



## The Impact of Training on Worker Performance

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**Abstract.** *We intend to gain further insight into the impact of staff performance training at PT. Inti Graphics Surabaya through this investigation. The sample count consisted of 52 employees. Data were gathered through the use of questionnaires, interviews, and observation techniques. To analyze the data, SPSS (Statistical Product and Service Solution) is used, which is the fundamental analysis of linear regression. The results of the testing include measures to improve and develop employees' attitudes, behaviors, abilities, and knowledge in accordance with the objectives of the relevant agency. The study's conclusions indicate a substantial correlation between employee performance and training.*

**Keyword:** *Image Brand; Price; Decision Purchase.*

### INTRODUCTION

In order to compete in the modern era of globalization, a corporation must overcome numerous obstacles. A corporation needs a competitive advantage in order to survive and prevail in the marketplace. A company's competitive edge must be developed through its own power guy, who must be of high quality and contribute to the business. Every business aims to improve staff performance and promote program development. In order to achieve its goal, the corporation must both move and keep an eye on its workers, allowing them to fully realize their potential.

Performance is the outcome of an employee's job in terms of the quantity and quality of work completed in order to complete a task in line with the limited response provided to her. A person needs a certain degree of competence and willingness to carry out work, but abilities alone are insufficient to complete tasks without a clear grasp of what needs to be done and how to do it (Kushendar, 2022).

The printing industry is one that is expanding quickly in response to consumer demand. According to Body Center Statistics, the printing and recording media reproduction sector continued to grow as large as 16%, or 82%, in the third quarter of 2022 compared to the same period the previous year (Saepudin, 20–22).

Moment of business printing Because of the development of machine printing, which is smart and requires less human labor, there is greater capital congestion. In Indonesia, printing is currently quite popular. Computers are used for both printing (without a master) and pressing for direct imaging (with a master). Many printers employ digital printing technology. Large,

complex printing presses have also been outfitted with post-press (process finishing, such as cutting, bindings, folding, stitching, embossing, and so forth) equipment in addition to pre-press equipment, making printing a one-stop shop for businesses, which grows more and more.

The number of employees or human power can be decreased by the widespread usage of machines. However, because of their high production requirements, large printing and publishing enterprises continue to employ a considerable number of people (Kushendar, 20–23). The same is true for PT. Inti Graphics Tbk, where high production demands necessitate a huge workforce that can be improved through employee performance. This is the reason that a business needs to invest a certain amount of energy in improving work quality through program training.

## **METHODS**

At PT. Inti Graphics, which is situated on Jalan Ratulangi Surabaya, this study was carried out. The study was conducted in 2023, between April and August. Research objects that have an impact on a study are called variables. The influence of training on employee performance with PT Graphics Core is the research variable.

Study population 52 employees are involved in this; all of them work on PT Graphics Core. The study will only include representative samples; the full population won't be examined. When gathering The researchers used three different methods to collect data for this study: questionnaires, interviews, and observation.

## **FINAL RESULTS AND TALK**

### **Study of Respondent Identity**

The study's findings were compiled by the writer through 52 employees of PT. Graphics Core in Surabaya. Findings from respondents' questionnaire responses that were deemed comprehensive: 100% of the material analysis is included, including the following specifics:

**Table 1 Distribution Survey and Data Gathering**

Amount respondents	52
Amount questionnaire spread	52
Amount questionnaire returned	52
Total questionnaire accepted Return from all over respondents	100%
Accuracy charging questionnaire by respondents	100%

**Table 2 Respondent Based on Variable**

Type Sex	Frequency (Employee)	Percentage (%)
Man	26	50%
Woman	26	50%
Amount	52	100%

Table describing the number of employees at PT. Inti Graphics City Surabaya: of the total respondents, 16 employees (52%) are temporary women, and 24 employees (60%) are sex men. Average sexual type in PT. Graphics Core City, Surabaya, where a man resides.

**Table 3 Respondent's Long-Term Work**

Long Work	Frequency (Employee)	Percentage (%)
< 1 2 years	26	50.0%
1 2 - 2 5 year	13	25.0%
> 2 5 year	13	25.0%
Amount	52	100%

Based on the table data, it turns out that the number of respondents who have worked for less than 1 2 years as many as 26 employees (50.0%), aged 1 2 -2 5 years as many as 13 employees ( 25.0 %), and a long time Work over 2 5 years as many as 13 employees ( 25.0 %).

**Table 4. Coefficients**

		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	1.729	.840		2.059	.046
	Pertanyaan 1	.542	.203	.397	2.664	.011

a. Dependent Variable: Pertanyaan 11

Constant mark up to 1,729 This indicates that if the independent variable, training (X), has a value of zero, then the influence on employee performance (Y) is 35.726%. The regression coefficient for the training variable (X) is positive (0.542). This can be seen as meaning that employee performance (Y) will increase by 0.542% if training (X) increases by as much as 1 scale in the respondent's answers.

Examine This employs simple linear analysis. Employee performance is the dependent variable, while training is the independent variable that influences it. Test outcome This is consistent with the views of Kushendar (2023), who argues that training is an activity for repairing and developing employee knowledge, skills, behavior, and attitude in accordance with what the relevant agency desires. Every training session is an attempt to increase productivity. Work for a corporation or agency that is neither free from external influence nor from within influence. Impact the need for every institution and agency to provide more services in order to meet the growing needs of the general population. To achieve the desired level of productivity, a company or agency must enhance the abilities of its employees by providing them with good knowledge and skills that will enable them to adapt to changes in the workplace. This can be achieved through training incentives.

Business It is always necessary for PT. Inti Graphics Surabaya to have a training program that aims to increase management and technical capacities, skills, and abilities in carrying out activities and responsibilities. The business will profit from this. Errors in productivity, effectiveness, and efficiency will be repaired. Regarding what is meant to be done with efficacy and efficiency in order to get outcomes, don't waste time on unnecessary activities and employ resources that can be put to good use.

## INTRODUCTION

A reasonably substantial correlation exists between employee performance and training. Resultant Upon computing the positive correlation coefficient, a result of 0.397 was found. The computation's outcome The obtained coefficient of determination was 15.7%, indicating that the degree of training had a significant impact on the employee's performance at PT. Graphics Core Surabaya, up to 15.7%.

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