Human Resources on the performance of convection employees.
2. There is no positive impact of training on employee performance at Sarkadi clothing convection.
3. There is no positive impact of human resources and training on the performance of convection employees

III. Research Method

Data analysis is a stage of searching and structured preparation of information that has been obtained from interviews, documentation, and field notes through the method of categorizing data into groups/groups then explained through unique units, carrying out the final stages, compiling patterns to determine interesting and important things to study, and compiling conclusions so that they are easily understood by individuals and readers. In data analysis there are many flows of activities in the study, namely:

a. Data reduction, information obtained in the field will be selected or summarized to group the main things, and focus on significant things, look for topics and patterns and eliminate unnecessary parts. Therefore, the information that has been reduced can produce clearer illustrations and make it easier for writers to collect the required information

b. Presentation of data, is a presentation of information that can be conveyed in the form of pie charts, graphs, tables, pictographs, etc., then the information obtained can be arranged into a pattern to make it easier for the author to understand

c. The conclusion is that after all the information has been collected and analyzed, the conclusions put forward are reliable conclusions.

IV. Result and Discussion

4.1 Instrument Validity and Reliability Testing
a. Instrument Validity Test Validity

test is the stage of testing questions contained in an instrument, if the contents of the statement or question can be used in the study. The validity is tested through the correlation between factor values (all factors). The correlation score obtained (rcount) is compared with the Product Moment Correlation score to identify if the correlation score obtained is significant or not. If count > table, then the instrument is categorized as valid. In terms of reliability, Susan Stainback explained that reliability is translated into the level of stability and consistency of findings or information. From a quantitative (positivistic) point of view, a data is classified as reliable if there are at least 2 observers on identical objects giving the same findings, as well as a researcher who obtains identical results in different experimental periods, or if the data group is separated into 2 shows similarities. The data was processed using the SPSS Statistics 25 program and Microsoft Excel 2010. Complete data processing can be viewed in the appendix

Table 1. Recapitulation of Validity Test Results of Human Resources Quality Variables (X_1)

No.	rcount	rtable	Information
1.	0.460 0.361		
0.668	3.		
0.532	4.		
0.394	5.		
0.639	6.	Valid	2.
0.584	7.		
0.593	8.		
0.661	9.		
0.441	Source		

Source: Output SPSS 25 processed, 2022

Table 2. Recapitulation of Validity Test Results for Job Training Variables (X_2)

No.	rcount	rtable	Information
1.	0.822		
2.	0.820		
3.	0.370		
4.	0.779		
5.	0.705	0.361	Valid
6.	0.363		
7.	0.715		
8.	0.773		
9.	0.725		

Source: Output SPSS 25 processed, 2022

Table 3. Recapitulation of Validity Test Results Employee Performance Variables (X_1)

No.	rcount	rtable	Information
1.	0.446 0.361		
0.519	3.		
0.704	4.		
0.814	5.		
0.603	6.	Valid	2.
0.778	7.		
0.676	8.		
0.551	9.		
0.798	Source		

Source: Processed output of SPSS 25, 2022

In tables 4.1-4.3 it can be identified that each statement item has a value above can be calculated table (0.361) and has a positive value. Based on the results of the table, the related statement points are categorized as valid.

b. Instrument Reliability Test

In terms of reliability, Susan Stainback explained that reliability is said to be the level of stability and consistency of information and observations. From a quantitative (positivistic) point of view, an information is stated if at least 2 data on identical research objects provide identical information, or the same author obtains identical findings in different test periods, or a set of knowledge when split into two performances. no different data. A well-known and often used test for measuring the reliability and validity of

An instrument concept is the Alpha Cronboard technical measuring tool when making observations with scores. 06 to .07 which is the lowest score that can be obtained.

Table 4. Reliability Test Answer Score Variable X

Items Question Variable	Alpha Cronbach	Correlation Comparative	Conclusion
Human Resources Quality (X1)	0.693	0.60	Reliable
Job Training (X2)	0.854	0.60	Reliable

Key : **rxx**> 0.6 (Positive), then the item is reliable.

Based on table 4 The test results on all the reliability of the questionnaire obtained Cronbach's alpha score of more than 0.6.of human resources), and X2 (Job Training) have reliable variables.

Table 5. The reliability of the questionnaire

X1	proven reliability	categorized their	quality
as .)	0.780	0.60	Reliable

Source: Results of data processing

Based on table 5 The test results on the reliability of the questionnaire gave a cronbach's score of 0.918. This can explain that all statements from the employee performance construct (Y) are proven to be reliable, therefore they are categorized as trusted.

4.2 Data Analysis
a. Classical Assumption Test
In this study, so that the results obtained previously do not conflict with the multiple linear regression model, then all of the classical assumptions below must be met, namely:

1 Normality Test
The aim is to check if the regression modeling, bound constructs, independent constructs or all have a normal distribution or not. The appropriate regression model is that it has a normal distribution or close to normal. A data is declared to have a normal distribution based on the distribution of data on the diagonal axis on the graph. The basis for the decision selection is translated into:
- If the information is spread around the diagonal axis and in the direction of the axis, the regression model meets normality.
- If the information is spread from the diagonal line and not in the direction of the axis, then the regression model does not meet normality.
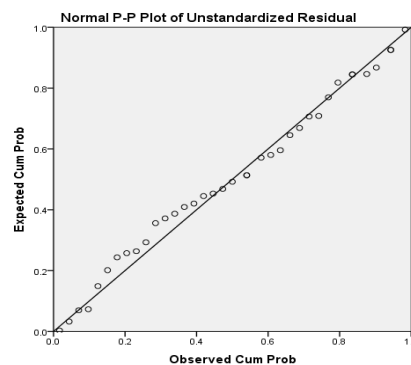

***Figure 1.** Normality Test*
Source: statistical software assistance processed by researchers, 2022

From graph 4.1 it can be seen that the information is spread around the diagonal, so that the distribution is based on this axis, this shows that the information spreads in general. Thus, it is possible for regression modeling to be used in the study.

2 Multicollinearity
Multicollinearity is detected by utilizing the tolerance score and variance inflation factor (VIF). Tolerance examines the variability of selected independent constructs that cannot be explained by other independent constructs. So the coffee tolerance score is comparable to the highest VIF score (because VIF = 1/tolerance) and shows good collinearity. The commonly used cutoff score can be a tolerance score of 0.10 or up to a VIF score below 10.77. Based on the information that has been analyzed by the author, the findings are as follows:

Table 6. Multicollinearity Test

Model	Collinearity Statistics	
	Tolerance	VIF
(Constant) Quality of Human Resources	,916	1,092
Quality of Work	,916	1,092

3 Heteroscedasticity

The heteroscedasticity test has the purpose of checking if in regression there is an inequality of variance from the residue of 1 observation to different observations. If the variance from one observation residue to another is constant, it is known as homoscedasticity. A good regression model is the model that does not occur heteroscedasticity or homoscedasticity. The method of detecting the presence of heteroscedasticity can be carried out through reviewing the plot graph between the scores between the estimated scores of the bound construct and its residuals. Detection of the presence of heteroscedasticity can be carried out by observing the presence of specific patterns in the scatterplot graph.
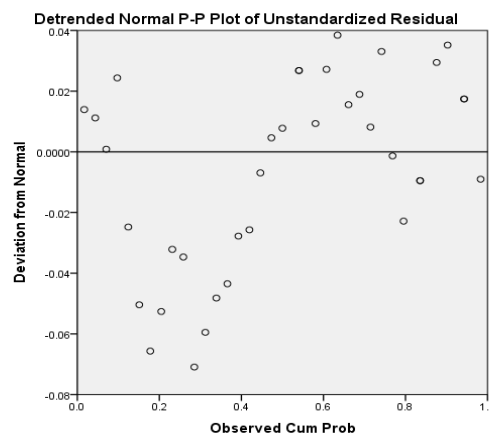
Source: statistical software assistance processed by researchers, 2022.
Figure 2. *Heteroscedasticity test*

Provisions for heteroscedasticity test through graphical analysis, if the distribution of data does not form a specific/random pattern, it indicates heteroscedasticity data or bias is declared to have no sign of heteroscedasticity because from Figure 4.2 the distribution of data does not produce a specific pattern that indicates the absence of heteroscedasticity in the regression modeling.

4.3 Multiple correlation

The data analysis method used in this study is regression analysis through the use of multiple linear regression which aims to examine the relationship and impact of the quality of Islamic financial accounting data; consistency, reliability, relevance, ease of understanding of the financial performance set by the author.

This analysis has the aim of identifying the relationship between the independent construct and the bound construct if each independent construct has a positive or negative relationship and to provide a prediction of the score of the bound construct if the score of the independent construct is increased or decreased. The information used usually has a ratio/interval.

Table 7. Multiple Linear Regression Equation Test Results
Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	8098	3,985		2,032	,050 ,
Quality of Human Resources	,128	,104	,112	1,240	224,000
	,653	,071		9,155	
Job Training			,825		

a. Dependent Variable: Employee Performance

$$Y = + 1X1 + 2X2 + e$$
$$Y = 8098 + 0.128X1 + 0.653X2 + e$$

The simple regression equation can be interpreted as
1) The constant value (α) of 8098 indicates that if the construct of HR quality and enthusiasm is categorized into constant or equal to 0 then the decision on employee work performance has a score of 8098.
2) Parametric statistics on the quality of Human Resources (HR) of 0.128 which explains that if the quality of human resources increases, their work performance will also increase by 0.128 and if the quality of human resources decreases, the performance will increase. HR work will also decrease
3) Job training parametric statistics of 0.653 explain that if job training increases, employee work performance will be better as much as 0.653, vice versa if job training decreases, employee work performance will decrease

4.4 Coefficient of Determination (R Square)

Coefficient of determination (R square) basically measures the model's capability to explain a bound construct. Coef score. Determination, namely 0 and 1. The magnitude of R^2 an independent construct/variable indicates the dominance of the impact of the construct over the independent construct. Determination of coefficient. Determination can be explained as:

Table 8. Coefficient of determination
Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.864[a]	.747	.732	2,096

Based on the table above, the adjusted R2. value of 0.747 or 74.7% This indicates that the quality of human resources and enthusiasm/motivation are influenced by the construct of employee performance. While about 0.253% got.

4.5. Discussion

In this study, multiple linear regression analysis can be identified that the coefficient of determination (R2) is 0.747. This

indicates that the employee performance construct can be described through the quality construct of HR and job training which is derived from the model as much as 74.7% or in other terms the impact of the independent construct, namely the quality of human resources and job training on financial work performance as much as 74.7&. The remaining 0.253% is explained by other constructs/variables that are not included in the modeling of this study.

The impact of the quality of human resources and job training can be done by comparing the partial impact on the work performance of convection employees at Parungkuda. Based on the results of the coefficient calculation. regression worth 1,240 with a magnitude of t as much as 0.000 <0.05. The beta value is positive, meaning that the impact of the quality of human resources and job training has a good and meaningful impact on the work performance of the Convection employees in Parungkuda. So it can be concluded that HR standards and job training are an inseparable aspect of the performance of Convection employees at Parungkuda.

The quality of human resources and job training will be understood to partially affect the performance of convection employees at Parungkuda so that the Ha hypothesis is accepted. This is shown from the results of the t-test of 9.155 with a large t-level of 0.046 which is <0.05. The impact of HR standards and job training standards can be understood on the performance of employees contains a positive value, which indicates that the standards of human resources and job training can be seen to have a large positive impact on performance. convection employees at Parungkuda. It can be concluded that HR standards and job training can be understood as elements that cannot be separated from employee performance, because the scale of HR standards and job training is often understood to affect convection performance. employees at Parungkuda.

Based on the research showing significant results between the impact of human resource standards and job training simultaneously on employee performance obtained from the multiple correlation test. Where Ftable is 2.47 and significant is 0.05. Fcount 50.199 > F Table 02.47, then H0 is rejected. He accepted. This implies that simultaneously the influence of HR standards and job training has an impact on the performance of Parungkuda Convection employees. This can be explained by other variables outside the model. Thus, the higher the standard of human resources and motivation, the higher the staff performance. The rest is influenced by other factors.

V. Conclusion

Based on the results of a study on the impact of human resource standards and training on employee performance, the authors draw the following conclusions:

1. Supported by the F test results, it will be concluded that the variables of Human Resource Quality (X1) and Job Training (X2) simultaneously affect the variable Convection Employee Performance (Y).
2. Supported by the results of a partial test (t test) between the variable Quality of Human Resources (X1) on employee performance (Y), the results show that the variable quality of human resources (X1) has a positive and significant effect on Employee Performance (Y) at Parungkuda Convection.
3. Supported by the results of the partial test (t test) between the work training variables (X2) on employee performance (Y) it was absolutely found that the task training variable was more prominent than human resource standards and had a positive and significant character on the performance of convection employees at Parungkuda.

The results of the study are that low regional renewal related to e-government can have an impact on local government e-government. The local government's way of improving e-government is e-literacy and collaboration. Collaboration is carried out by the private sector and between agencies for financial alleviation and strengthening of e-government development agencies.

Through comparative studies, local governments can collaborate with local governments that are more developed in electronic-based government. E-literacy increases public participation through socialization.

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