

The Influence of Training, Work Environment and Career Development on Work Motivation That Has an Impact on Employee Performance at PT. Suryamas Elsindo Primatama In West Jakarta

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ABSTRACT

This study aims to determine the effect of training, work environment, career development on work motivation which has an impact on employee performance at PT. Suryamas Elsindo Primatama in West Jakarta. The method used is quantitative. The sampling technique used saturated sampling, which amounted to 127 respondents. Data analysis used validity test, reliability test, classical assumption test, regression analysis, correlation coefficient analysis, coefficient of determination analysis and hypothesis testing. The results of the training research have a significant effect on work motivation by 31.0% and hypothesis testing is obtained t count $>$ t table or $(7.498 > 1.979)$ this is strengthened by a significance of $0.000 < 0.05$. The work environment has a significant effect on work motivation by 41.1% and hypothesis testing is obtained t count $>$ t table or $(9.343 > 1.979)$ this is strengthened by a significance of $0.000 < 0.05$. Career development has a significant effect on work motivation by 29.6% and hypothesis testing is obtained t count $>$ t table or $(7.248 > 1.979)$ this is strengthened by a significance of $0.000 < 0.05$. Training, work environment and career development simultaneously have a significant effect on work motivation with the regression equation $Y = 6.565 + 0.226X_1 + 0.403X_2 + 0.220X_3$, the value of determination is 52.3% and hypothesis testing is obtained F count $>$ F table or $(44.922 > 2.450)$, this is also reinforced with a significance of $0.000 < 0.05$. Work motivation has a significant effect on employee performance by 36.4% and hypothesis testing is obtained t count $>$ t table or $(8.452 > 1.979)$ this is strengthened by a significance of $0.000 < 0.05$. Copyright © 2017 International Journal of Artificial Intelligence Research.

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I. Introduction

The importance of human resources needs to be realized by all levels of management in the company. Human resources are an inseparable part of an organization because resources have talent, energy and creativity that are needed by the company to achieve its goals. Advances in technology, development of information, availability of adequate capital and materials, but without human resources, it will be difficult for organizations to achieve their goals.

Changes in the structure of the Indonesian market in free trade in the era of globalization have had a huge impact on Indonesia's business climate so that there is competition between companies, increasing competitiveness, both in terms of product and production quality of a company, is one solution that can be done to face this competition. The development and improvement of human resources is a priority for the company which is formed with structured trainings in addition to implementing an integrated and innovative corporate culture so as to get strong skilled and character human resources.

No matter how good the organization's goals and plans, it is a wasted step if the human resource element is not considered or even neglected. As Hasibuan (2018:11) said that "the goal is impossible to achieve without the active role of employees even though the tools owned by the company are so sophisticated." Therefore, the success of a company does not only depend on the company's technology but also depends on aspects of the human resources involved. owned by company.

PT. Suryamas Elsindo Primatama is a company engaged in electricity and mechanics, established in 1996 with full confidence to be able to provide professional services as a business partner for customers who need products and services in the electrical and mechanical fields. Supported by professional staff and located in a 4 (four) floor building, the company always strives to improve the quality of service to meet the needs of the company's customers for their satisfaction. With the aim of becoming a reliable business partner, the company's staff and management sincerely hope to provide the best service for customers to achieve good and harmonious cooperation between the two sides and mutual benefits.

Currently the company is an agent for products manufactured by ABB Sakti Industri, Ritz Instrument Transformers, General Electric, Alstom Grid, TE Connectivity such as Terminal Block, Test Block, MV Current & Voltage Transformers, Automatic Transfer Switch (ATS), Protection Relay, Discrepancy Switch as a core business. As a professional company, the company is ready to position itself as a partner in government-owned, private and foreign companies, especially in a work program that requires products and services in the electrical and mechanical fields. Supported by experienced professionals, the company always strives to improve the quality of company services from time to time, so that it can meet the needs of business partners satisfactorily. With a view to partnering and working, the founders and all components of PT. Suryamas Elsindo Primatama hopes that a harmonious cooperation can be established, so that what is aspired to be achieved.

To improve service and security, it is necessary to manage human resources properly. The management of human resources in question is that the company must be able to unite the perspectives of employees and company leaders in order to achieve company goals. One of the common ways companies do is through training.

Training will provide opportunities for employees to be able to develop skills, abilities in work, and to increase knowledge so that employees can understand, understand, and master what must be done and why it should be done, what should be done and how to do it. It is hoped that through the training program that has been implemented within the company, it will have a positive impact on increasing the skills, insight, knowledge, and behavior of employees in their duties so that the performance of the company's employees can increase.

According to Mangkunegara (2017:44) he argues "Training is a short-term educational process that uses systematic and organized procedures, non-managerial employees learn technical knowledge and skills for limited purposes". The more employees who are given the opportunity to take part in training can improve company performance. However, in reality this is actually not getting priority by the company's management as evidenced by the data collected showing fluctuating conditions. The following is the training pre-survey data provided by PT. Suryamas Elsindo Primatama to employees, as follows:

Table 1. Data Pre-Survey Training of PT. Suryamas Elsindo Primatama

Aspect/ Statement	Number of Prasurey Employees	Good Answer		Poor Answer	
		People	%	People	%
The training material that was followed was in accordance with my competency needs	30	25	83,30%	5	16,7%
The method used makes it easier for you to understand the training carried out	30	21	70,0%	9	30,0%
Instructors master the material provided (Experts in their fields)	30	17	56,7%	13	43,3%
The training participants have been fairly arranged by the company based on existing needs	30	20	66,7%	10	33,3%

Training makes participants able to work together with other employees	30	23	76,7%	7	23,3%
Average	30	21	70,0%	9	30,0%

^a Source: Presurvey results (processed), 2022.

Based on the pre-survey data in the table above from various aspects including the suitability of the training material, the accuracy of the training material, mastery of the material, the distribution of training participants, the ability to work together from 30 respondents who gave a good statement as many as 21 people or 70.0%. While the respondents who gave unfavorable answers were 9 people or 30.0%.

Besides training, one thing that must be considered to increase employee morale is a fairly comfortable work environment, where the work environment is also an important part of the organization. the company must provide an adequate work environment such as the physical environment (comfortable layout, clean environment, good air exchange, colors, adequate lighting and melodious music), as well as non-physical environment (employee work atmosphere, employee welfare, relationship among employees, relations between employees and leaders, and places of worship).

A good work environment can support the implementation of work so that employees have the enthusiasm to work and improve employee performance. The work environment around employees needs to be considered in order to have a good impact on one's performance. A safe and healthy work environment will have a positive impact on the people in it. The benefits of a safe and healthy work environment will improve performance, due to reduced number of lost days, increased efficiency and quality of more committed workers, lower medical and insurance costs, lower levels of worker compensation and direct payments due to reduced claim filing, flexibility and greater adaptability as a result of increased participation and ownership, as well as better labor selection ratios due to improved corporate image.

The work environment according to Afandi (2018: 66) is "something that exists in the workers' environment that can affect themselves in carrying out tasks such as temperature, humidity, ventilation, lighting, noise, cleanliness of the workplace and whether or not work equipment is adequate, work methods, etc. as the influence of his work both as individuals and groups. The following table of work environment presurvey data to employees of PT. Suryamas Elsindo Primatama.

Table 2. Data Pre-Survey Work Environment PT. Suryamas Elsindo Primatama

Aspect/ Statement	Number of Prasurvey Employees	Good Answer		Poor Answer	
		People	%	People	%
The company has provided sufficient lighting	30	18	60,0%	12	40,0%
The company has provided sufficient air conditioning facilities in the warehouse	30	20	66,7%	10	33,3%
The employee workspace has been designed to be quite comfortable	30	21	70,0%	9	30,0%
The employee workspace is clean enough	30	19	63,3%	11	36,7%
The employee's workspace is not disturbed by noise	30	23	76,7%	7	23,3%
The company has done decorations in every workspace	30	23	76,7%	7	23,3%
The company has facilitated safety equipment at work	30	22	73,3%	8	26,7%
Average	30	21	70,0%	9	30,0%

Source: Presurvey results (processed), 2022

Based on the pre-survey data in the table above from various aspects including company lighting, air conditioning facilities in the warehouse, work space comfort, work space noise, company decoration, security equipment facilities from 30 respondents who gave a good statement as many as 21 people or 70.0%. While the respondents who gave unfavorable answers were 9 people or 30.0%.

Career development is a combination of future training needs and human resource planning. From the employee's point of view, career development provides an overview of future career paths within the organization and indicates the long-term importance of the organization to its employees. Gomes (2014:215) said that "for organizations, career development provides some assurance that there will be employees who will fill vacant positions in the future".

An organization is a collection of people who have different competencies, are interdependent on one another, trying to realize common interests by utilizing various resources. Basically, the organization founded is looking for profit. Therefore, employees who have high performance are needed.

Rivai's opinion (2015:65) "Career development is the process of increasing individual work abilities that are achieved in order to achieve the desired career". The goal of all career development programs is to match the needs and goals of employees with the career opportunities available in the organization today and in the future.

Based on the initial observations that the author got, that employees who have not attended this leadership training due to the absence of a budget, have been budgeted for but have not been realized by the institution.

Providing motivation can also be one way to improve employee work performance. Motivation is important given to employees because it will arouse enthusiasm to work and produce high employee work performance. Motivation can be interpreted as a strength that comes from within oneself (intrinsic motivation whose indicators include: giving a salary, a sense of security, appreciation, and potential development or self-actualization) or from outside a person (extrinsic motivation whose indicators include social needs, provision of facilities, and leadership) which encourages a person to behave in accordance with the provisions, intensity and a certain period of time related to intrinsic and extrinsic motivation in carrying out work. The importance of work motivation for a company is as a motivating factor for employees. Every activity that a person does must have factors that encourage these activities. Therefore, the driving factor is the needs and desires of the employee. Work performance can be assessed from work motivation. One of the motivations given by the company is the provision of appropriate compensation from the productivity generated in completing the employee's tasks.

In essence, giving motivation means that it has provided opportunities for employees to work well and get what is expected, so that employees can and are able to develop abilities. Motivation can simply be formulated as a condition or action that encourages someone to do a job or activity as much as possible for employees to be able to do and produce. The role of motivation is to intensify these desires and desires, therefore it can be concluded that efforts to increase one's morale will always be related to efforts to motivate him so that to carry out good motivation it is necessary to know human needs. According to David McClelland in Miftah Thoha (2015: 235) argues "Motivation is a set of forces both from within and from outside a person that encourages them to start working behavior according to a certain format, direction, intensity and time period". Organizations are also required to be able to identify the will of its members that lead to job satisfaction in various ways by meeting the needs of organizational members, both motivators as intrinsic factors and hygiene as extrinsic factors.

The achievement of competitive advantage has led to the emergence of a field known as human resources to improve business performance and develop an organizational culture that encourages innovation and plays an important role or successful implementation of a plan.

An unsatisfied need will create tension that stimulates the drive in the individual to behave in finding a particular goal. Therefore, motivation is very important because it involves individual needs that must be in accordance with organizational goals.

In fact, currently the organization has weaknesses, namely in a management system that is easy to change and not standardized and there is still a lack of welfare, concern for employees, with this problem the relationship between employees and superiors is not good so that it will affect employee performance.

Table 3. Employee Motivation Assessment Data PT. Suryamas Elsindo Primatama Period 2021

Elements assessed	Number of Employees	Achievement	%	Not Reached	%
1. Fulfillment of physiological needs	127	107	84,3%	20	15,7%
2. Safety at work	127	102	80,3%	25	19,7%
3. Social needs, cooperation at work	127	114	89,8%	13	10,2%
4. Appreciation of work awards	127	109	85,8%	18	14,2%
5. The need for self-potential development (actualization)	127	106	83,5%	21	16,5%
Average		107,6	84,7%	19,4	15,3%

^b. Source: PT. Suryamas Elsindo Primatama, 2021.

In the table above, it shows that the overall value of the achievement of work motivation at PT. Suryamas Elsindo Primatama in 2021 showed a less than optimal achievement where on average only obtained 84.7% of the total employees. The motivation to achieve certain positions and the expectation of getting an award is poor, while the challenges of work with sufficient value and job responsibilities and the expectation of employee welfare are only at a moderate level of assessment. This table shows that work motivation really needs serious attention for management.

PT. Suryamas Elsindo Primatama assesses that employee work performance occurs from production results by comparing the number of production targets with product realization every year. The following is a table about the production target and product realization at PT. Suryamas Elsindo Primatama from 2016 to 2018 obtained by the author regarding the work performance of employees:

Table 4. Employee Performance Data of PT. Suryamas Elsindo Primatama

No	Aspects	JK	Kinerja Target (%)	Reaching		Not Reaching	
				People	%	People	%
1	Ability to produce quality work	127	100%	116	91,3%	11	8,7%
2	Ability to achieve work targets	127	100%	109	85,8%	18	14,2%
3	Have the appropriate work skills	127	100%	114	89,8%	13	10,2%
4	Ability to complete work	127	100%	112	88,2%	15	11,8%
5	Have a sense of responsibility at work	127	100%	113	89,0%	14	11,0%
	Average			113	88,8%	14	11,2%

^c Source: Primary data processed by PT. Suryamas Elsindo Primatama, 2022

Based on the data in the table above, it shows that the achievement of performance from several aspects assessed shows a fluctuating achievement with a declining trend. The aspect of work quality was only achieved 91.3%, the aspect of ability to achieve the target was 85.8%, the understanding related to the order of work was only 89.8%, the aspect of timeliness of work completion was 88.2%, and the aspect of having a high sense of responsibility at work was only achieved by 89.0%. From the several aspects mentioned above, the overall score was only 88.8%, while those who did not achieved an average of 11.2%. This shows that employee performance is low, because it does not reach the target the company wants.

Based on the background of the above problems, the authors are interested in conducting further research with the title: "The Influence of Training, Work Environment and Career Development on Work Motivation which Impacts Employee Performance at PT. Suryamas Elsindo Primatama in West Jakarta".

II. Method

This study was designed with a quantitative method. According to Sugiyono (2018:44), namely "Research that aims to determine the influence or relationship between two or more variables". Thus, this associative research can build a theory that serves to explain, predict and control a symptom. According to Sugiyono (2018:215) "population is the number of generalization areas consisting of objects and characteristics determined by researchers and then conclusions are drawn". Meanwhile, according to Suharsimi Arikunto (2014:173), "the population is the entire research subject". From the above understanding, it can be concluded that the population is the overall characteristics or properties of the subject or object that can be drawn as a sample. In the research population are employees of PT. Suryamas Elsindo Primatama, totaling 127 employees. According to Sugiyono (2018:215), he argues "the sample is the number and characteristics possessed by the population". According to Arikunto (2014: 131), "the sample is part or representative of the population being studied". Furthermore, Sugiyono (2018:81) explained that "sampling technique is a sampling technique for use in research". In sampling can use saturated sampling. According to Sugiyono (2018: 82), he argues "saturated sampling is a sampling technique when all members of the population are used as samples". Another term for saturated sample is census, where members of the population are sampled. In this study, the samples used were all employees of PT. Suryamas Elsindo Primatama, which has 127 employees.

III. Results

Before delivering a descriptive analysis of the assessment of the respondent's condition according to indicators and variables. The following is a description of the characteristics of the respondents including gender, education and occupation, as follows:

Descriptive discussion, intended for exploration and clarification of a phenomenon by describing a number of variables relating to the problem under study.

A. *The circumstances or criteria of the object under study are based on the training variable (X₁).*

Training is very important, both for employees and employers. It is possible that some unwanted changes will occur that will affect the well-thought-out plan. In this situation, both employees and employers must be prepared to adapt to the changing environment. employees must continuously improve their skills and competencies according to company needs, while companies must be prepared with employees who are able to handle pressure efficiently and avoid negative risks from changing scenarios. That is why understanding the importance of training is needed by both parties.

Based on the number of 127 respondents who became the object of this study, they gave various answers. It is known from the number of 10 statements submitted on the training variable. Overall for the training variable questionnaire (X₁) obtained an average score of 3.76 with good criteria. To be even better, companies need to accommodate employees with more innovative programs to suit the desired goals of their employees.

B. *The condition or criteria of the object under study are based on the work environment variable (X₂).*

The work environment is closely related to the atmosphere in the environment where a person works with something that is around workers that can affect employees at work, including lighting arrangements, noise control, workplace cleanliness settings and workplace security settings. A conducive work environment provides a sense of security and employees will work more optimally. The work environment will also affect employees' emotions. If the employee likes the work environment where he works, then the employee will be motivated to carry out his activities well so that work time is used effectively. A good work environment will automatically increase employee morale.

This is evidenced by looking at the overall work environment variable questionnaire (X₂) obtained an average score of 3.79 with good criteria. For the better, the leadership needs to maintain the conditions of the work environment which consists of a physical work environment and a non-physical work environment that is well maintained, so that employees are motivated to work in completing work because the need to exist, the need to establish relationships and the need to develop are met..

C. The circumstances or criteria of the object under study are based on the career development variable (X3).

Career development is an increase in mental ability that occurs as employees age. The development of employees' mental abilities has been going on for as long as a person becomes a worker in an organization that is realized through the implementation of work which is the main task and function. Career development is an employee activity to help employees plan future careers where they work. So that the employees concerned and also the company can develop themselves optimally.

This is evidenced by looking at the overall career development variable questionnaire (X3) obtained an average score of 3.78 with good criteria. To be even better, the company needs to provide equal opportunities to employees to spur work morale in order to advance the company so that they get the opportunity to achieve the desired position..

D. D. The circumstances or criteria of the object under study are based on the work motivation variable (Y).

Motivation is based on efforts to improve work performance in a particular job that is being his responsibility. Ideally, motivation should be designed to achieve organizational goals, while at the same time realizing the goals of individual workers. Motivation is often considered the most common activity and leaders support motivation because through motivation, workers will become more skilled and therefore more productive.

This is evidenced by looking at the respondents' answers as a whole for the work motivation variable questionnaire (Y) obtained an average score of 3.86 with good criteria. For the better, the company must equip employees so that they have sufficient ability to support the work, it is necessary to have a good arrangement so that all divisions within the company can be accommodated in motivational activities more continuously and programmed as well as possible.

E. E. The circumstances or criteria of the object under study are based on the employee performance variable (Z).

Performance can affect the ongoing activities of a company organization, the better the performance shown by employees will be very helpful in the development of the organization or company. Employee performance is not just information for promotion or salary determination for the organization. However, how the organization can develop employee careers and develop a plan to correct the slump in performance can be avoided.

This is evidenced by looking at the overall employee performance variable questionnaire (Z) obtained an average score of 3.89 with good criteria. For the better, the company needs to continue to carry out performance appraisals considering that through performance appraisals it can be seen how accurately employees have carried out their functions, the accuracy of employees in carrying out their functions will greatly affect the achievement of performance. Organization as a whole. In addition, the results of employee performance appraisals will provide important information in the employee development process.

The verification discussion is intended to discuss the influence and significance as well as, the discussion of the relationship between supporting theories that are aligned with the results of data processing..

A. Partial Effect of Training (X1) on Work Motivation (Y).

Training has a positive and significant effect on work motivation with a correlation value of 0.557, meaning that the two variables have a moderate level of relationship. The value of the coefficient of determination is 0.310 or 31.0% while the remaining 69.0% is influenced by other factors. This shows that high discipline will improve performance. Hypothesis testing is obtained $t_{\text{arithmetic}} > t_{\text{table}}$ or $(7.498 > 1.979)$, this is reinforced by probability $0.000 < 0.05$, thus H_0 is rejected and H_1 is accepted meaning that there is a positive and partially significant effect between training on work motivation at PT. Suryamas Elsindo Primatama.

The results of the research that the author did, are in line with research conducted by Putri Maisaroh (2019), The Effect of Organizational Culture on Increasing Human Resources at PT. Abadi Semesta, where his research concluded that organizational culture has a positive and

significant effect on increasing Human Resources with a coefficient of determination of 40.7%, hypothesis testing obtained Sig 0.000 <0.05.

The results of the research that the author did are also in line with the research conducted by Yuyun Yuniar Darmawan (2017). The Effect of Training on Employee Work Motivation at Sanur Meach Bali, where the research concluded that training has a positive and significant effect on employee work motivation with a determination coefficient of 52.6%, hypothesis testing obtained Sig 0.000 <0.05.

Other research was also conducted by Rangga Puger Raharjo (2016). The Effect of Training on Work Motivation of Employees at the Katindan Lawang Agricultural Training Center, which in his research concluded that training had a positive and significant effect on employee work motivation with a coefficient of determination of 77.2%, hypothesis testing obtained Sig 0.000 <0.05.

B. B. Partial Effect of Work Environment (X2) on Work Motivation (Y)

The work environment has a positive and significant effect on work motivation with a correlation value of 0.641, meaning that the two variables have a strong relationship level. The value of the coefficient of determination is 0.411 or 41.1% while the remaining 58.9% is influenced by other factors. This shows that a good work environment will increase work motivation. Hypothesis test obtained $t_{count} > t_{table}$ or $(7.498 > 1.979)$, this is reinforced by probability $0.000 < 0.05$, thus H_0 is rejected and H_2 is accepted meaning that there is a positive and partially significant effect between training on work motivation at PT. Suryamas Elsindo Primatama.

The results of the research that the author did, are also in line with research conducted by Heni Ingsiyah (2019) The Effect of the Work Environment on Employee Work Motivation at PT. Pupuk Sriwijaya Palembang, which in his research concluded that the work environment has a positive and significant effect on employee work motivation with a coefficient of determination of 46.0%, hypothesis testing obtained Sig 0.000 <0.05

Other research was also conducted by Rayka Dantyo Prakoso (2017) The Effect of the Work Environment on Employee Work Motivation at PT. AXA Financial Indonesia Malang Branch, where the research concluded that the work environment has a positive and significant effect on employee work motivation with a coefficient of determination of 53.9%, hypothesis testing obtained Sig 0.000 <0.05.

C. Partial Influence of Career Development (X3) on Work Motivation (Y)

Career development has a positive and significant effect on work motivation with a correlation value of 0.544, meaning that the two variables have a moderate level of relationship. The value of the coefficient of determination is 0.296 or 29.6% while the remaining 72.0% is influenced by other factors. This shows that good career development will increase work motivation. Hypothesis testing is obtained $t_{count} > t_{table}$ or $(7.248 > 1.979)$, this is reinforced by probability $0.000 < 0.05$, thus H_0 is rejected and H_3 is accepted meaning that there is a positive and partially significant effect between career development on work motivation at PT . Suryamas Elsindo Primatama.

The results of the research that the author did, are also in line with research conducted by Farita Dian Sofa Safitri (2018), The Effect of Career Development on Employee Work Motivation at the Community Empowerment Center in Malang, where in his research the conclusion is that career development has a positive and significant effect on employee work motivation. with a coefficient of determination of 52.1%, hypothesis testing obtained Sig 0.000 <0.05.

Another research was also conducted by Winda Annisa Putri (2019), The Effect of Career Development on Employee Work Motivation at PT. Barata Indonesia (Persero) Gresik, where his research concluded that career development has a positive and significant effect on employee work motivation with a coefficient of determination of 49.5%, hypothesis testing obtained Sig 0.000 <0.05.

D. Simultaneous Influence of Training (X1), Work Environment (X2) and Career Development (X3) on Work Motivation (Y).

Training (X1), Work Environment (X2) and career development (X3) have a positive effect on Work Motivation (Y) with the regression equation $Y = 6.565 + 0.226X_1 + 0.403X_2 + 0.220X_3$. The regression coefficient value of each variable is positive, meaning that the better the training, work

environment and career development, the better the work motivation at PT. Suryamas Elsindo Primatama, on the other hand, the lower the training, work environment and career development, the lower the work motivation. While the level of relationship between the independent variable and the dependent variable was obtained at 0.723, meaning that it has a strong relationship level. The contribution of the influence of training, work environment and career development is 52.3% while the remaining 47.7% is influenced by other factors.

Hypothesis test obtained $F_{count} > F_{table}$ or $(44.922 > 2.450)$, this is also reinforced by probability $0.000 < 0.05$. Thus H_0 is rejected and H_4 is accepted. This means that there is a positive and significant influence simultaneously between training, work environment and career development on work motivation at PT. Suryamas Elsindo Primatama.

The results of the research that the author did are also in line with research conducted by Roby Dwiyanto (2019), The Effect of Training, Work Environment and Career Development on Employee Work Motivation at CV. Torfa Indah, Bekasi, where his research concluded that training, work environment and career development simultaneously have a positive and significant effect on employee work motivation with a determination coefficient of 48.8%, hypothesis testing obtained $Sig < 0.000 < 0.05$

Other research was also conducted by Ihksan (2019), The Effect of Training, Work Environment and Career Development on Employee Work Motivation at PT. Batik Keris Jakarta, where his research concluded that training, work environment and career development simultaneously have a positive and significant effect on employee work motivation with a determination coefficient of 65.2%, hypothesis testing obtained $Sig < 0.000 < 0.05$.

E. The Influence of Work Motivation (Y) on Employee Performance (Z).

Training has a positive and significant effect on employee performance with a correlation value of 0.603 meaning that the two variables have a moderate level of relationship. The value of the coefficient of determination is 0.364 or 36.4% while the remaining 63.6% is influenced by other factors. This shows that high work motivation will improve employee performance. Hypothesis testing is obtained $t_{arithmetic} > t_{table}$ or $(8.452 > 1.979)$, this is reinforced by probability $0.000 < 0.05$, thus H_0 is rejected and H_5 is accepted meaning that there is a positive and significant influence between work motivation on performance.

The results of the research that the author did are also in line with research conducted by Olivia Thedora (2017), The Effect of Work Motivation on Employee Performance at PT. Sejahtera Motor Gemilang, where his research concluded that motivation has a positive and significant effect on employee performance with a coefficient of determination of 62.7%, hypothesis testing obtained $Sig < 0.000 < 0.05$.

Other research was also conducted by Yoeyong Rahsel (2016), The Effect of Work Motivation on the Performance of Central Administrative Employees at Padjadjaran University Bandung, where in his research resulted in the conclusion that motivation had a positive and significant effect on employee performance with a coefficient of determination of 55.4%, hypothesis testing obtained $Sig < 0.000 < 0.05$.

IV. Conclusion

Based on the descriptions in the previous chapters, and from the results of the analysis and discussion of the influence of training, work environment and career development on work motivation, as follows: Training has a positive and significant effect on work motivation with a determination of 31.0%. Hypothesis test obtained $t_{arithmetic} > t_{table}$ or $(7.498 > 1.979)$ this is reinforced with a significance of $0.000 < 0.05$. The work environment has a positive and significant effect on work motivation with a determination value of 41.1%. Hypothesis test obtained $t_{arithmetic} > t_{table}$ or $(9.343 > 1.979)$ this is reinforced with a significance of $0.000 < 0.05$. Career development has a positive and significant effect on work motivation with a determination value of 29.6%. Hypothesis test obtained $t_{arithmetic} > t_{table}$ or $(7.248 > 1.979)$ this is reinforced with a significance of $0.000 < 0.05$. Training, work environment and career development simultaneously have a positive and significant effect on work motivation with the regression equation $Y = 6.565 + 0.226X_1 + 0.403X_2 + 0.220X_3$, the value of determination is 52.3% while the remaining 47.7% is influenced by other factors. Hypothesis testing using statistical test $F_{count} > F_{table}$ or $(44.922 >$

2.450), this is also reinforced with a significance of $0.000 < 0.05$. Work motivation has a positive and significant effect on employee performance with a determination value of 36.4%. Hypothesis testing is obtained $t_{count} > t_{table}$ or $(8,452 > 1,979)$ this is reinforced with a significance of $0.000 < 0.05$.

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