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"Entrepreneurship on Global Economics Development in the Era of Society 5.0"

The Role of Employee Performance: The Influence of Training and Employee Motivation**Yudi Siswadi^{1*}, Muhammad Fahmi¹**¹ Management Universitas Muhammadiyah Sumatera Utara

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***Email:** yudisiswadi@umsu.ac.id**ABSTRACT**

The purpose of this study was to determine the effect of training and motivation on the performance of PT. Pelabuhan Indonesia 1 (Persero) Medan. The research approach used in this research is an associative and quantitative approach. The population in this study is 386, the sample in this study is 88 employees. The technique used in this research is multiple linear regression, classical assumption test, hypothesis test and determination test. The results of the study show that training has a significant effect on the performance of employees at PT. Pelabuhan Indonesia 1 (Persero) Medan. Motivation has a significant effect on the performance of employees of PT. Pelabuhan Indonesia 1 (Persero) Medan. Training and motivation have a significant effect on the performance of employees of PT.

Keywords: Training, Motivation, Employee Performance

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INTRODUCTION

In the current era of global competition, the port business is a business that has a high level of competition, thus requiring quality human resources to be able to compete with other port service companies. Companies are required to acquire, develop and maintain quality human resources. Quality employees will be able to produce maximum work with efficient costs while working. The higher the quality of employees, the higher the level of employee performance in carrying out the tasks assigned to them, so as to encourage increased effectiveness and efficiency of the output to be produced by employees.

The success of a company is very dependent on the good and bad performance of the company. The performance of the company is described by the performance of employees. The good performance of employees has a direct impact on the progress or setbacks of the company. Employee performance can be seen from the ability of employees to carry out all the tasks that are their responsibility.

PT. Pelabuhan Indonesia 1 (Persero) Medan was founded in 1960 which functions to provide port services and as a government solution in managing public ports in Indonesia. PT. Pelabuhan Indonesia 1 (Persero) Medan, known as Pelindo 1, is one of the state-owned enterprises (BUMN) engaged in port services in Indonesia. This company is one of the largest port companies in Indonesia. Even though it has become a large and growing company, of course there are still many obstacles that the company experiences. Currently PT. Pelindo 1 (Persero) Medan focuses on carrying out repairs and improvements so that it can optimally take advantage of existing opportunities to strengthen the business being run.

That way the role of human resources in PT. Pelabuhan Indonesia 1 (Persero) Medan, in this case employees, must have good quality and quantity, as well as be skilled and innovative in carrying out the tasks assigned to them by their superiors. The demand that employees have to work with a high level of performance or just to be able to be creative and innovate is not only about providing knowledge through training, but motivation is also important to stimulate employees to achieve even more. Giving motivation and freedom to employees to complete their work in accordance with the field of duty can make employee performance more optimal in exploring their potential.

THEORETICAL BASIS**Performance**

Almost everyone who works wants to do his job as well as possible. Even if it is necessary to give better results than what has been set.

According to Stolovitch and Keeps in Widya (2014, p. 37) performance is a set of results achieved and refers to the act of achieving and executing the requested work. In practice, it is not always that employee performance is in the conditions desired by either the employee himself or the organization. Many obstacles affect the performance of both organizational performance and individual performance.

According to Kasmir (2016, pp. 189-193) the factors that affect performance both results and work behavior are ability and expertise, knowledge, work design, personality, work motivation, leadership, leadership style, organizational culture, job satisfaction, work environment, Loyalty, Commitment, Work Discipline. According to Wibowo (2010, p. 30) states that performance indicators are: Objectives, Standards, Feedback, Tools or means, Competence, Motivation, Opportunities

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Training

Training is a learning activity and practice for a good purpose done repeatedly and continuously to improve human abilities and nature.

Training according to Rivai & Sagala (2014, p. 2) is a process of systematically changing employee behavior to achieve organizational goals. Training is related to the skills and abilities of employees who are oriented towards carrying out the current work so that they are successful in carrying out their work. Provision of training on a regular basis and in accordance with the needs of employees to do their job has an important role in the organization. Collection of relevant information is needed to determine whether or not a training is necessary. To hold training must have supporting factors in its implementation.

Kasmir (2016, p. 144) states that the factors that influence training are: Training participants, Training candidates are the main factors for the success or failure of a training, Instructors/trainers, Training Materials, Training Locations, Training Environment, Training Time. Hartanti (2014, p. 91) there are several benefits to be gained from training programs, namely as follows: Increasing the quantity and quality of productivity, Reducing the learning time required for employees to achieve acceptable performance standards, Forming attitudes, loyalty, and more cooperation profitable, Meets the needs of human resource planning, Reduces the frequency and cost of work accidents, Assists employees in improving and developing their personality.

Motivation

In carrying out these tasks a person needs to be given direction and encouragement so that the potential that exists within him can be turned into achievements that benefit the company.

According to Weiner in Suhardjo (2013, p. 73) motivation is an impulse that causes a person to do an act to achieve a certain goal. Motivation is a condition or energy that drives employees who are directed or directed to achieve the company's organizational goals. Mangkunegara (2017, p. 61) According to Kasmir (2016, p. 190) work motivation is an encouragement for someone to do work.

According to Sutrisno (2016, pp. 116-120) motivation is influenced by two factors, namely internal and external factors.

internal factor

Internal factors can be influenced by giving motivation to someone, including: The desire to live, Obtaining adequate compensation, A steady job even though the income is not so adequate, Safe and comfortable working conditions, The desire to be able to have.

external factor

External factors are equally important in increasing one's work motivation. These external factors are working environment conditions, adequate compensation, good supervision, job security, status and responsibility, flexible regulations.

According to McClelland in Rosalina (2016, p. 6) there are several indicators of work motivation as follows: Drive for success, Drive to achieve power, Encouragement to affiliate

METHOD

The research approach used in this research is an associative and quantitative approach. The operational definition is an indication of how a variable is measured, to find out the pros and cons of a research that becomes an operational definition. In Juliandi et al (2015, p. 51)

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population is the totality of all elements that exist in a research area. The population in this study are employees of PT. Pelabuhan Indonesia I (Persero) Medan, totaling 386 people. According to (Azuar and Irfan, 2013 p. 50) Says the sample is representative of the population. In this case the researcher used Proportional Random Sampling. Proportional Random Sampling is a sampling technique with proportional population members.

Data collection techniques are ways to collect relevant data for research. In this study the data collection techniques used were interviews, documentation studies and questionnaires.

RESULT AND DISCUSSION

DATA ANALYSIS

Classic assumption test

The classical assumption test was carried out aiming to obtain valid analytical results. The following is a test to determine whether the two classical assumptions are met or not.

1) Normality test

The normality test was conducted to see whether the dependent and independent variables in the regression model have a normal distribution or not. To test the normality of the data in this study are as follows:

a) Normality test

There are two ways to detect whether the residuals are normally distributed or not, namely graphical analysis and statistical analysis. Normality can be detected by looking at the distribution of data (points) on the diagonal axis and by looking at the histogram of the residuals on the graph. The basis for the decision is:

- If the data spreads around the diagonal line and follows the direction of the diagonal line or the histogram shows a normal distribution pattern, then the regression model meets the assumption of normality.
- If the data spreads away from the diagonal and does not follow the direction of the diagonal line or the histogram does not show a normal distribution pattern, then the regression model does not meet the assumption of normality.

Based on the results of the data transformation, the researcher conducted a normality test with the following results:

Normal P-P Plot of Regression Standardized Residual

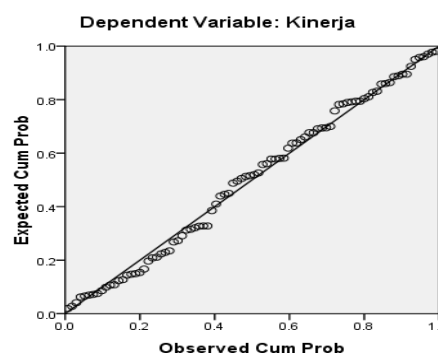


Figure 1. Graph of Normal PP Plot of Regression Standardized Residual

Source: SPSS Program Results 16 (2019)

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Based on Figure 1, it can be seen that the points spread in the area of the diagonal line, even though there are some points that are broken. The results of the normality test using the PP Plot of Regression Standardized Residual above can be stated that the regression data in this study are almost normal.

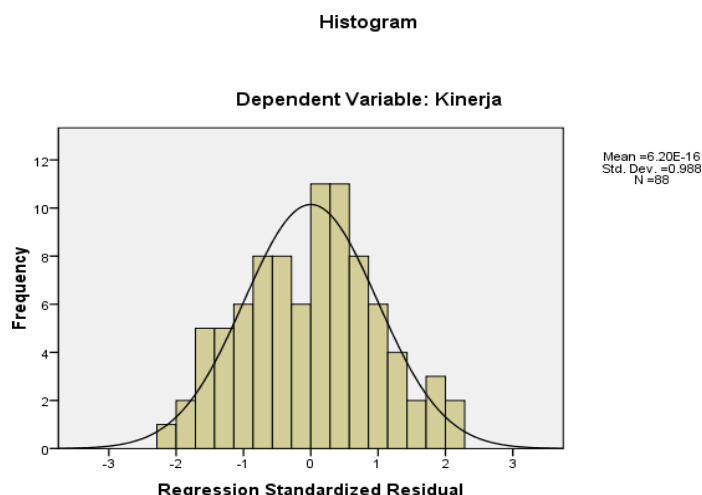


Figure 2. Histogram Graph

Source: SPSS 20 Program Results (2019)

The histogram graph shows a normally distributed pattern. This is indicated by the shape of the curve which has a slope that tends to be balanced between the left and right sides, resembling an almost perfect bell shape.

b) Kolmogorof Smirnov Test (KS)

One of the statistical tests that can be used to test the normality of the residuals is the Kolmogorof Smirnov (KS) statistical test. To find out whether the results of the Kolmogorof Smirnov (KS) statistical test, namely the Asymp. Sig (2-tailed) is greater than 0.05 ($\alpha = 5\%$, significant level).

Another criterion that can be used to determine whether the statistical test results

Kolmogorof Smirnov(KS) are as follows:

If the significance number is > 0.05 , then the data has a normal distribution.

- 1) If the significance number is < 0.05 , then the data does not have a normal distribution. The table data for the Kolmogorof Smirnov test results are as follows:

Table 1. Kolmogorov Smirnov (KS) Normality Test Results One-Sample Kolmogorov-Smirnov Test

		Training	Motivation	Performanc e
N		88	88	88
Normal Parameters	Means	45.6136	37.9773	40.5795
	std. Deviation	3.56042	3.39363	3.46981
Most Extreme Differences	absolute	.136	.154	.125
	Positive	.087	.106	.088
	Negative	-.136	-.154	-.125
Kolmogorov-Smirnov Z		1,276	1,448	1,171

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asympt. Sig. (2-tailed) 077 .030 .129

Source: SPSS 20 Program Results (2019)

From table 1 above it is known that the results of the Kolmogorof Smirnov (KS) variable Employee performance, ability, motivation have been normally distributed because the values of each variable that have met the standards set can be seen in the Asymp.Sig line. (2-tailed), where the value is $0.851 > 0.05$.

2) Multicollinearity Test

Multicollinearity testing aims to determine the perfect relationship between independent variables in the regression model. Symptoms of multicollinearity can be seen from the tolerance value and the Variant Inflation Factor (VIF) value. If the VIF value is < 10 and the tolerance value is > 0.1 or 10%, it can be concluded that the regression model does not have multicollinearity.

The results of multicollinearity testing in this study can be seen in table 2 below:

TABLE 2. MULTICOLLINEARITY TEST RESULTS COEFFICIENTSA

Model	ence Interval for B		correlations			ollinearity Statistics	
	LowerBound	Upperbound	Zero-order	partial	Part	tolerance	VIF
1 (Constant)	10,695	28,632					
Training	-.048	,425	,389	,169	,152	,621	1,611
Motivation	,077	,573	,436	,272	,250	,621	1,611

a. Dependent Variable: Performance

Source: SPSS Program Results (2019)

From the table it shows that the VIF value of all independent variables in this study is less than 10 while the tolerance value of all independent variables is more than 10%, which means that there is no correlation between independent variables whose value is more than 90%, thus it can be concluded that there are no symptoms multicollinearity between independent variables in the regression model.

3) Heteroscedasticity Test

The heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residual of one observation to another. If the residual variance from one observation to another observation remains, then it is called homoscedasticity. However, if the variance is different, it is called heteroscedasticity.

A good regression model is that there is no heteroscedasticity. To find out whether heteroscedasticity occurs or not in the regression model of this study, the graphic plot method can be used, including the prediction of the dependent variable (ZPRED) with its residual (SRESID).

The basis for making this decision is as follows:

- If a certain pattern, such as the existing dots, forms a certain regular pattern, then heteroscedasticity occurs.

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- b) If there is no clear pattern, and the points spread irregularly, then heteroscedasticity does not occur.

The results of heteroscedasticity testing in this study can be seen based on the following figure:

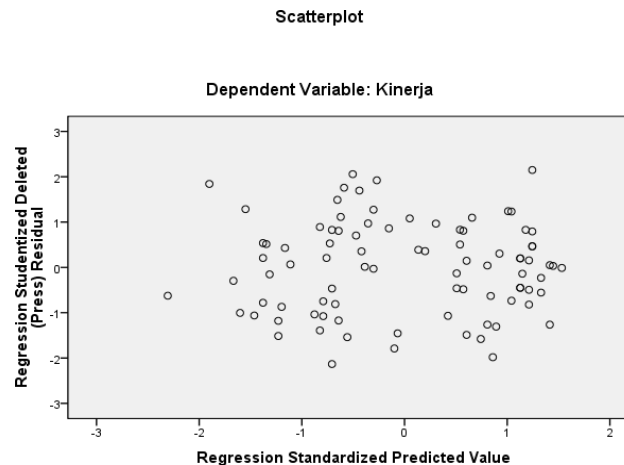


Figure 3. Heteroscedasticity Test Results

Source: SPSS 20 Program Results (2019)

Based on Figure 1.3, the scatterplot graph above shows that the points are spread irregularly, both above and below the number 0 on the Y axis. It can be concluded that there is no heteroscedasticity in the regression model.

3) Autocorrelation Test

The autocorrelation test is intended to determine whether there is a correlation between members of a series of observational data that is described according to time (time series) or cross sectional. This means that one particular year is influenced by the following year.

To test whether there is autocorrelation this can be done by using Watson Statistics, namely by looking at the Durbin Watson correlation coefficient. To detect the occurrence of autocorrelation in this study, the Durbin Watson test was used by looking at the correlation coefficient of the Durbin Watson test in the following table:

Table 3. Autocorrelation Level (Durbin Watson)

<i>Durbin Watson</i>	Conclusion
< 1	There is Autocorrelation
1.1 – 1.54	No Conclusion
1.55 – 2.46	No Autocorrelation
2.46 – 2.9	No Conclusion
>2,9	There is Autocorrelation

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

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Table 4. Autocorrelation Model Summary Test Results B

Model	R	R Square	Adjusted Square	Std, Error of the Estimate	Change Statistics					
					R Square Change	F change	df1	df2	Sig, F Change	Durbin-Watson
1	,462a	,214	,195	3.11285	,214	11,549	2	85	,000	1,903

a, Predictors: (Constant), Motivation, Training b, Dependent Variable: Performance

Source: SPSS Program Results (2019)

Based on table I.4 above, it is known that Durbin Watson's value is 1.903. Referring to table I.4 (table of autocorrelation levels) it is known that the test results fall within the range 1.55 – 2.46. That is, the Durbin Watson value enters the area where autocorrelation does not occur.

Multiple Regression Analysis

The multiple regression equation can be seen from the value of the coefficient B in the following table:

Table 5. Regression Coefficient

Model	Coefficients ^a		
	Unstandardized Coefficients		Standardized Coefficients
	B	Std, Error	Betas
1 (Constant)	19,664	4,511	
Training	,588	,219	,593
Motivation	,325	,125	,318

a, Dependent Variable: Performance Source: Research Data (Processed)

From calculations using a computer program using SPSS (Statistical Program For Social Schedule) Version 15.0, we get:

$$a = 19.664$$

$$b_1 = 0.488$$

$$b_2 = 0.325$$

So the linear multiple regression equation for the two predictors (Training and Motivation) is:

$$Y = 19.664 + 0.488 X_1 + 0.325 X_2$$

The equation above shows that all the independent variables (Training and Motivation) have a positive b_i coefficient so that it can be interpreted that if Training and Motivation is increased it will increase employee performance, or all independent variables have a unidirectional influence on variable Y (employee performance). Motivation variable (X_2) has the largest relative contribution between the two independent variables on employee performance.

Hypothesis Test

Partial Test (t test)

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Testing the effect of the independent variables (X) on the dependent variable (Y) can be seen in the following table:

Table 6. TEST T

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Betas		
1 (Constant)	19,664	4,511		4,359	,000
Training	,488	,319	,593	3,582	,000
Motivation	,325	,125	,318	2,602	,011

a, Dependent Variable: Performance

Effect Of Training On Employee Performance

Table I.6 shows that the significant effect of the training variable (X1) on employee performance (Y) is $t_{count} (3.582) > t_{table} (1.987)$, where significant $t (0.000)$ is less than $\alpha = 0.05$. This means that training (X1) partially has a significant influence on employee performance (Y).

The Effect Of Motivation On Employee Performance

From table IV-9, the significant results obtained t influence the variable motivation (X2) on employee performance (y) obtained $t_{count} (2.602) > t_{table} (1.987)$, where significant $t (0.011)$ is smaller than $\alpha = 0.05$. This means that motivation (X2) partially has a significant influence on employee performance (Y).

Simultaneous Testing (Test F)

The substantial hypotheses in this study are: Training (X1) and Motivation (X2) have an effect on variable Y (employee performance). In order for statistical testing to be carried out, the substantial hypothesis is converted into a statistical hypothesis as follows:

$H_0 : \rho = \rho = \rho = 0$ {Training (X1) and motivation (X2) have no effect significantly to employee performance (Y)}

$H_a : \text{One } \rho \neq 0$ {Training (X1) and Motivation (X2) have a significant effect significant to employee performance (Y)}

The provisions are, if the probability value F (Sig) in the Anova Table $< \alpha 0.05$, then H_0 is rejected, but if the probability value $\text{Sig} > \alpha 0.05$, then H_0 is accepted. The data needed to test the hypothesis above are as follows:

Table 7. TEST F

ANOVA b						
Model		Sum of Squares	df	MeanSquare	F	Sig,
1	Regression	223,808	2	111,904	11,549	,000a
	residual	823,635	85	9,690		
	Total	1047,443	87			

a, Predictors: (Constant), Motivation, Training b, Dependent Variable: Performance

Source: Research Data (Processed)

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The F value in table I-7 above is Fcount 11.549 > Ftable 2.71 with sig 0.000 < α 0.05, indicating that Ho is rejected and Ha is accepted, meaning that training (X1) and motivation (X2) have a significant effect on employee performance (Y) at the level of α 0.05.

Determination Coefficient Test

The coefficient of determination test is used to measure the closeness of the relationship between the dependent variable and the independent variable. The greater the value of the correlation coefficient indicates the closer the relationship and vice versa. The following is a table of the coefficient of determination:

Table 8. Determination Coefficient Test

		Model		Summaryb						
				Change Statistics						
Model	R	R Square	Adjusted Square	Std, Error of the Estimate	R					
					Square	Change	F change	df1	df2	Sig, FChange
1	,462a	,214	,195	3.11285	,214	11,549	2	85	,000	1,903

a, Predictors: (Constant), Motivation, Training b, Dependent Variable: Performance
Source: Research Data (Processed)

Based on table I-8 the results of the overall regression analysis show an R Square of 0.214 which means that the variables Training and Motivation together have an effect of 21.4% on employee performance and the remaining 21.4% (100% - 21.4% = 78.6%) is influenced by other variables such as supervision, level of education, compensation and others.

DISCUSSION

Effect of Training on Employee Performance

There is a positive effect of variable X1 (Training) on variable Y (employee performance) as indicated by significant results tcount 3.582 > ttable 1.987 (sig 0.000, where t is significant less than α = 0.05. This means that Training (X1) partially has a significant influence on employee performance (Y).

This research supports the theory put forward by: Gultom, Dedek Kurniawan (2014) in his journal concluded that: "There is an influence of Organizational Culture and Motivation on Employee Performance at PT. State Gas Company (Persero) Tbk Medan. While the research results of Triasmoko (2014) in his journal are: "Training Variables affect employee performance at PT Pos Indonesia (Persero) Kediri City Branch, further research by Dahmiri (2014) in his journal concludes: "Training Variables have a partially significant effect on employee performance at Sarolangun District Education Office.

Thus it can be said that training has an effect on increasing the performance of employees of PT. Pelabuhan Indonesia 1 (Persero) Medan, meaning that if good training is always given to employees, employee performance will also increase.

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The Effect Of Motivation On Employee Performance

There is a positive effect of variable X2 (motivation) on variable Y (employee performance) as indicated by the significant results of $t_{count} 2.602 > t_{table} 1.987$ (sig 0.011), where t is significant less than $\alpha = 0.05$. This means that motivation (X2) partially has a significant influence on employee performance (Y).

This research supports the theory put forward by Kapahang (2015) in his journal, namely: "Motivation Variables affect the performance of Study employees at the Ratahan District Office, Southeast Minahasa Regency. Wahyutomo (2014) in his journal concluded: "Motivation variables do not partially affect employee performance at Bank Mandiri Micro Banking Malang District employees".

The Effect Of Training And Motivation On Employee Performance

The linear multiple regression equation for the two predictors (Training and Motivation) is: $Y = 19.664 + 0.488 X_1 + 0.325 X_2$ The above equation shows that all independent variables (Training and Motivation) have a positive bi coefficient so that it can be interpreted that if Training and Motivation are increased then will improve employee performance.

This study accepts the hypothesis, namely that there is an effect of training and motivation on employee performance at PT. Pelabuhan Indonesia 1 (Persero) Medan and the influence was obtained $F_{count} 11.549 > F_{table} 3.10$ with a significance of $0.000 < 0.05$. Significant influence implies that the results of this study are said to be positive which is a general description of all members of the population.

This study supports the theory put forward by Pandji Anoraga (2011, p. 178) stating that employee performance is influenced by employee training and motivation. Rachmawati (2016) in her research concluded that: "Training and motivation together influence employee performance variables."

Thus it can be said that training and motivation have an effect on increasing the performance of employees of PT. Pelabuhan Indonesia 1 (Persero) Medan, meaning that if training and motivation are carried out properly, employee performance will also increase.

CONCLUSION

The results of the study show that training has a significant effect on the performance of employees at PT. Pelabuhan Indonesia 1 (Persero) Medan, Motivation has a significant effect on the performance of employees of PT. Pelabuhan Indonesia 1 (Persero) Medan, Training and Motivation have a significant effect on the performance of employees of PT. Pelabuhan Indonesia 1 (Persero) Medan

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