

The Effect of Training, Educational Background, and Work Discipline on Employees' Work Competence

PT. Tanina Karya Ajiborna

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ABSTRACT

This study aims to see the effect of Educational Background Training and work discipline on the work competence of employees at PT. Tanina Karya Ajiborna and to achieve targets in a company and increase knowledge, skills and carry out training programs to obtain maximum targets to be achieved by employees. This study aims to find out the total number of impacts or the relationship between educational background training and work discipline on competence. It is known that there are training problems such as the lack of training in the company or the employee's educational background and work discipline. In this study the population amounted to 112 employees with 88 samples of the type of simple random sampling technique selected to be respondents and in testing the reliability of the research/validity test, therefore the method used was a questionnaire and interview technique. method. So that the number that can be obtained is that from 88 samples with 4 variables, the total R Square coefficient of determination is 26% and adjusted R 23.7% and the value of tcount (2.182) > ttable (1.9886) and significance (0.032) < 0.05 for training variable tcount (2.131) > ttable (1.9886) and significance (0.036) < 0.05 for the educational background variable and tcount (2.130) > ttable (1.9886) and significance (0.036) < 0.05 for the work discipline variable so that the value Fcount (9.997) > Ftable (2.71), obtained a significant probability of 0.000 < 0.005 so that is accepted and is rejected, therefore the training variables, educational background and work discipline have a simultaneous and significant effect on work competence at PT. Tanina Ajiborna's work.

Keywords: Training, Education Background, Work Discipline, Work Competence

INTRODUCTION

PT. Tanina Karya Ajiborna is a company that was founded in 2011 and is engaged in construction, telecommunications, suppliers, importers and exporters, PT. Tanina Karya Ajiborna has proven reliable capabilities in handling several ITAC, CME projects, and vendor projects of telecommunications in the terrain and areas surrounding areas and has handled Telkomsel and XL projects.

The training provided by the company is only in the form of training employee skills, which employees must master such as increasing knowledge, skills, and Installers due to the implementation of the training program and is expected to increase Installer training for three months, and have a target to obtain the maximum targets that employees want to achieve. It is suspected that if it cannot reach the target for three months, the employee will be given sanctions or expelled. And also on the educational background of the employees contained in PT. Tanina Karya Ajiborna, it can be seen based on the level of education where employees come from junior high school, high school, DIPLOMA and Bachelors and positions occupied by employees who graduated from SMP, SMA, DIPLOMA are different, while positions for undergraduates will be placed as leaders of Construction Managers, Surveyors. So it is suspected that it causes employee competence to also decrease due to educational background that is not a component in their respective fields.

Meanwhile, work discipline at PT. Tanina Karya Ajiborna is good discipline, namely instilling in employees to comply with the regulations set by the company and showing quality and quantity where all employees must dress neatly using shirts every Monday to Thursday and for On Friday employees are required to wear batik and employees must be on time to fill in attendance at 08.00 WIB. It can be seen that employees are late in filling attendance, so employees will get a witness salary cut—work discipline at PT. Tanina Karya Ajiborna is still declining in the past year and many employees are not paying attention to work hours.

Work competence is the ability of employees to carry out work supported by skills and work knowledge. Decreased work competence is thought to be caused by a lack of job training provided by the company, and work discipline. get witnesses and, work competence which has very important for the progress of the company. With, this it can be seen that it is suspected that the educational background layer with the respective fields of employees whworkmpetence to decline because toe tohieve good work competence must be based on knowledge through a balanced training system and educational background so that competence will emerge automatically from employees.

LITERATURE REVIEW

Theory of the Effect of Training on Work Competence

According to Rivai and Sagala (2011:212) the process of systematically changing employee behavior to achieve organizational goals, and training is also related to the skills and abilities of employees to carry out work. According to Widodo (2015:82) training is a series of individual activities in systematically increasing skills and knowledge so that came to have professional performance in their fields.

.c.ding to Rivai and Sagala, indicators of training on work competence

- a. Knowledge
- b. Thinking ability
- c. Employee training method
- d. attitude

Theory of the Effect of Educational Background on Competence

According to, Darmayanti, et al. (2013), achievement in training on work competencies will achieve productivity that will be able to survive in all its work abilities for the company.

According to Zaiunun and Sukoco (2010:76), education is to prepare human resources to enter work and the knowledge gained from education is expected to be the requirements of a job.

According to Sunoco .010:76) indicators of educational background on competence

- a. Educational stage
- b. Criteria for Middle School, High School
- c. and bachelor

Theory of the Effect of Work Discipline on Competence

Work discipline is a person's awareness and willingness to obey all company regulations and applicable social norms. According to Simamora (2010: 610), discipline is a form of employee self-control and regular implementation and shows the level of seriousness of the work team within the company.

According to Rivai (2011:825) indicators of work discipline on competence,

- a. On-time to come to work
- b. Compliance with applicable regulations
- c. Responsibilities in doing tasks

d. Carry out work tasks to completion

Employee Competency Influence Theory

According to Moeheriono, (2012) the objectives and targets of competency analysis are as follows: 1. Ensuring the implementation of the personnel system used is truly focused and very productive. 2. The creation of glue to form an integrated and directed personnel system

According to Wibowo (2013) competency indicators

- a. Knowledge
- b. Skills
- c. Behavior (attitude)

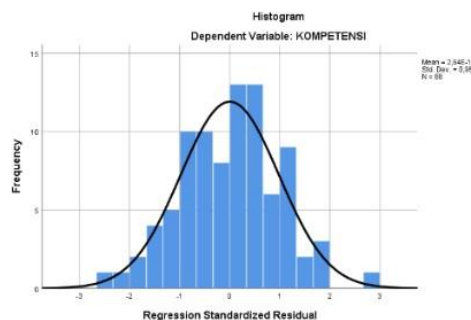
RESEARCH METHODOLOGY

This research method is quantitative. According to Darmadi (2013) quantitative methods are shown to determine the effect of variables (treatment) on independent variables under controlled conditions with a special phenomenon or variable. This type of research is a type of quantitative descriptive research. According to V.Sujarweni (2014: 11) this type of quantitative descriptive research is research that is used to describe or provide an overview of objects or conditions as they are, this research emphasizes the meaning of the results to find out the value of each variable. and the nature of this research is explanatory is a research that aims to explain the variables and explain certain phenomena. The population in this study were all employees at PT. Tanina Karya Ajiborna totalintotalsployees. According to Sugiyono (2014: 91). By using the slovin solvents as a sample, the sample used is 88 employees. The technique of collecting data in this research is by using observation, interviews, and documentation. In this study, a multiple linear regression model was used

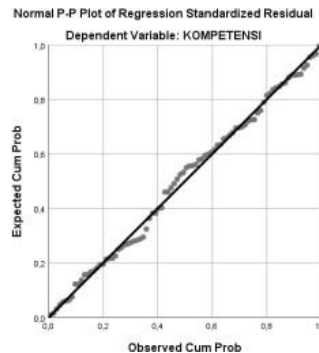
RESULTS AND DISCUSSION

Normality test

The normality test aims to test whether the sample used has a normal distribution or not. In the linear regression model, this assumption is indicated by the error value which is normally distributed. A good regression model is a regression model that has a normal distribution or is close to normal, so it is feasible to do statistical testing. Testing the normality of the data using the Kolmogorov-Smirnov Test of Normality in the SPSS program. The basis for decision making can be done based on probability (Asymptotic Significance) (Santoso, 2010)



Based on the results of the curve above, it moves normally and is balanced to form a U-symmetric line and is at the midpoint of 0, therefore the histogram curve of the data above can be said to be normally distributed.



From the graph above, it shows that all points are spread out and follow the direction of the diagonal line, with that it is concluded that the points can be said to be normally distributed.

Multicornerality Test

According to experts, including Ghajali (2016), the cornering-corners test aims to determine whether the regression model found a correlation between independent variables or independent variables.

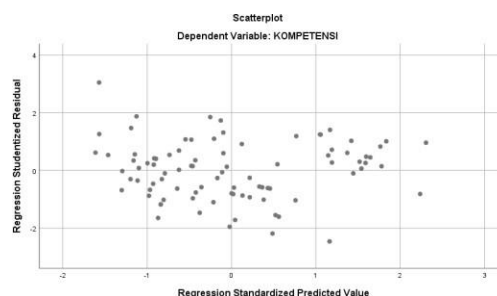
Table 1: Multicornerality Test Results

Item	U.Coefficients		S.Coefficients	C. Statistik	
	B	S.Error	Beta	Tolerance	VIF
(constant)	6.543	2.442			
Training	.150	.069	.215	.903	1.108
Educational background	.245	.115	.235	.722	1.386
Work Discipline	.170	.080	.232	.741	1.350

Dependent Variable: COMPETENCE

The results from the table above show that in the collinearity statistic section, all Tolerance variables are worth 0.10 and VIF 10. Thus, the third three variables prove that the results obtained do not affect multicollinearity.

Heteroscedasticity Test



The information from the table moves across and is not a graph or any form and is above point 0, so it can be concluded that the scatterplot table above is free from heteroscedasticity.

Glejser Test

Table 2: Gletjer Test Results

Model	U.Coefficients		S.Coefficients		
	B	S.Error	Beta	t	Sig.
(constant)	3.794	1.417		2.678	.009
Training	.027	.040	.077	.681	.498
Educational background	-.084	.067	-.160	-1.257	.212
Work Discipline	.030	.046	.062	.651	.517

a. Dependent Variable: Abs_Res

Based on these results, the value of each training variable (0.498), educational background (0.212), and work discipline (0.517) means that all of these variables are 0.05, with these provisions so that H_0 is accepted and H_a is rejected.

Coefficient of determination

According to Ghazali (2016), the coefficient of determination (R^2) is a tool to measure how far the model's ability to explain independent variables. The value of the coefficient of determination is between zero and one. A small R^2 value means that the ability of independent variables to explain variations in independent variables is very limited. And it is better if a value close to one means that the independent variables provide almost all the formation needed to predict the independent variable.

Table 3: Model Summary^b

Item	R	R Square	Adjusted R Square	S.error of the estimate	Durbin-Watson
1	.513 ^a	.263	.237	4.57646	2.062

a. Dependent Variable: COMPETENCE

b. Predictors: (Constant), Discipline, Training, Education Background

Where the value (R Square) = 0.263 proves 263% of the variable (Y) of work competence can be combined in training (X1), educational background (X2), work discipline (X3), and the rest of the differvariablesable components are not included in this writing process.

Multiple Linear Regression Analysis Results

Table 4: Results of Research Analysis

Item	Unstandardized Coefficients		Standardized Coefficients
	B	Std. error	Beta
(Constant)	6.543	2.442	
Training	.150	.069	.215
Educational background	.245	.115	.235
Work Discipline	.170	.080	.232

Dependent variable: COMPETENCE

Based on the results of the research data analysis table shows that the constant (α) is worth 6.543, that is, even though the independent variable has a value of 0, the work competence of employees at PT. Tanina Karya Ajiborna Medan remains at 6.543 units. So that the coefficient of the training variable of 0.150 is positive, which means that every movement of

the variable is based on level, the training variable increases by 0.150, and the coefficient of the educational background variable of 0.245 is positive, which means that every movement of the variable is based on level, the educational background variable produces worth 0.245 and the work discipline variable of 0.170 has a positive value, which means that for every movement of the variable based on the level, the work discipline variable increases by 0.170

$$Y \text{ (Work Competency)} = 6.543 + 0.150 \text{ Training (X1)} + 0.245 \text{ Educational Background (X2)} + 0.170 \text{ Work Discipline (X3)}$$

F TEST

According to Ghozali (2013: 98), the F test was carried out to test the effect of all independent variables together on the related variables. If the significant value is <0.005 , it is stated that the independent variables have a simultaneous effect on the related variables.

Table 5: Annova

Item	Sum Of Squares	df	Mean Square	F	Sig
1 Regression	628.150	3	209.383	9.997	.000 ^b
Residual	1759.293	84	20.944		
Total	2387.443	87			

From the results, it is known that degrees of freedom 1 (df_1) = $K - 1 = 4 - 1 = 3$, and degrees of freedom 2 (df_2) = $N - K = 88 - 4 = 84$, with the information that n = number of samples, k = number of variables. known Ftable with a significant level of 0.05 = (2.71) significant probability $0.000 < 0.005$. So that is accepted and is rejected, therefore the variables of training, educational background, and work discipline have a simultaneous and significant influence on work competence at PT. Tanina Karya Ajiborna

T-TEST

This step is carried out to find out whether the component under study has a partial relationship with the dependent component. According to Sunyoto (2014:135), the value of the table was found to be 1.9886 with the condition that the significance level was <0.05 .

Tabel 6: Uji T

Item		U.Coefficients		S. Coefficients	t	Sig
		B	S.error	Beta		
1	(Constant)	6.543	2.442		2.680	.009
	Training	.150	.069	.215	2.182	.032
	Educational background	.245	.115	.235	2.131	.036
	Work Discipline	.170	.080	.232	2.130	.036

Dependent Variable: WORK COMPETENCY

- It is known that the training variable has a t-count value of 2.182 and a significance value of 0.032, while the t-table is 1.9886 with a significance level of 0.05. so that $t_{count} (2.182) > t_{table} (1.9886)$ and the significance is $0.032 > 0.05$, then the decision is H_0 is rejected and H_a is accepted. Based on all the training variables related to the positive and significant influence on work competence at PT. Tanina Karya Ajiborna.
- Educational background has a tcount of 2.131 and a significance of 0.036 while the t-table has 1.9886 with a significance of 0.05. so that $t_{count} (2.131) > t_{table} (1.9886)$ and

the significance is $0.036 < 0.05$, then the decision is H_0 is rejected and H_a is accepted. Based on all background variables education has a positive and significant effect on work competence at PT. Tanina Karya Ajiborna.

- c. It is known that the work discipline variable has a tcount of 2.130 and a significance value of 0.036, while the t-table has 1.9886 with a significance level of 0.05. so that tcount ($2.130 > t_{table}(1.9821)$) and the significance is $0.036 > 0.05$, then the decision is H_0 is rejected and H_a is accepted. Based on the overall work discipline variables related to a positive and significant influence on work competence at PT. Tanina Karya Ajiborna.

RESULTS AND DISCUSSION

The Effect of Training on Work Competence

Based on the process we carried out, the training variable (H_1) had a positive and significant effect on work competence, as evidenced by the number of tcount $2.182 > t_{table} 1.9886$. Indispensable for every employee or employee in every company. Companies that provide training services in a balanced manner will encourage morale and will also improve the company's progress.

The Effect of Educational Background on Work Competence

In addition, it is known that educational background (H_2) has a positive and significant effect on work competence, as evidenced by the total tcount value of $2.131 > t_{table} 1.9886$. educational background has an important role for companies that will be applied to every employee because it is very influential on employee competence in the ability to carry out work. With this educational background, it will run smoothly and meet good expectations so that positive work competencies will be achieved

The Influence of Work Discipline on Work Competence

Based on what we wrote, the work discipline variable (H_3) has a significant positive effect on work competence, as evidenced by the total tcount value of $2,130 > t_{table} 1.9886$. Work discipline has a better role, if someone is disciplined, it will have a positive impact on what will be done. Although the disciplinary rules have sanctions if they violate the rules of the company is run. The work discipline of an employee can be influenced by the provision of training and good service. A company with less than optimal employee work discipline will have a negative impact and will harm the company.

CONCLUSIONS AND RECOMMENDATIONS

Conclusion

1. Generally, training has a positive and significant effect on the work competence of employees of PT. Tanina Karya Ajiborna.
2. As an experience, the educational background has a positive and significant effect on the work competence of employees of PT. Tanina Karya Ajiborna.
3. The form of regular self-control as a level of work discipline has a positive and significant effect on the work competence of employees of PT. Tanina Karya Ajiborna.
4. The variables of training, educational background, and work discipline have a simultaneous effect with the value of Fcount ($9.997 > F_{table} (2.71)$) and a significant value of $0.000 < 0.005$.

Recommendations

1. The lack of training provided by the company to employees is central so that companies can convey material accurately and easily because employees will also be more experts and will have a tremendous influence on the progress of the company.
2. Regulations on work discipline are expected to show more of the values of obedience, obedience, and order.
3. Problems in declining competence in employees will also affect many things, make sure the company can handle situations like this, such as providing support to employees so that employees further increase moral values in the company.

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