Research Article

Effect of Effective Training and Geographical Education on the Development of Employee Performance

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Abstract

The purpose of this study was to determine to what extent the effect of effective training and geographical geographical education on the development of employee performance at PT. PLN (Persero) Main Unit Distribution West Java Bandung City. The population in this study were all employees who worked at PT. PLN (Persero) Main Unit Distribution West Java Bandung City, totaling 172 people and with the number of samples taken as many as 120 people. For the research method used in this study, namely in the form of descriptive and verification research methods and with data processing and analysis techniques in the form of simple linear regression analysis whose calculations use the help of SPSS version 25.0 software program. The research results obtained indicate that effective training and geographical education and development has a significant influence on employee performance at PT. PLN (Persero) Main Unit Distribution West Java Bandung City. This shows that the good and bad work results shown by employees at work can be determined by how effective the implementation of training and geographical education and development programs held by the company is, where the more effective the implementation, the higher the work results due to better employee skills.

Introduction

The existence of human resources who are able to work very well has a very important meaning in realizing the vision and mission of an organization or company, so that it is necessary to increase the work ability of employees which can be done through the implementation of training and geographical education activities that can run effectively, whether it is held inside or outside the company. In addition, human resources also have a very vital role in maintaining the sustainability of every activity or operational activity currently being carried out by a company, so that all the goals that have been prepared or previously planned by the company can be achieved. As for one way that can be used in realizing the goals set by a company is by holding a training and geographical education program that aims to improve the knowledge and work skills of employees at work, so that employees are able to show better work performance and have an impact on improving company performance. Overall when employees at work have the ability to work more and more skilled in completing all the work that is their responsibility, then the work results shown by the employee are getting better. Oftentimes, employees who have work abilities that are increasingly more skilled than before, then these employees tend to be more able to do all of their work very well due to high self-confidence which makes the employee feel more capable of completing his work to completion.

PT. PLN (Persero) Main Unit Distribution West Java Bandung City is one of the business units of PT. PLN (Persero) which is domiciled in the city of Bandung with its working area covering the entire area of West Java Province. This business unit is responsible for distributing electricity needs throughout the province of West Java, in addition to its main task, namely supervising the performance of the UPL (Customer Service Unit) which serves as the spearhead in the distribution of electricity needs throughout the province of West Java. In carrying out its operational activities, this business unit has 172 employees who are divided into several fields of work, including Distribution, General Affairs, Finance, Commerce & PP, Planning, Human Resources, K3L Controlling Bureau, Bureau of Procurement Planning, and GM & Functional Expert.

For companies, the existence of human resources who are able to work well has a very important role in realizing the company's goals that have been set. This is due to the duties and responsibilities that are able to become one of the main factors that determine the success of an organization or company in carrying out its daily operational activities. However, everyone who works is not always able to show the best work performance which has an impact on the company's overall performance. Sometimes, an employee who is not able to show the best work results can be caused by his inability to do work because the employee is still not skilled at work. That way, employees who have poor performance are not always lazy or unable to work. As for the performance indicators of PT. PLN (Persero) Main Unit Distribution West Java Bandung City is through the achievement of profit in accordance with its work targets. The following is a table that shows an explanation of the performance achievements of PT. PLN (Persero) Main Unit Distribution West Java Bandung City Period 2016-2019:

Table 1.
Performance Achievement of PT PLN (Persero) Main Unit Distribution West Java Bandung City in 2016 to 2019

Connected Power (MVA)				
No.	**Years**	**Target**	**Realization**	**Percentage**
1.	2016	112.458	111.415	99,07%
2.	2017	122.458	122.018	99,64%
3.	2018	131.458	130.281	99,10%
4.	2019	139.474	138.077	99,00%
Total		**505.848**	**501.791**	**396,81%**
Installed capacity (MV)				
No.	**Years**	**Target**	**Realization**	**Percentage**
1.	2016	54.444	54.465	100,04%
2.	2017	56.454	55.936	99,08%

No.	Years	Target	Realization	Percentage
3.	2018	57.788	57.822	100,06%
4.	2019	60.458	62.833	103,93%
Total		**299.144**	**231.056**	**403,11%**

Electric Energy Sales (GWh)

No.	Years	Target	Realization	Percentage
1.	2016	211.555	211.141	99,80%
2.	2017	227.445	223.134	98,10%
3.	2018	234.088	234.618	100,23%
4.	2019	235.666	234.618	99,56%
Total		**908.754**	**903.511**	**397,69%**

Electricity Production (GWh)

No.	Years	Target	Realization	Percentage
1.	2016	245.668	245.888	100,09%
2.	2017	266.214	254.660	95,66%
3.	2018	268.524	267.085	99,46%
4.	2019	268.500	278.941	103,89%
Total		**1.048.906**	**1.046.574**	**399,1%**

Number of Customers (Persons)

No.	Years	Target	Realization	Percentage
1.	2016	64.476.201	64.465.223	99,98%
2.	2017	69.458.211	68.068.283	98,00%
3.	2018	71.945.621	71.917.397	99,96%
4.	2019	76.004.658	75.705.614	99,61%
Total		**281.884.691**	**280.156.517**	**397,55%**

Network Shrink (%)

No.	Years	Target	Realization	Percentage
1.	2016	6,50	8,50	130,77%
2.	2017	8,00	8,75	109,39%
3.	2018	9,50	9,51	100,11%
4.	2019	9,40	9,32	99,15%
Total		**33,4%**	**36,08%**	**439,42%**

SAIFI (Kali)

No.	Years	Target	Realization	Percentage
1.	2016	8.00	8.54	106,75%
2.	2017	9.65	12.65	131,09%
3.	2018	9.00	9.90	110,00%
4.	2019	10.00	11.51	115,10%
Total		**36.65**	**42.6**	**462,94%**

Source: Corporate Planning Division of PT PLN (Persero) Main Unit Distribution West Java Bandung City
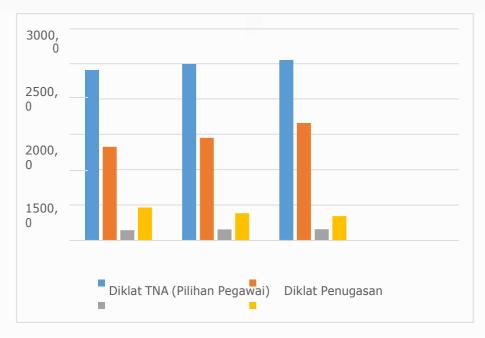
By referring to the achievement data of the company's performance shown in the table, it is known that the overall work performance shown by employees in their work shows a fairly good work performance. This can be seen through the realization of the work of several indicators of achievement of the company's performance that has met the targets that have been set previously. Nevertheless, there are still some indicators of the company's performance achievement which actually show unsatisfactory results due to not being able to meet the targets to be achieved. In fact, for performance indicators based on Connected Power and Network Loss/Unsold Energy Loss, it shows that the realization of work results tends to decrease in percentage value from year to year. This shows that in fact there are still some employees who have poor work results at work which have a negative impact on the achievement of the company's overall performance. Often, employees who perform poorly are not caused by employees who are lazy to work or do not want to work, but are actually caused by their work abilities which are still considered less skilled in completing tasks or work well. That way, if the employee does not have good work skills, it can automatically result in the employee's work results being not good. Therefore, it is necessary to have training and geographical education held by the company which aims to improve the knowledge and work skills of employees at work, so that in the future the work shown by the employee can be even better. Along with the better work results shown by employees at work, the better the performance achievement of the company.

Source: Corporate Planning Division of PT PLN (Persero) Main Unit Distribution West Java Bandung City

Picture 1

Geographical education and Training and geographical education Recapitulation (Workshop) PT. PLN (Persero) West Java Distribution Main Unit 2017-2019

It is stated that what is meant by training and geographical education is an effort to increase the knowledge and abilities of employees in carrying out their work more effectively and efficiently (Sofyandi, 2008). A similar opinion was also expressed by (Safuan, 2019) which stated that employee training and geographical education is a very important thing for companies in improving the individual abilities of employees, so it is necessary to develop a training and geographical education program that can be carried out systematically, effectively, and cost-effectively. There are several dimensions and indicators that can be used as a measure in assessing the effectiveness of a training and geographical education program run by an organization or company, including (Sudaryo, Aribowo, & Sofiati, 2018) Instructor, in which case the appointed instructor is someone who has adequate qualifications in accordance with their fields and competent, and highly educated. Some of the indicators that can be measured can be in the form of instructors meeting adequate qualifications, instructors having competence in their fields, instructors having good communication skills, and instructors being able to understand

the needs of participants who support the work; 2) Participants, where the employees who are included in the training and geographical education program should be people who are selected in advance based on certain requirements and appropriate qualifications, in addition to the employees having high enthusiasm to participate in the training and geographical education activities. Some of the indicators that can be measured include the ability of participants to choose training and geographical education programs that are in accordance with job needs, the ability of participants to want to take part in training and geographical education activities, high curiosity of participants in undergoing training and geographical education programs, and high motivation of participants to work better; 3) Material, where the training and geographical education material or curriculum provided must be in accordance with the training and geographical education objectives to be achieved by the company, in addition to the material provided must also be up-to-date so that the training and geographical education participants can understand the problems that occur in current conditions. Some of the indicators that become the measurement can be in the form of material provided in accordance with the objectives to be achieved by the company, the material used is easy to understand, and the material presented is the latest material; 4) Method, where the training and geographical education method used should be adapted to the type of material and components of the training and geographical education participants, so that the training and geographical education activities held can take place more effectively in an effort to achieve their goals. Some indicators that can be measured are the training and geographical education methods used that can be adapted to the needs of the participants, the accuracy in the use of training and geographical education methods, and the benefits provided by the training and geographical education methods used; and 5) Objectives, where what is desired from the training and geographical education activities held can be socialized in advance to the participants, so that participants can understand the purpose of holding the training and geographical education activities. Some of the indicators that can be measured can be in the form of participants who are able to provide feedback to the company, as well as increasing employee skills and performance.

Meanwhile, employee performance can be defined as work performance or work results (output), both quality and quantity, achieved by employees per unit time period in carrying out their work duties in accordance with the responsibilities given to them (Hassan, 2020; Mangkunegara & Prabu, 2005). Several dimensions and indicators can be used as a measure in assessing the work results shown by employees at work, including (DIBEK, 2020; Elbay, 2020; Robbins & Barnwell, 2006). Quality of work, namely performance appraisal which is measured based on employee perceptions of the quality of the work produced, as well as task perfection. which is carried out with the skills and abilities possessed by the employee; 2) Quantity of work, namely the amount of work produced which is usually expressed in terms such as units or cycles of completed work activities; 3) Timeliness, namely the level of completion of work activities during a predetermined period of time which becomes the standard for achieving work completion times; 4) Effectiveness, namely the level of use of organizational resources (manpower, money, technology, and raw materials) that can be maximized to increase the results of each unit of resource use; and 5) Independence, namely the level of an employee who is able to carry out his work functions well, as well as work commitment and responsibility to the organization.

Several previous research results indicate that effective training and geographical education can be one of the factors that influence employee performance improvement (Aditya, 2015; Afroz, 2018; Afsana, Afrin, & Tarannum, 2015; Ampomah, 2016; Halawi & Haydar, 2018; Kasim, Rantetampang, & Lumbantobing, 2016; Maduningtias, 2020; Otuko, Chege, & Douglas, 2013; Rudhaliawan, 2013; Safitri, 2019; Segeren, 2012; Tukunimulongo, 2016). However, training and geographical education is not always able to have a significant effect on the work results of employees who are increasingly This is proven by research conducted by (Mihardjo, Jermsittiparsert, Ahmed, Chankoson, & Hussain, 2020; Pakpahan, 2014) whose results show that partially training and geographical education does not significantly affect employee performance.

Based on this explanation, the authors became interested in conducting a study entitled "Effect of Effective Training and geographical education on Employee Performance".

Research Method

It is stated that what is meant by data analysis is research activities carried out when data from all

respondents have been collected, which consists of grouping variable data from all respondents, presenting data from each variable studied, and calculating data to answer the problem formulation and hypothesis testing has been proposed, which was analyzed through data processing techniques (Sugiyono, 2008; M. Sugiyono & Kuantitatif, 2009). The research method used in this study is a descriptive and verification research method. Descriptive research method is a research method that aims to analyze data that is carried out by describing or describing the data that has been collected as it is without intending to make conclusions that apply in general or generalizations, while the verification research method is a research method that aims to test the hypotheses that have been formulated (Kuantitatif, 2013).

Operational variables are everything in any form that is applied by researchers to be studied, so that information about the things they learn is obtained which conclusions are then drawn (Sugiyono, 2008). In this study, several main variables were examined, including the Training and geographical education variable (X) which acted as the independent variable, and the Employee Performance variable (Y) which acted as the dependent variable. The main objective of this research is to find out how much influence Effective Training and geographical education (X) has on Employee Performance (Y) at PT. PLN (Persero) Main Unit Distribution West Java Bandung City.

The population in this study are all employees who work at PT who have a proper back ground of geographical education. PLN (Persero) Main Unit Distribution West Java Bandung City, totaling 172 people and with the number of samples taken as many as 120 people. Meanwhile, the sampling technique used in the study is in the form of probability sampling, which provides equal opportunities for each element (member) of the population to be selected as a sample (Supardi, 2017; Talan, 2020).

Data collection techniques used in this study were carried out in various ways, one of which was through interviews, namely data collection techniques carried out by asking verbal questions addressed to people who were considered able to provide information, or to related parties with the object under study. In addition, data collection was also carried out through the distribution of questionnaires, namely data collection techniques carried out by giving a set of written questions to respondents to answer, as well as through observations made by observing directly related to matters relating to the data needed in finding data researched problem.

The simple linear regression analysis method is a data processing and analysis technique used in this study whose calculations were analyzed using the SPSS version 25.0 program.

Results And Discussion

Results of data processing Coefficient of determination (R2)

The purpose of the coefficient of determination test (R2) is to measure the extent to which the model's ability to explain the variation of the independent variable has a value between 0 and one (Ghozali, 2006). If the value obtained has a small number, then it shows that the ability of the independent variables in explaining the variation of the dependent variable is very limited. And if the value obtained is close to one, it means that the independent variables are able to provide almost all the information needed to predict the variation of the dependent variable.

By referring to the data shown in table 2, it is known that the acquisition of the coefficient of determination (adjusted R2) for the variables studied in this study has a number of 0.305 which indicates that 30.5% of employee performance getting better can be determined by how effective its implementation of training and geographical education activities provided to employees which can be one of the contributing factors. It is stated that if the implementation of training and geographical education activities held by a company can run effectively, in the sense that it can provide significant benefits for the employees who follow it, the performance shown by the employee can be even better. Thus, the results of these measurements have proven that the two variables studied in this study are related to one another, where effective training and geographical education can be one of the factors that influence employee performance which is getting better.

Table 2
Coefficient of Determination (R2) Effect of Effective Training and geographical education on Employee Performance
Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.552[a]	.305	.299	3.355

a. Predictors: (Constant), Training and geographical education
b. b. Dependent Variable: Employee Performance
Source: Primary Data Calculation Results

Linear regression analysis

To find out about the significant influence between the training and geographical education effectiveness variable, as the independent variable (X), with the employee performance variable, as the dependent variable (Y), in this study, a simple linear regression analysis method was used whose statistical calculations were carried out using the help of SPSS version 25.0 software program. By referring to the data shown in table 3, it is known that the simple linear regression equation model formed in this study is as follows:

Table 3
Simple Linear Regression Results Effect of Effective Training and geographical education on Employee Performance

		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	32.914	4.468		7.366	.000
	Effective Training and geographical education	.432	.060	.552	7.192	.000

a. Dependent Variable: Performance
Source: Primary Data Calculation Results

From the results of the simple regression equation shown in table 3, it is known that the effect of effective training and geographical education on employee performance can be interpreted as follows:

- If the value of the variable X is equal to (0), then the value of the variable Y = 32,914
- If the value of variable X increases by 1 (one), then the value of variable Y will increase by .432.

$$Y = 32.914 + (.432X) + \dot{\varepsilon} \tag{1}$$

Hypothesis test calculation

The hypothesis is a temporary statement that still needs to be proven true (Supardi, 2017). In addition, it is also defined that the so-called hypothesis is a temporary answer to the formulation of research problems that have been stated in the form of interrogative sentences (Kuantitatif, 2013). The main hypothesis in this study is that there is a significant influence between the effectiveness of training and geographical education on employee performance. To find out the truth of the hypothesis that has been formulated, it is necessary to further test the hypothesis that aims to get answers about whether the hypothesis that has been formulated can be accepted or even rejected. Meanwhile, for the calculation of the hypothesis test, the statistical formula for the F test can be used which is useful in testing the significance between the two variables studied in this study.
Referring to the data shown in table 4, it is known that the value of has a smaller number than the level of used, which is 0.05, or 0.000 < 0.05, so H0 is rejected, which means that effective training

and geographical education can have significant impact or influence on better employee performance.

Table 4
Hypothesis testing

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ANOVAᵇ

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	582.396	1	582.396	51.728	.000ᵃ
	Residual	1328.529	118	11.259		
	Total	1910.925	119			

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a. Predictors: (Constant), Training and geographical education

b. Dependent Variable: Performance

Source: Primary Data Calculation Results

Discussion

With reference to the results of the study, it is known that the effectiveness of the implementation of training and geographical education programs organized by an organization or company can be one of the factors that determine the good or bad work results shown by employees during work. Thus, the results of this study indicate that there is a significant influence between the two variables studied in this study, where the more effective the implementation of the training and geographical education program, the better the work results of the employees who are included in the training and geographical education program. The work results of employees who are getting better indicate that these employees have work abilities that are increasingly more skilled than before. Increasing work ability is one of the goals of holding a training and geographical education program that can run effectively.

The results of this study are supported by several previous research results which show that training and geographical education has a positive and significant effect on employee performance. One of them is the research conducted by (Mangkunegara & Waris, 2015) which suggests that training and geographical education can improve the skills and capabilities of employees at work which has an impact on employee performance which is getting better. Likewise, the opinion expressed by (Elnaga & Imran, 2013) which states that effective training and geographical education can be one of the key success factors in efforts to improve employee performance in relation to its function which can increase the level of competence of employees and the company. In addition, it is also said that to improve employee performance which has an impact on increasing the level of organizational productivity, the training and geographical education program provided should be designed according to the needs and objectives of the employee or company. That way, the training and geographical education programs that are held can run effectively and are able to achieve the learning objectives needed to improve employee performance.

Conclusions And Suggestions

From the results of research and discussion that have been described previously, it is concluded that effective training and geographical education can have a significant effect on improving employee performance at work. That way, it can be said that the more effective the implementation of the training and geographical education program held by an organization or company, in the sense that the training and geographical education program can provide benefits and be provided in accordance with the abilities and competencies needed by employees at work, the work results shown by the employee can also be achieved. Getting better as a result of the increasing level of work ability. If the work ability possessed by an employee at work can be

better, then the employee tends to be able to do his job well too. This is due to his higher self-confidence which makes the employee feel better able to work better.

In connection with some shortcomings that should be corrected in this research, suggestions and criticisms are needed to be able to make this research better in the future which is done by adding other variables that if they still have a relationship with the problems studied in this study, especially the variables that are suspected to be one of the factors that can determine employee work outcomes, including variables such as work motivation, workload, work environment, communication, leadership, work stress, compensation, career development, employee placement, and other variables.

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