The Influence Of Job Training and Job Stress on Employee Performance at PT. Muhyi Bazana Putra

by Joevito Rizky Rulif

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Abstract. *In research entitled the influence of Job Training and Job Stress on employee performance, the number of samples taken was 53 PT respondents. Muhyi Bazana Putra, Depok City. The method used is a questionnaire research instrument distributed to employees processed using the SPSS version 25 application. This research was carried out at PT. Muhyi Bazana Putra, Depok City. The variables Job Training (X1) and Job Stress (X2) on employee performance (Y) are processed using correlation analysis, regression analysis, t test, f test and coefficient of determination. The results of this research show that the Job Training variable (X1) has a significant and positive effect on employee performance (Y), the Job Stress variable (X2) has a significant and negative effect on employee performance (Y). Simultaneously Job Training (X1) and Job Stress (X2) have a significant and positive effect on employee performance (Y) PT. Muhyi Bazana Putra, Depok City.*

Keywords: *Job Training, Job Stress, Employee Performance.*

1. INTRODUCTION

Job training is an important aspect in developing human resources in a company. In the current era of globalization, companies are required to continue to innovate and improve the quality of their human resources in order to compete. Effective training is considered as one way to improve employee skills and productivity, so that they can make a positive contribution to the company's overall performance.

Work stress, on the other hand, is a problem that is often faced by employees in carrying out their duties and responsibilities. Various factors can cause work stress, such as excessive workload, pressure from superiors, conflicts between co-workers, and unsupportive working conditions. Job stress that is not managed properly can have a negative impact on employees' physical and mental health, as well as reducing their performance.

Previous related research has been widely conducted to explore the relationship between job training, job stress, and employee performance. However, each study has a different context and characteristics. This research focuses on PT. Muhyi Bazana Putra, a company that has unique characteristics and work environment. This provides added value to this research because it can provide new insights that are specific to conditions in the company. This research has the main aim of understanding the extent to which job training and job stress influence

employee performance, both individually and simultaneously. In this case, job training is expected to improve employee skills, while work stress management aims to minimize the negative impact of stress experienced by employees. Thus, it is hoped that this research can provide a more comprehensive picture of the interaction of these two variables.

It is hoped that the results of this research can provide practical recommendations for PT management. Muhyi Bazana Putra. These recommendations include the design of more effective training programs and more efficient work stress management strategies. With these recommendations, it is hoped that employees can work more productively and the company can achieve its goals more optimally. Apart from providing practical contributions to companies, this research is also expected to provide scientific benefits by enriching the study of human resource management in Indonesia. This research seeks to fill the gap or void that exists in the literature related to job training and job stress, especially in the context of companies in Indonesia.

2. THEORETICAL BASIS

Definition of Training

According to(Donni June, 2017)states that training is systematic and planned work designed to change or develop new knowledge, skills and attitudes that meet the company's needs.

According to(Landra, 2023)Training is an environmental forum for employees, where they acquire or learn attitudes and the process of teaching certain knowledge and skills, so that employees become more skilled and able to carry out their responsibilities better, in accordance with the required standards.

Based on several expert opinions regarding training above, it can be concluded that training is a short-term educational process where employees gain additional abilities and work skills in carrying out their work in order to increase their ability to achieve company goals.

Job Training Objectives

Before holding training, the company will explain the purpose of the training itself. According to(Ichsan, 2021)the general objectives of training are as follows:

1. To improve employee skills in accordance with technological changes.
2. To reduce learning time for new employees to become competent.
3. To help with operational problems. To prepare employees for promotion.

a. Job Training Indicators

According to(Harahap, 2018)Indicators of effective training programs provided by companies to their employees are as follows:

1. Material
2. Method
3. Supporting facilities
4. Structural capabilities
5. Participants' abilities

Work Stress

a. Definition of work stress

According to(Apriyani, 2023), work stress is a condition of tension that creates physical and psychological imbalance, affecting emotions, thinking processes, and an employee's condition. Job stress is the experience of stress related to one's job.

This stress can be seen from its symptoms, including unstable emotions, feeling bad, depression, difficulty sleeping, excessive smoking, inability to relax, anxiety, tension, gurgling, increased blood pressure, and experiencing digestive disorders.

Based on the definition above, it can be concluded that work stress is a physical and psychological imbalance in an employee because he feels burdened by the work he is given so that it can affect the health of employees.

Factors Causing Work Stress

According to Sopiah (2018), there are several work conditions that often cause stress for employees, including:

1. Physical environment.
2. roles and tasks.
3. Interpersonal relationships.
4. Organilsasil.

Job Stress Indicators

Adapun stress indicatorss torja menurut(Afandi, 2018)can do itweld selike berilkut:

1. Tuntuthat's itgas
2. Tuntutan peran
3. Tuntutan between individuals
4. Strutimer organilsasil
5. Topeorganizational performance

Hypothesis

Based on the descriptions and results developed by experts and previous research above, several research hypotheses can be formulated as follows:

Ho1: Suspected of trainingwork has a significant effect on the performance of PT employees.

PT. Muhyi Bazana Putra

Ho2: It is suspected that work stress has a significant effect on the work performance of PT employees. PT. Muhyi Bazana Putra.

Ho3: It is suspected that job training and job stress have a significant simultaneous effect on the work performance of PT employees. Muhyi Bazana Putra

3. RESEARCH METHODS

The data used in this research is primary data is data obtained directly from the original source. The data source was obtained from PT. Muhyi Bazana Putra. The data observation period was carried out by collecting data and research information using a documentation process by distributing questionnaires to the location of the research object.

Population In this study all employees of PT. Permata Hijau Pasaman., The sample taken in this research was 53 respondents who will be seen in the distribution of questionnaires that will be distributed at PT. Muhyi Bazana Putra.

4. RESEARCH RESULT

Respondent Description

Based on the population in this study, there were 53 respondents. The following will present data regarding the results of the description which describes the characteristics of the 53 respondents used in this research:

Table 1. Results Characteristics of Respondents Based on Age

Age		
Age	Frequency	Percentage
17 – 20 Years	1	2%
20 – 30 Years	43	81%
30 – 40 Years	8	15%
> 40 Years	1	2%
Total	53	100%

Sumber: Hasil Processing Personal Datamer, 2024

Based on the table above, workers aged 17-20 years amount to 1 employee or 2%, employees aged between 20-30 years amount to 43 employees or 81.%, employees aged 30-40

years amount to 8 employees or 15.%, as well as employees who aged more than 40 years amounting to 1 employee or 2%. Shows that PT. Muhyi Bazana Putra employs younger employees to reflect the company's preference or need for dynamic and energetic resources.

Table 2. Characteristics of Respondents Based on Gender

Gender		
Gender	**Frequency**	**Percentage**
Woman	20	38%
Man	33	62%
Total	**53**	**100%**

Sumber: Hasil Processing Personal Datamer, 2024

From the table data above, it can be seen that there are 33 male respondents or the equivalent of 62% of the total number of respondents comprehensively, while the female respondents are 20 employees or the equivalent of 38% of the total number of respondents. These data show that the number of employees at PT. Muhyi Bazana Putra, who is male, dominates the number of female employees. However, this shows.

Table 3. Characteristics of Respondents Based on Education

Education		
Education	**Frequency**	**Percentage**
SMA/SMK	18	34%
S1	35	66%
Total	**53**	**100%**

Sumber: Hasil Processing Personal Datamer, 2024

It can be seen in the table above, from the results of research on 53 employee respondents at PT. Muhyi Bazana Putra obtained data from 18 employees who had a high school/vocational education level or 34% of the total number of respondents, 35 employees who had a Bachelor's degree or 66% of the total number of respondents. This data shows that Bachelor's education is the most ideal with the characteristics and procedures set by the company at PT Company. Muhyi Bazana Putra.

Data analysis

1. Validity Test

This validity test is used to test whether the questionnaire is valid or not. Validity test shows the extent of accuracy or accuracy of a measuring instrument used by researchers. If the instrument being tested is appropriate then it can be said that the instrument is valid. The validity test assessment criteria are:

a. r count > r table, then the statement is valid.

b. r count < r table, then the statement is invalid.

Table 4. Instrument Validity Test Results

Variable	Question Items	Person Correlation	rtable (Significance 5%)	Information
X1	X1.1	0.592	0.266	*Valid*
	X1.2	0.546		*Valid*
	X1.3	0.519		*Valid*
	X1.4	0.502		*Valid*
	X1.5	0.454		*Valid*
	X1.6	0.557		*Valid*
	X1.7	0.473		*Valid*
	X1.8	0.484		*Valid*
	X1.9	0.527		*Valid*
	X1.10	0.474		*Valid*
	X1.11	0.453		*Valid*
	X1.12	0.517		*Valid*
X2	X2.1	0.484	0.266	*Valid*
	X2.2	0.525		*Valid*
	X2.3	0.550		*Valid*
	X2.4	0.462		*Valid*
	X2.5	0.529		*Valid*
	X2.6	0.485		*Valid*
	X2.7	0.490		*Valid*
	X2.8	0.519		*Valid*
	X2.9	0.519		*Valid*
Y	Y.1	0.552	0.266	*Valid*
	Y.2	0.444		*Valid*
	Y.3	0.475		*Valid*
	Y.4	0.505		*Valid*
	Y.5	0.459		*Valid*
	Y.6	0.469		*Valid*
	Y.7	0.466		*Valid*
	Y.8	0.505		*Valid*
	Y.9	0.459		*Valid*
	Y.10	0.471		*Valid*
	Y.11	0.521		*Valid*
	Y.12	0.514		*Valid*

Source: Primary Data Processing Results, 2024

Looking at the results of the table above, it can be concluded that the question items used to measure the variables have a value greater than 0.266 and the results show that all question

items are valid. This means that each question item in the questionnaire is correct because after carrying out a validity test the results show that all question items are valid.

2. TestReliability

After testing the validity, the questionnaire also needs to be tested for reliability. This is done to determine the level of accuracy and precision of the measurement instrument. Based on the Cronbach's alpha coefficient, in general an instrument is said to be reliable if it has a Cronbach's alpha coefficient > 0.60. Reliability testing can be carried out simultaneously on all question items. If the Alpha value is > 0.60 then it is reliable. This is as illustrated in Table 2.

Table 5. Instrument Reliability Test Results

Variable	Cronbach's alpha	Alpha Standard	Information
Job Training	0.740	0.60	Reliable
Job Stress	0.633	0.60	Reliable
Employee performance	0.697	0.60	Reliable

Sumber: Hasil Processing Personal Datamer, 2024

The reliability test results in the table above show that all instruments are declared reliable, where the results of the reliability test calculation show Cronbach's Alpha >0.60. This means that each question item in the questionnaire is accurate because after carrying out a reliability test the results show that all question items are reliable.

Classical Assumption Test

1. Normality Test

In this study, researchers used the One-Sample Kolmogorov-Smirnov Test, usually used to decide if the sample comes from a population with a specific distribution. In Table 3, the probability value or Asymp is known. Sig. (2-tailed) is 0.200> α (0.05), so the residual variable is normally distributed.

Table 6. Normality Test

One-Sample Kolmogorov-Smirnov Test		Urnstandardilzerld Rerlsildural
N		53
Normal Paramerlterlrsa, b	Merlan	.0000000

Std. Derlvilatilon		1.99900501
Most Erlxtrerlmerl Dilfferlrerlncerls	Absoluterl	,095
	Posiltilverl	,070
	Nerlgatilverl	-.095
Terlst Statilstilc		,095
Asymp. Silg. (2-tailerld)		,200c,d
a. Terlst dilstrilburtilon ils Normal.		
b. Calculatorld from data.		
c. Lilllilerlfors Silgnilfilcancerl Correrlctilon.		
d. Thils ils a lowerlr bournd of therl trurerl silgnilfilcancerl.		

Sumber: Hasil Processing Personal Datamer, 2024

2. TestHeteroscedasticity

To determine heteroscedasticity, you can use the Glejser test. The basis for decision making in this test is that if the significance value is ≥ 0.05 then it can be concluded that there is no heteroscedasticity problem, but conversely if the significance value is <0.05 then it can be concluded that there is a heteroscedasticity problem. From Table 4 below it can be seen that the significance value of the Job Training variable is 0.05 (0.05 ≥ 0.05) so it can be concluded that there is no heteroscedasticity problem, while the significance value of the Job Training variable is 0.231 (0.231 > 0.05) and the Stress variable Work 0.562 (0.562 > 0.05) so it can be concluded that there is no heteroscedasticity problem.

Table 7. Heteroscedasticity Test

Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Silg.
(Constant)	-.734	3,349		-.219	,827
Job Training	-.060	,049	-.165	-1,211	,231
Work Strerlss	.136	,067	,278	2,047	,562
a. Dependent Variable: RES2					

Source: Primary Data Processing Results, 2024

Table 8 Homogeneity Test for Job Training and Job Stress Variables

Test of Homogeneity of Variances		Levene Statistics	df1	df2	Sig
Job Training	Based on Mean	1,283	6	39	0.287
Job Stress	Based on Mean	1,008	6	39	0.434

From the homogeneity table between Job Training (X1) and Job Stress (X2) and Employee Performance (Y), it can be seen that the significance values are 0.287 and 0.434, so it can be concluded that this homogeneity test is declared to be homogeneous because the values 0.287 and 0.434 are > 0.05.

Test Multiple regression analysis

The multiple regression analysis test was carried out using the SPSS version 25 for Windows program. For multiple regression analysis, the independent research variable consists of 2 or more variables while there is 1 dependent variable. The results of multiple linear regression analysis can be seen in table 5.

Table 9 Multiple regression analysis

ANOVA						
	Model	Surm of Squrarerls	df	Merlan Squrarerl	F	Silg.
1	Rerlgrerlssilon	295,075	2	147,537	35,501	,000b
	Rerlsildural	207,793	50	4,156		
	Total	502,868	52			
a. Derlperlnderlnt Varilablerl: Kilnerlrja Employee						
b.Prerldilctors: (Constant), Work Strerlss, Worker Perllatilhan						

Sumber: Hasil Processing Personal Datamer, 2024

Based on the results of the tables presented, the value of silgnilfilcansil for the work requirement variable (X1) and work force variable (X2) is 0.000. By calculating the already applied molecule, where the value of Silgnillrila is less than 0.05, indicating the existence of a silmurltaneous process effect, it can be concluded that the work performance variables (X1) and work force (X2) have a syllabus effect murltan towards employee performance (Y).

T test

a) The t test for the Job Training Variable t table 2.010 and significant value 0.005 <0.05. It can be seen from the basis of decision making in the t test (partial).

b) The t test for the Job Stress Variable5,482> t table 2.010 and significant value 0.00 < 0.05. It can be seen from the basis of decision making in the t test (partial).

F test

In the test, the calculated F value was 35,501 > F table 3.18 and the significant value was 0.00 < 0.05. So it can be concluded that the variables Job Training (X1) and Job Stress (X2) simultaneously and significantly influence employee performance (Y).

TestKoefilsilen Determilnasil

The Determinani coefficient test is used to see the feasibility of research conducted by looking at the influence of work training and stress variables on performance variables.

Table 10 Coefficient of Determination

Modernl	R	R Square	Adjusted R Squarer	Std. Error of the Estimate	Change Statistics				
					R Squrarerl Changerl	F Changerl	df1	df2	Silg. F Change
1	.766 a	,587	,570	2,039	,587	35,501	2	50	,000

a. Predictors: (Constant), Job Stress, Job Training

Sumber: Hasil Processing Personal Datamer, 2024

Bebased on tabl presented, dilperolesh nillail Adjusted R squaresebesar 0.570. Nillail ilnil medescribe tocapablefashionl in menjeweld sebewhy?sar pegrossh sehow to ber are both from the variablesl ilndepeNden tefacing variablesl depeNden. Penillailan Adjusted R squareilnil pentilng karena tethat's memperconsider only variablesl ilndepeNden which memillilkil silgnilfilkansil statilstilk.

5. **DISCUSSION**

a) **The Effect of Job Training on Employee Performance**

The Job Training variable has a significant influence on employee performance. Based on the t test that has been carried out, it shows that the results of the t test hypothesis testing of the t calculated significance value of the Training variable are 0.005 < 0.05 and T count 2,915 > T table 2,010, which means that job training has a partially significant effect on employee

performance. The results of this research support previous research conducted by(Aulia, 2016)That employee job training has a positive and significant influence on employee performance. Thus, the results of this research support the first hypothesis that has been described and support the results of research that has been carried out by previous researchers.

b) The Effect of Job Training and Job Stress on Employee Performance

The results of this research state that the effect of work stress on employee performance through regression testing, it turns out that there is a negative influence produced between the work stress variable and the employee performance variable. This shows that work stress has an impact on employee performance, where the higher the level of work stress, the lower the employee's performance will be. Then the partial test results stated that there was a significant influence between work stress and employee performance. Where the level of work stress significantly affects employee performance levels negatively with a value of -0.714 and a Sig value of 0.000. The results of this research support previous research conducted by(Choirunnisa, 2023)That employee work stress has a negative and significant impact on the performance of employees at Bank BPR BKK Semarang

c) The Effect of Job Training and Job Stress on Employee Performance.

Based on the results of this research, it is stated that together work training (X1) and work stress (X2) have a significant effect on employee performance (Y) with a calculated f value (35.501) > f table (3.18) and a significance value of $0.000 < 0,05$ shows that there is a simultaneous influence, so it can be concluded that the job training variables (X1) and job stress (X2) have a joint influence on employee performance (Y) PT. Murhyi Bazana Purtra. The results of this research support previous research conducted by(Nadia, 2022)That sefake waylieutenant pegrosshpepractice torja (X1) and strs torja (X2) berpegrossh significant tefacing kineemployee work (Y) PT. Yourhyi Bazana Putra.

6. CONCLUSION

Based on the results of research analysis related to the influence of job training and job stress on employee performance at PT. Murhyil Bazana Purtra, Depok City, it can be concluded that:

1. The effect of job training (X1) on employee performance (Y) PT. Muhyi Bazana Putra, Depok City has a significant and positive effect on employee performance variables.
2. The effect of work stress (X2) on employee performance (Y) PT. Muhyi Bazana Putra, Depok City has a significant and negative effect on employee performance variables.

3. Effects of job training(X1)and The influence of work stress(X2)on employee performance(Y)PT. Muhyi Bazana Putra, Depok City has a significant simultaneous effect on employee performance(Y).

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