

The Influence Of Training and Work Environment To Employee Performance of Kediri City Health Office Employees

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Abstract. Every government organization and business entity is working to maximize the utilization of the resources at their disposal as the digitalization era advances. Every division unit must be able to adjust fast and operate consistently. Employee performance determines an organization's chances of success in reaching its objectives. Thus, in addition to determining the impact of training provision and the work environment on the performance of Kediri City Health Service officers, the problem formulation in this research is to ascertain the effect of the training provided on the performance results of Kediri City Health Service officers and how the work environment influences their performance. Multiple linear analysis was the study methodology employed, with purposive random sampling of 100 employees. The results of regression calculations suggest that training has a partial influence on employee performance, with a significant value of 0.03. The work environment variable has a significance value of 0.00 on employee performance, with respondents' perception results of 90.33%, while the f test results show a positive and significant simultaneous influence of training and the work environment on employee performance. The data yields an R-Square value of 0.793, indicating that training and work environment variables influence employee performance results by 79.3%, with the remaining influenced by other variables.

Keywords: Training, Work Environment, Employee Performance.

Introduction

Every government organization and business entity along with the development of the digitalization era, are carrying out various strategic plans to empower their resources optimally in achieving organizational goals, so that all field units are required to be able to adjust their various competencies and perform reliably in order to expedite work with targets for good and optimal results. The success of an organization in achieving organizational goals is determined by employee performance.

Methods

Multiple linear analysis was the study methodology employed, with purposive random sampling of 100 employees.

Result and Discussion

The results of regression calculations suggest that training has a partial influence on employee performance, with a significant value of 0.03. The work environment variable has a significance value of 0.00 on employee performance, with respondents' perception results of 90.33%, while the f test results show a positive and significant simultaneous influence of training and the work environment on employee performance. The

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A significant value indicates that there is an influence between providing training and employee performance. So, if employees receive training according to their main duties and functions properly, employee performance will improve, and then a significant value indicates that there is an influence between the work environment and employee performance. So, if the conditions of an employee's working environment can be improved properly, employee performance will increase too.

Conclusion

Increasing employee training periodically and routinely according to the main tasks and functions of employee performance has a big influence on improving performance in improving the quality of the work environment while simultaneously making employees feel safer and more comfortable and without worry or anxiety when working.

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NOTE

Tabel:

Tabel 1. Multiple Linear Regression Analysis

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.670	1.443		5.317	.000
	X1	.082	.107	.933	3.063	.029
	X2	.572	.077	.428	7.414	.000

Tabel 2. Coefficient of Determination

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.844 ^a	.793	.788	.795

Equations

$$Y = 7.670 + 0.082 X_1 + 0.572 X_2 + e$$

Graphs

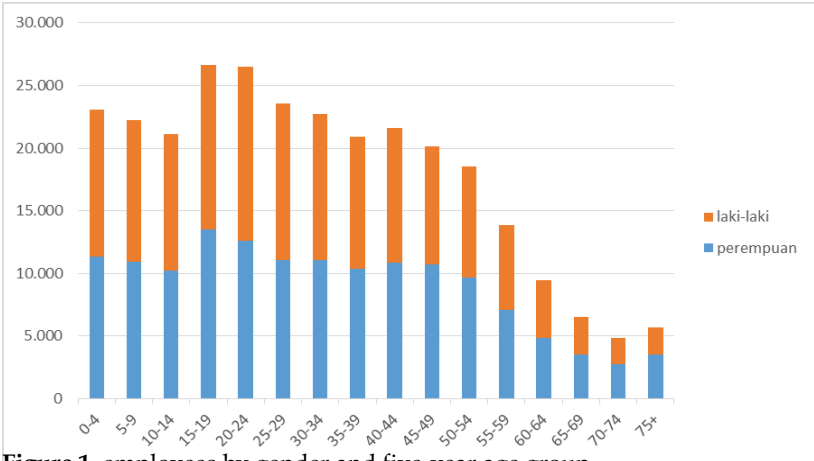


Figure 1. employees by gender and five-year age group