The Influence Of Human Resource Training And Work Culture Company Of The Performance Of An Employee Of PT PP London Sumatra Indonesia (Lonsum) Musi Banyuasin - South Sumatera

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Abstract: From this research, it aims to identify the effect of training and work culture on employee performance. Data was obtained by filling out questionnaires on 132 employees at PT PP London Sumatra Indonesia. The results of this study indicate that training affects employee performance. However, there are still many other influences that should be included in the research so that the results of the study are more optimal. As a suggestion, other variables can be used as a comparison to find out more things that affect employee performance.

Keywords: HR training, work culture, employee performance.

I. INTRODUCTION

Lonsum Musi Banyuasin is a branch of PT PP London Sumatra Indonesia plantation company in the area of South Sumatra. It was founded in 1906 when Harrisons & Crosfield Plc, which owns a plantation and trading company based in London, England, started its first plantation land in Indonesia. Through a journey of more than a century, Lonsum has grown to become one of the leading plantation companies in the world. Lonsum's main activities include plant breeding, planting, harvesting, processing and selling of palm products, rubber, oil palm seedlings, cocoa and tea. In carrying out its business activities, Lonsum always views aspects of human resources as a major asset and realizes the importance of increasing human resource capacity through sustainable employee development initiatives. Through human resource management activities, Lonsum invests in fostering a competent and motivated workforce, as well as building a positive work environment and organizational culture for all employees. Over time, the achievement of corporate performance is highly dependent on the performance of HR today. A large company certainly has its own obstacles in managing its HR. So from that the author tries to analyze some of the problems that exist to see the impact of a policy in order to develop employee performance in the future.In the future, the HR division will try to maximize training activities by making more mature planning in order to realize the training activities of

Lonsum - Musi Banyuasin employees so that when the realization of training activities employees really can develop their potential through the training provided. Furthermore, in addition to training activities, to improve performance in order to develop individual characteristics of employees, Lonsum - Musi Banyuasin also constantly strives to create an effective work culture in order to direct employee attitudes and behavior in accordance with what is expected by the company. With the creation of an effective work culture it is expected that employees will continue to strive to provide their best ability to advance the company in the future. The corporate culture is built based on the values adopted by Lonsum to encourage behavior that is in line with the Company's vision and mission. Based on the description written above, the author is interested in conducting further research on the influence of HR training and corporate work culture on the performance of PT PP London Sumatra Indonesia (Lonsum) Musi Banyuasin - South Sumatra employees.

II. LITERATURE REVIEW

A. Employee Training

There are various kinds of understanding given by experts about training. Following are some expert opinions regarding the definition of training. Chan (2010: 175) states that training is learning provided in order to improve performance related to current employment. There are two implications - there is a gap between the knowledge and capabilities of current employees, with the knowledge and abilities needed today. Second, learning is not to meet future needs, but to be utilized immediately.

B. Work Culture

Good quality plagiarism software/ tool (Turnitin / iThenticate) will be used to check similarity that would not be more than 20% including reference section. In the case of exclusion of references, it should be less than 5%.

C. Quality Check

Culture is the values possessed by humans, even influencing human attitudes and behavior. In other words, all humans are cultural actors because humans act within the scope of culture. Some of the opinions of experts on cultural definitions include:

According to Alisyahbana in Supartono, (2004: 31) culture is "a manifestation of ways of thinking, so according to him the pattern of culture is very broad because all behaviors and actions, including feelings because feelings are also the intent of the mind". Then Washing and Hamby in Tampubolon , (2004: 184) define culture is "everything that is done, thought about, and created by humans in society, and includes the accumulation of history from objects or actions carried out all the time".

D. Performance

Every human being has the potential to act in various forms of activity. The ability to act can be obtained by humans either naturally (there are from birth) or studied. Hasibuan & Sutiadi (2013: 6) suggest that performance is a result of work achieved by a person in carrying out tasks assigned to him based on skills, experience and sincerity as well as time. In other words, performance is the result of work achieved by someone in carrying out the tasks given to him according to the criteria set.

Furthermore, As'ad and Agustina (2012: 6) suggest that a person's performance is a measure of the extent of one's success in carrying out work duties. There are 3 (three) main factors that influence performance, namely individuals (ability to work), work effort (desire to work), and organizational support (opportunity to work.

Employee Training

HR Trainings have a significant and positive influence on employee performance of PT PP London Sumatra - Musi Banyuasin South Sumatra. According to that, the hypothesis is: H_1 : HR Training has effect to the performance of employee

Work Culture

Corporate Work Cultures have a significant and positive influence on the performance of Employees PT PP London Sumatra - Musi Banyuasin South Sumatra. According to that, the hypothesis is :

H_2 : work culture has effect to the performance of employee.

The more dominant variables that influence on the performance of PT PP London Sumatra - Employees Banyuasin South Sumatra is the training of human resources. According to that, the hypothesis is:

H_3: HR training has a dominant influence on employee performance.

III. CONCEPTUAL FRAMEWORK

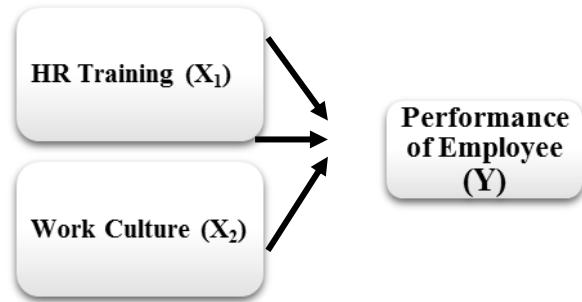From above explanation, here is the conceptual framework as follows:

Fig-1 Conceptual Framework

IV. RESEARCH METHODOLOGY

A. Validity Test

The rtable value by 132 respondents is a significance of 0,05 is 0.1427. So that, in the view of that an item is declared valid if the rtest is greater than rtable.

Table-1 Result Of Validity Test

Variable	Question Item	Corrected Item-Total Correlation	Status
HR Training (X_1)	X_1_1	0.792	Valid
	X_1_2	0.567	
	X_1_3	0.591	
	X_1_4	0.676	
	X_1_5	0.586	
	X_1_6	0.464	
	X_1_7	0.591	
	X_1_8	0.204	
	X_1_9	0.784	
	X_1_10	0.573	
	X_1_11	0.623	
	X_1_12	0.780	
Work Culture (X_2)	X_2_1	0.620	Valid
	X_2_2	0.637	
	X_2_3	0.485	
	X_2_4	0.521	
	X_2_5	0.594	
	X_2_6	0.237	
Performance Of Employee	Y_1	0.445	Valid
	Y_2	0.230	
	Y_3	0.834	
	Y_4	0.561	
	Y_5	0.457	
	Y_6	0.781	
	Y_7	0.795	
	Y_8	0.810	
	Y_9	0.628	
	Y_10	0.657	
	Y_11	0.254	
	Y_12	0.590	
	Y_13	0.263	

Based on Table 1, it can be seen that each item has a value greater than r table. This means that validation of all items are declared as the research instruments.

B. Reliability Test

The reliability of the instrument statement is correct if the value of Cronbach's Alpha is greater than 0.6.

Table-2 Reliability Test Result

No	Variabel	Cronbach's Alpha	Kriteria	Keterangan
1	HR Training (X_1)	0,892	0,6	Reliabel
2	Work Culture (X_2)	0,757	0,6	Reliabel
3	Performance of Employee (Y)	0,872	0,6	Reliabel

Table-2 shows that all variables are reliable indicators because Cronbach's Alpha value is greater than 0.6.

C. Respondent's Overview

Information that collected based on questionnaires from respondents was gender, education, marital status, and year of service.

Table-3 Respondent Identity

Profile Characteristics	Category	Frequency	Percentage
Gender	M	74	56.06
	F	58	43.94
	Total	132	100.00
Education	Senior High School	66	50.00
	Diploma	33	25.00
	Bachelor	33	25.00
	Total	132	100.00
Marital Status	Single	46	34.85
	Married	83	62.88
	Divorced	3	2.27
	Total	132	100.00
Year Of Services	<5 Years	20	15.15
	6 - 10 Years	96	72.73
	11 - 15 Years	14	10.61
	>15 Years	2	1.52
	Total	132	100.00

D. Multiple Linier Regression Analysis

To be able to explain the relationship between the variables tested, multiple linear regression is used. The equation of the regression can be observed below.

$$Y = 0{,}316 + 0{,}533\,X1 + 0{,}361\,X2 + e \qquad (1)$$

Where the equation 1 can be explained by below:

1) The constant value obtained is 0.316, this means that the current employee performance (Y) Lonsum Musi Banyuasin is 0.316 units, assuming that the HR training variable (X_1) and work culture variable (X_2) at the moment are constant.

2) HR training regression coefficient (X_1) of 0.533, This result provides evidence that the performance of Lonsum Musi Banyuasin employees will increase by 0.548 if the HR training variable (X_1) is increased.

3) Work culture regression coefficient (X_2) is 0.361, This result provides evidence that the performance of employees of Lonsum Musi Banyuasin will directly increase by 0.338 if the work culture variable (X_2) is increased.

4) The results of the multiple linear regression equation above can be concluded from the two independent variables, the coefficient with the largest and most significant value is the SDM training variable (X_1). This means that between these two variables, the HR training variable (X_1) is a variable whose influence is more dominant on the variable employee performance (Y) Lonsum Musi Banyuasin

E. F-Test (Simultaneous)

The results of the F test can be seen in Table 4. So, it can be concluded that in the HR Training and Work Culture has a significant influence on the performance of the employee considering Ha is acceptable.

Table-4 Output ANNOVA

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	28.625	2	14.312	175.916	.000[b]
	Residual	10.495	129	.081		
	Total	39.120	131			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Work Culture, HR Training

F. t-Test (Partial)

Table-5 Output Coefficients

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	.316	.203		1.552	.123
	HR Training(X_1)	.533	.086	.548	6.202	.000
	Work Culture (X_2)	.361	.094	.338	3.830	.000

a. Dependent Variable: Performance of Employee (Y)

According to Table-5, it described as seen below:

• According to the results of the Test for the significance of the HR training variable (X_1), a significant value of $\alpha = 0.05$ was obtained because of the t-count> t-table (6.202> 1.656) or the value (Sig.) 0,000 <0.05. According to this, it can be concluded that there is an effect of HR training (X_1) on performance (Y) has a significant value. This is proof that there is an influence about the influence of HR training (X_1) on the performance (Y) proven to be acceptable.

• Furthermore, according to the results of the work culture Variable Significance Tests (X_2) obtain a significant value at $\alpha = 0.05$ for the value of t> t table (3.830> 1.656) or value (Sig.) 0.000 <0.05. This means that the influence of the working culture (X_2) on employee performance (Y) is also significant. This is a proof that the second hypothesis that states that there are allegations of influence between the performance (Y) proven to be acceptable.

G. Coefficient Determination

Table-6 Output Model Summary

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.855[a]	.732	.728	.28524

a. Predictors: (Constant), Work Culture, HR Training

b. Dependent Variable: Performance of Employee

According to the results, the correlation coefficient (r) is 0.855 or range of numbers in the interval (0.80 to 1.00), thus, it means the relationship of the independent variable (X) and dependent variable (Y) is in the category of strong intervals.

Then, the coefficient of determination (R^2), the coefficient of determination (R2) is 0.732 or 73.2%. It explains 73.2% of the dependent variable are used, while the remaining 26.8% is influenced by other variables which are not included in this research model, such as environmental organizations, the ability of individuals and other people.

V. DISCUSSION

In this study, 132 employees of Lonsum Musi Banyuasin were taken as sample data. According to the data processing in the item questionnaire statement can be analyzed descriptively with the results of the analysis as follows:

(1) The HR training variable is currently in a high proportion to support the achievement of existing performance. But if it is reviewed more specifically based on its forming dimensions, then training in training still needs special attention to be improved in the future.

(2) Work culture variable (X_2) as a whole is at the interval score of 4.14 in the (High) category, so it can be concluded that the work culture of employees is in the appropriate proportion to support existing performance achievement.

(3) According to the overall data processing described earlier, it can be concluded that the performance of Lonsum Musi Banyuasin's employees is currently very good or oriented (High) category. It's just that there is still a lack that the current performance has not been able to fulfill the principles of development performance provided by the company. For this reason, efforts that are related to the increase in training and employee work culture can be an option that can be done in order to encourage the achievement of the company's performance targets. In this study, there are 3 variables used, namely HR training variable (X_1) and work culture (X_2), on employee performance (Y).

SPSS data processing results stated as follows:

According to the results of the coefficient of determination (R^2), its value is 0.728. or 72.8%. It is declared that the percentage of the influence of the independent variables (HR Training and Work Culture) on the dependent variable (performance) is able to explain 72.8% of the dependent variable, and for the rest 27.2% is explained by another research models, such as environmental organizations, the ability of individuals and others. Hypothesis (1) according to the test results for the significance of HR training variable (X_1) obtained significant value. It is shown the influence of HR training on the performance is proven significant. It is also proven that the hypothesis which declared there is assumed to influence the HR Training (X_1) on the performance (Y) proven acceptable. Besides, according to the result, Significance of work culture variable (X_2) obtain a significant value. It has a meaning that the influence of the working culture on the performance is significant. So that, tt is also proven that the hypothesis which declared that there are allegations of influence between the performance (Y) proven acceptable. Hypothesis (3) Based on the test results of the F-test, its value is 175,916, which is greater than F table 3,070. It is shown that independent variables in this study, which are the training of human resources (X_1) and the working culture (X_2) has a significant effect on performance dependent variable (Y). the result of F test have been carried out also be proven that the hypothesis which stating, there is a simultaneous effect of human resources training (X_1) and the working culture (X_2) on the performance bound (Y) proved acceptable.

VI. CONCLUSION

According to the discussion and analysis, conclusions can be drawn as follows:

1) Variable HR Training (X_1) and a significant positive effect on employee performance Lonsum Banyuasin.

2) Variable Working Culture (X_2) significant and positive impact on employee performance Lonsum Banyuasin.

3) Variable HR Training (X_1) and Variable Working Culture (X_2) have a simultaneous and significant influence on employee performance Lonsum Banyuasin.

RECOMMENDATION

Based on the results of the analysis and discussion in this study, suggestions can be put forward as follows:

1) In this study, HR Training (X1) is in the high category on the interval scale. However, among the existing training evaluations, the learning dimension is still relatively lower than other dimensions in this variable.

2) In this study, work culture (X2) employees of Lonsum Musi Banyuasin are on a relatively high scale, but based on the results of descriptive data processing it can be seen that the aspects of the award need to get more attention than others. Policies that may be directed in order to fulfill employee awards may be a reference for company leaders to encourage employee motivation to work harder to meet future performance.

3) For further researchers, this research, hopefully, willing to be a reference or further literature Relating to human resources training, workplace culture and employee performance, as well as the information or material studies in the field of Human Resource Management. It is also desirable in future studies could add another variable that has not been predicted in this study such as, Work Environment, Work Stress and so on, which can certainly Strengthening influence employee performance and with more in-depth study based on the theory of information which may not be used in this study.

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