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HUMAN RESOURCE TRAINING AND PLANNING FOR WORK PRODUCTIVITY OF EMPLOYEES MINISTRY OF COORDINATING MINISTRY OF HUMAN DEVELOPMENT AND CULTURE

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ABSTRACT

The training is intended to improve the mastery of various skills and techniques for carrying out certain, detailed and routine work. Human resource planning serves to determine the number and types of employees needed to achieve the goals that have been set. Work productivity is a comparison between the results achieved (output) with the overall resources (inputs) used per unit of time. The purpose of this study was to determine: The Effect of Training and Human Resource Planning on Employee Work Productivity at the Coordinating Ministry for Human Development and Culture. The sampling technique used in this study the author uses the Random Sampling technique or by using the Slovin formula in Husein Umar. Where each population has the same opportunity to be selected as a sample in this study. The results obtained that partially and simultaneously there is a positive and significant influence between Training and Human Resource Planning on Employee Work Productivity.

KEYWORDS
Training, HR Planning and Employee Productivity

INTRODUCTION

Training that has been established by the organization in the performance improvement activities of party administrators is expected to be carried out properly in

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order to create skilled employees so that the organization's objectives are achieved (Hanggraeni, 2012). In essence, the processing of human resources in the organization is the most essential thing to lead to the efficiency and effectiveness of the organization's goals (Laili, 2016). In connection with this, it is necessary for management to further review the existence of human resources so as to improve the human resource planning of employees. One of the factors to improve the human resource planning of employees is the improvement of the quality of work held by the organization (Hasnadi, 2019).

Manusi resource planning is the basis for the implementation of organizational activities (Putri, 2017). Without planning for human resources, the organization's objectives cannot direct activities with the knowledge it has (Susan, 2019). Likewise, the development of human resources in the organization will spur employees to develop their potential (Rohida, 2018). On the other hand, the training and good human resource planning of the organization will facilitate the achievement of the goals set by the Coordinating Ministry for Human Development and Culture which emphasizes the ability to improve the quality of employee work as we know that the achievement of this organizational goal is something that is desired by every organization but instead employees who have low quality are already Of course, it will be difficult to achieve good and satisfactory results (Hadijaya, 2013).

Work productivity is the result of a comparison between output / out put and input. Input here is limited by employee input while output is measured in physical unity and value (Sulaksono, 2015). Productivity can mean the results achieved by a worker or other factors of production within a certain period of time while "Produktivity" is the amount produced by each worker within a certain period of time (Syahrudin & Thoharudin, 2020). Employee Productivity in the Coordinating Ministry for Human Development and Culture is influenced by many factors including training, resource planning or leadership, and so on (Nadhifah, 2020).

One effective way that an organization applies to increase employee work productivity is to always improve its training program and resource planning that is really in accordance with its position, because it is a management activity to carry out operational standards set by the organization (Risa, 2018). Employee Work Productivity in the Coordinating Ministry for Human Development and Culture is still not optimal and must be further improved so that in the future employee work productivity in accordance with what the leadership expects (Nugroho, 2017).

This research was conducted with the aim to find out if there is an effect of training on employee productivity in the Coordinating Ministry for Human Development and Culture. Is there an influence of Human Resource Planning on Employee Work Productivity in the Coordinating Ministry for Human Development and Culture. To find out simultaneously whether there is an influence of Human Resource Training and Planning on Employee Work Productivity in the Coordinating Ministry for Human Development and Culture.

RESEARCH METHOD

This study uses a quantitative descriptive method with data collection techniques used in this study are: Questionnaire (Questionnaire). The population is 341 employees at the Coordinating Ministry for Human Development and Culture. The sampling technique used in determining the sample size can be used by the Slovin formula model quoted by Sevilla in Husein Umar, namely:

n = number of samples
N = total population
e = Error (tolerable % of the inaccuracy of using the sample as a substitute

for the population) . In this case the author uses an error of 10% so that the sample size can be calculated as follows:

$$n = \frac{N}{1 + N\,(e)}$$

$$= \frac{341}{1 + 341\,(0{,}10)^2}$$

$$= 77 \text{ samples}$$

So that the samples taken in the study were 77 employees as samples. The correlation technique applied in this study is the product moment correlation technique. The Product Moment correlation formula, according to Sugiyono, to find the value of rcount or validity is as follows:

$$\mathbf{r_{xy}} = \frac{n.\Sigma XY - \Sigma X\,.\Sigma Y}{\sqrt{n(\Sigma X^2) - (\Sigma X)^2}.\sqrt{n.(\Sigma Y^2) - (\Sigma Y)^2}}$$

Where:

r_{xy} = Correlation Coefficient between X and Y
XY = The number of times between X and Y
X_2 = Sum of squares X
Y_2 = Sum of squares Y
n = Number of Samples (Amount of Data)

RESULT AND DISCUSSION

A. Test the Validity and Reliability of the Questionnaire Result Data

a. Training Variable (X1)

To find out the results of the analysis of the Training variable (X1) using the Computer Statistical Package for Social Sciences (SPSS) Version 24 program for Windows input which is ordinal data from a sample of 10 Try Outs (N = 10) with a total of 10 questions as follows:

Table 1 Comparison of R-count Results with R-table Training Variables (X1)

Questions	Training (X_1)		
	R_{count}	r_{table}	Information
1	0,709	0,666	Validation
2	0,677	0,666	Validation
3	0,793	0,666	Validation
4	0,810	0,666	Validation
5	0,703	0,666	Validation
6	0,842	0,666	Validation
7	0,790	0,666	Validation
8	0,812	0,666	Validation
9	0,740	0,666	Validation
10	0,741	0,666	Validation

Reliability Test of Training variable (X1) with rtable value of 0.666 while Alpha value of 0.932 so it can be concluded that Alpha is positive and greater or 0.932 > 0.666

then the research instrument of Training variable (X1) is Reliable. For more details, see the following table.

Table 2 Training Variable Reliability Test (X1)

Reliability Statistics

Cronbach's Alpha	N of Items
.932	10

b. Human Resource Planning Variable (X2)

To be able to find out the results of the analysis of the Human Resource Planning (X2) variable using the Statistical Package for Social Sciences (SPSS) version 24 computer program for Windows input ordinal data from a sample of 10 Try Out (N = 10) with a total of 10 questions as following :

Table 3 Comparison of R-calculated Results with R-table of Human Resource Planning Variables (X2)

Questions	Human Resource Planning (x_2)		
	R_{count}	r_{table}	Information
1	0,758	0,666	Validation
2	0,936	0,666	Validation
3	0,945	0,666	Validation
4	0,771	0,666	Validation
5	0,826	0,666	Validation
6	0,734	0,666	Validation
7	0,971	0,666	Validation
8	0,859	0,666	Validation
9	0,949	0,666	Validation
10	0,984	0,666	Validation

Reliability Test of the Human Resource Planning variable (X2) with an rtable value of 0.666 while the Alpha value of 0.973 so it can be concluded that Alpha is positive and greater or 0.973 > 0.666 then the instrument variable Human Resource Planning (X2) is Reliable. For more details can be seen in the following table.

Table 4 Reliability Test of Human Resource Planning Variables (X2)

Reliability Statistics

Cronbach's Alpha	N of Items
,973	10

c. Employee Work Productivity Variable (Y)

To be able to find out the results of the analysis of the Employee Productivity (Y) variable using the Statistical Package for Social Sciences (SPSS) version 24 computer program for Windows, input ordinal data from a sample of 10 Try Outs (N = 10) with a total of 10 questions:

Table 5 Comparison of the results of the rcount with the rtable of the Employee Productivity variable (y)

Pertanyaan	Produktivitas Kerja Pegawai (Y)		
	r_{hitung}	r_{tabel}	Keterangan
1	0,720	0,666	Valid
2	0,890	0,666	Valid
3	0,647	0,666	Valid
4	0,862	0,666	Valid
5	0,677	0,666	Valid
6	0,880	0,666	Valid
7	0,776	0,666	Valid
8	0,922	0,666	Valid
9	0,963	0,666	Valid
10	0,952	0,666	Valid

The reliability test of the employee productivity variable (Y) has an rtable value of 0.666, while the Alpha value is 0.962 so it can be concluded that the rAlpha is positive and greater or 0.962 > 0.666, thus the research instrument for the employee productivity variable (Y) is reliable. For more details, see the following table.

Table 6 Reliability Test of Employee Work Productivity Variables (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
,962	10

d. Partial Correlation Coefficient Analysis

The results of the Pasrial Correlation Analysis are one of the statistical methods used to determine the level or magnitude of the Effect of Training Variables (X1), and Human Resource Planning (X2) on the Employee Work Productivity variable (Y) which can be seen in the following table 8

Table 7 Results Of Partial Correlation Analysis

Correlations

		Training (X1)	Human Resource Planning (X2)	Employee Work Productivity (Y)
Training (X1)	Pearson Correlation	1	.749**	.911**
	Sig. (2-tailed)		.000	.000
	N	77	77	77
Human Resource Planning (X2)	Pearson Correlation	.749**	1	.877**
	Sig. (2-tailed)	.000		.000
	N	77	77	77
Employee Work Productivity (Y)	Pearson Correlation	.911**	.877**	1
	Sig. (2-tailed)	.000	.000	
	N	77	77	77

**. Correlation is significant at the 0.01 level (2-tailed).

e. Multiple Correlation Coefficient

The purpose of the correlation coefficient analysis is to determine the level of influence and significant influence between the independent variables, namely the variable with the dependent variable, namely the variable (Y) both simultaneously (together) using the Statistical Package for Social Sciences (SPSS) version 24 computer program for Windows. the results see the Summary model table as follows:

Table 8 Analysis of the Correlation Coefficient Together

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.893[a]	.797	.792	1.84009	2.164

a. Predictors: (Constant), Human Resource Planning (X2), Training (X1)
b. Dependent Variable: Employee Work Productivity (Y)

Based on the table above, it is stated by the results of the joint analysis of the variables of Training (X1) and Human Resource Planning (X2) on Employee Work Productivity (Y), namely the Summary model which produces an R value of 0.893 and a R Square value of 0.797 or 79.7%, this can have a positive value and the level of influence is very strong, so the two independent variables can affect the dependent variable.

B. Multiple Linear Regression Analysis

The results of multiple linear regression analysis using the Computer Statistical Package for Social Sciences (SPSS) Version 24 for Windows program are multiple linear regression analysis as follows:

Table 9 Multiple Linear Regression Analysis

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	7.454	2.101		3.548	.001
	Training (X1)	.641	.075	.672	8.492	.000
	Human Resource Planning (X2)	.397	.058	.371	3.426	.001

a. Dependent Variable: Produktivitas Kerja Pegawai (Y)

To determine the value of the multiple linear regression equation as follows:

Y = 7.454 + 0.641 X1 + 0.397 X2

Can be explained as follows:

a. The intercept constant value of 7.454 states that if the Training variable (X1) of the Human Resource Planning variable (X2) increases by 1 unit, then the Employee Work Productivity (Y) variable will increase by 7.454 this illustrates the average Employee Work Productivity (Y) if Training (X1) and Human Resource Planning (X2) are zero.

b. The regression coefficient value of the Training variable (X1) on Employee Work Productivity (Y) is 0.641. This means that if the Training variable (X1) increases by 1 unit, it will increase the Employee Productivity (Y) variable by 0.641, assuming the Training variable (X1) and the Human Resource Planning variable (X2) are considered constant.

c. The regression coefficient value of the Human Resources Planning variable (X2) on the Employee Work Productivity variable (Y) is 0.397. This means that if the Human Resource Planning variable (X2) increases by 1 unit, the Employee Work Productivity variable (Y) will increase by 0.397 with the assumption that the Human Resource Planning variable (X2) and the Training variable (X1) are considered constant.

t-Test

To find out whether each of these research variables, including Training (X1) and the Human Resource Planning variable (X2) partially has a significant influence on the Employee Productivity (Y) variable, the tcount and ttable tests were carried out. For this t-test, the author does it by comparing tcount with ttable, which has their respective values as follows:

Table 10 T-Test Results (Hypothesis)

Variable	Score	Standard Error	t_{hitung}	t_{tabel}
Training (X_1)	0,641	0,075	8,492	1,665
Human Resource Planning (X_2)	0,397	0,058	3,426	1,665

Source: Processed Regression Analysis Results with SPSS

Based on the results of hypothesis testing between the Training variable (X1) on Employee Work Productivity (Y) obtained a tcount value of = 8.492 > t0.05 (75) = 1.665, then Ho is rejected and Ha is accepted which means that there is sufficient evidence that between the Training variables (X1) on the variable of Employee Work Productivity (Y) there is a significant effect.

From the results of hypothesis testing between the Human Resource Planning variable (X2) on Employee Work Productivity (Y), the value tcount = 3,426 > t0.05 (75) = 1,665, then Ho is rejected and Ha is accepted which means it has evidence, that between the Planning variables Human Resources (X2) on Employee Work Productivity (Y) has a significant effect. From the results of the t-test above, the hypothesis proposed in the previous chapter of the literature review on the hypothesis points turned out to have sufficient evidence of its truth (Wagenmakers, Wetzels, Borsboom, & Van Der Maas, 2011).

F test (Anova)

The Fcount test (Anova) using the Computer Statistical Package for Social Sciences (SPSS) Version 24 for windows program, namely the ANOVA test, for more details can be seen in table 12 below (Stevens, 2012).

Table 11 Simultaneous Test / ANOVA Test or Fcount

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	984.661	2	492.331	145.404	.000[a]
	Residual	250.560	74	3.386		
	Total	1235.221	76			

a. Predictors: (Constant), Human Resource Planning (X2), Training (X1)
b. Dependent Variable: Employee Work Productivity (Y)

From the results of the analysis using the Statistical Package for Social Sciences (SPSS) version 24 computer program for windows, namely the ANOVA test or the Fcount of the Training variable (X1) and the Human Resource Planning variable (X2) together or simultaneously there are on Employee Work Productivity (Y) obtained a value of 145.404 which is greater than Ftable (76) of 2.730 with a significant level of 0.000 because 0.000 <0.05, it can be said that the Training variable (X1) and the Human Resource Planning variable (X2) together or simultaneously exists on Employee Work Productivity (Y).

CONCLUSION

Based on the results of the analysis and discussion the author will draw a conclusion. The conclusion is that based on the results of the partial correlation analysis, it is stated that there is a positive influence between the variable Training on Employee Work Productivity, a value of 0.911 is obtained, so it can be concluded that the level of influence is very strong or the Coefficient of Determination value is 83.0%. Then the hypothesis test of the training variable on employee productivity was carried out, the value of tcount = 8.492 > t0.05 (75) = 1.665, then Ho was rejected and Ha was accepted, meaning that there was sufficient evidence that there was a significant effect (Afroz, 2018).

While the results of the partial correlation analysis stated that there was a positive influence between the variables of Human Resource Planning on Employee Work Productivity obtained a value of 0.877 so that it can be concluded that the influence is strong or the coefficient of determination is 76.9%. It is proven by testing the hypothesis of the variable Human Resource Planning on Employee Work Productivity, the value of tcount = 3,426 > t0,05 (75) = 1,665, then Ho is rejected and Ha is accepted, which means it has evidence that there is a significant effect.

Simultaneously there is a positive effect between the variables of Training and Human Resource Planning on Employee Work Productivity processed with the Statistical Package for Social Sciences (SPSS) version 24 computer program for Windows, the Summary Model value or R value is 0.893 and the R Square value is 0.797 or 79 .7%, so

the effect is very strong. It is proven by the ANOVA test or Fcount of the Training variable and the Human Resource Planning variable on Employee Work Productivity, the value is 145.404 which is greater than Ftable (76) of 2.730 with a significant level of 0.000 because 0.000 <0.05, it can be said together -the same has a very significant effect.

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