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The Influence of Training and Organizational Commitment to Employee Performance PT. Indofood CBP Sukses Makmur, Tbk

Makmur, Tbk

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Abstract:

This research aims to determine whether Training and Organizational Commitment affect Employee Performance at PT Indofood CBP Sukses Makmur Tbk Palembang branch. This research uses primary data by distributing questionnaires to all employees who have attended training. The amount of samples that used in this research was 106 respondents. The analysis technique used is multiple linear regression analysis that has been tested for validity and reliability. The results obtained are training have a positive and significant effect on the performance of the employees at PT Indofood CBP Sukses Makmur Tbk Palembang Branch, organizational commitment have a positive and significant effect on the performance of the employees at PT Indofood CBP Sukses Makmur Tbk Palembang Branch, and Training has a more dominant influence on employee performance of the employees at PT Indofood CBP Sukses Makmur Tbk Palembang Branch.

Keywords: *Training, Organizational Commitment, Employee Performance*

INTRODUCTION

In the era of globalization, companies face pressures to change, they need to be able to respond in order to survive and succeed in the business for now and in the future, increasing business competition requires companies reexamine the size of their company's performance because the performance measures considered less effective. Performance sought the company of a person depends on the ability, motivation and resources to support individuals who are accepted.

PT Indofood CBP Sukses Makmur Tbk (ICBP) is one of the leading players in the market in the branded consumer products sectors. Backed by parent company distribution network wide and can meet the market demand in a timely and efficient. PT. Indofood CBP Sukses Makmur, Tbk in business always side by side with the community because the company has a dual role,

namely as a manufacturer that needs society and as consumers supporting the smooth business. The Company in its business, seeking integration between the company's objectives and employees to the needs of each party.

Performance of employees in the company is an important factor to maintain the survival of the company.

Table 1.1. Employee Performance Evaluation of PT Indofood CBP Sukses Makmur Tbk Year 2011 - 2017

Quality			
	Range Value	Number of employees	Percentage (%)
5	4.60 - 5:00	0	0:00
4	3.60 - 4:59	86	12.97
3	2.80 - 3:59	403	60.78

2	2:40 - 2.79	166	25.04
1	<2:40	8	1:21
	Total	663	100.00

Based on Table 1.1, it can be seen that over the years 2011 to 2017 was only about 60.78% of employee performance to achieve the criteria to meet expectations. Meanwhile, about 12.97% are able to achieve the criteria beyond expectations. While the remaining 25.04% and 1:21% can only achieve Cluster 1 & 2 range of values the quality of work. This means that it can be concluded during the period occurred six stagnant on the performance of employees of PT Indofood CBP Sukses Makmur Tbk (ICBP).

Table 1.2. Jenis Training PT Indofood

dept	type of Training	Target	Realization	Achievement (%)
ADM	Socialization Code, SJH, SMM, SMK3L, GMP, FSMS, HACCP	60	54	90
	Influencing Training & Skill negotiation	1	1	100
	Firefighter Training	20	20	100
	RO Water Treatment Training	2	2	100
	Training Libreoffice Security	18	18	100
	ADM Total	101	95	94
MFG	Socialization Code, SJH, SMM, SMK3L, GMP, FSMS, HACCP	685	495	72
	Calibration training	14	14	100
	Training Production Code	60	40	67
	Firefighter Training	40	13	40
	Training Pivot Table	25	25	32
	RO Water Treatment Training	8	8	100
	MFG Total	832	595	71
MKT	Socialization Code, SJH, SMM, SMK3L, GMP, FSMS, HACCP	9	9	100
	MKT Total	9	9	100
	TOTAL	942	699	

Based on Table 1.2, it can be seen that the training undertaken by PT. Indofood CBP Sukses Makmur, Tbk Branch Palembang there are a lot of training done in several different divisions.

Training conducted on ADM division during the year 2018 as many as 95 employees. Training conducted on MFG division during the year 2018 as many as 595 employees and training on MKT division for 2018 by 7 employees. Thus, the training conducted by PT. Indofood CBP Sukses Makmur, Tbk branch of Palembang during the year 2018 as many as 699 employees participated in training to support a better employee performance and in accordance with the company's expectations.

Table 1.3. Data resigned employees of PT Indofood 2016 -2017

Month	Year 2016	Year 2017	Year 2018
January	26	6	4
February	6	2	7
March	20	2	4
April	18	16	2
May	7	3	2
June	2	1	2
July	7	13	11
August	6	3	6
September	1	4	3
October	6	0	3
November	4	4	7
December	1	2	6
TOTAL	104	56	57

Based on Table 1.3, it can be seen the number of employees of PT. Indofood CBP Sukses Makmur, Tbk Branch Palembang who resigned for various reasons. In 2016, there are 104 employees who resigned for various reasons such as his life ended employment contracts, personal problems, discipline and also stopped without news. In 2017 there were 56 employees of PT. Indofood CBP Sukses Makmur, Tbk Branch Palembang who resigned for various reasons. In the year 2018, can be seen as many as 57 employees of PT. Indofood CBP Sukses Makmur, Tbk Branch Palembang resigned for various reasons.

Based on the above, this research entitled Effect of Training and Organizational Commitment on Employee Performance PT. Indofood CBP Sukses Makmur, Tbk (Case Study

Employee Performance Evaluation Branch Palembang)

LITERATURE REVIEW

A. training

The training is a part of education that involves learning to acquire and improve skills outside the education system in force in a relatively short time with the method more emphasis on practice rather than theory (Riva, 2009: 211). Training is about change, about transformation, about learning. Training is a process designed to help employees learn the skills, knowledge, or new attitudes. As a result, these employees will make the transformational change that will improve the performance (Bierch, 2005: 91).

B. Organizational Commitment

Organizational commitment is the power that is relative and individuals in defining recused himself are relative and individuals in identifying integrating themselves into parts of the organization that is characterized by the receiver values and goals of the organization, willingness berusaha for the sake of the organization and the desire maintain membership in the organization (Robbins and Judge, 2011 : 367) ..

C. Employee performance

Performance is a results achieved by employees in their work according to certain criteria that apply for a job (Robbins, 2008). Performance is a result of the actions of a worker in accordance with the job and supervised by certain people that is a boss or the leadership and support of the organization.

D. Relationship Between Variables & Hypothesis Development

1) Effect of Training on Employee Performance

The training program is one of the most effective methods of development in improving the knowledge and skills of human resources, this

means becoming increasingly aware that companies or agencies can not be separated from the environment that is constantly changing every moment so as to maintain the organization that is by improving the performance of employees. Effect of training programs to employee performance by Chusway (1997), that the training program is a planned process to change attitudes, knowledge or behavior skills through experience to achieve effective performance in an activity or a number of activities.

Attachment to the close relationship between the training program in improving employee performance showed that when the better and according to plan and the objectives that have been established training programs conducted to the employees, it will improve the quality of employee performance. Due to the training program that employees acquire knowledge and expertise, and this is a form of contribution for employees to institutions and vice versa ..

2) Influence of Organizational Commitment on Employee Performance

Performance of employees of PT. Indofood CBP Sukses Makmur, Tbk Branch of Palembang will be organized either by their commitment. Organizational commitment can grow is because people have an emotional attachment to the organization that includes moral support and menrima existing value as well as a determination to serve the organization. Employees who are committed to work optimally because they want the success of the organization where they work. They will have an understanding of their duties. These employees will be involved in a job full of responsibility. But the work was not as a burden but rather a task solely in the public service.

Employee commitment will not grow by itself, there is a significant relationship between commitment and performance, if the organization's commitment either high or low will result in: 1) Employees, for example of the performance and career development of employees in the organization; 2) The organization, for example, leaders committed to the organization will lead to higher organizational performance, reduced absenteeism, employee loyalty and so on.

An employee with high organizational commitment will yield good performance for the creation of organizational goals. Conversely, for those employees who have a low organizational commitment will have a low attention to the achievement of organizational goals and tend to try to fulfill personal interests .

RESEARCH METHODS

1. Dependent Variable / Free (X), the Training and Organizational Commitment
2. Independent Variables / Bound (Y), the Employee Performance.

The study population was all over all permanent employees of PT Indofood CBP Sukses Makmur, Tbk Branch Palembang totaling 758 people. A sample of 106 respondents. Further sampling technique in this study using techniques Slovin.

RESULTS AND DISCUSSION

BPJS-Employment History Branch Palembang

PT Indofood CBP Sukses Malmur Tbk. Is one of the food processing industry / food industry products olaham instant noodles and other foods. PT Indofood CBP Sukses Makmur Tbk is a leading food industry though in Indonesia, which became one of the branches of companies owned by the Salim Group. In the beginning, PT Indofood CBP Sukses Makmur Tbk is a company engaged in the processing of food and beverages established in 1971. The end of 1980, PT Indofood CBP Sukses Makmur Tbk. Start moving in the international market by exporting instant noodles to some ASEAN countries. Middle East, Hong Kong, Taiwan, China, the Netherlands, England, Germany, Australia and African Countries.

PT Indofood CBP Sukses Makmur Tbk noodle division has several branches spread all over Indonesia. One of them is: PT Indofood CBP Sukses Makmur Tbk Palembang Branch which is a company engaged in instant noodle industry, with products produced include: Indomie, Sarimi, Intermi, noodles, Sakura, Egg Cap 3 Ayam, and Popmie. PT Indofood CBP Sukses Makmur Tbk Palembang Branch was founded in 1982 and located in Jl. HBR Motik KM. 8 Sukarami Palembang. The initial name of this company is PT Anchor Teak, then a few years later, underwent a name change due to changes in

management to PT Sanmaru Food manufacturing Co. Ltd. Subsequently in 1991, the merger of factories that are in one group, that changed its name back to PT Indofood CBP Sukses Makmur. The second change, followed by the sale of shares of the society with the aim of going public. In 1996, this plant adds its name suffix to Tbk (open).

Vision and mission of the company

The Company's vision is to become a company that can meet the food needs with top quality products, quality, safe to consume and become a leader in the food industry.

Company mission in realizing the company's vision is:

- a. Providing solutions for sustainable food.
- b. Improve the competence of employees, production processes and technologies.
- c. Contributing to the welfare of society and the environment in a sustainable manner.
- d. Improving stakeholder's value

RESEARCH RESULT

Multiple Linear Regression Analysis

coefficients						
Model	unstandardized coefficients		standardized coefficients	t	Sig.	
1	B		Std. error Beta			
	(Constant	16 571	3,449	4805	0,000	
	perceive	.393	0.073	0.469	5,382	0,000
	d Value	.202	0.089	0,197	2,259	0,026
	service					
	Quality					

Source: Adapted from Questionnaire, 2019

$$Y = a + b_1X_1 + b_2X_2$$

$$Y = 16.571 + 0,393X_1 + 0,202X_2$$

The linear regression equation described above can be a constant value of 16 571 indicates that if the absence of training and organizational commitment variables, the performance of employees amounted to 16 571. Training variable regression coefficient value of 0.393 indicates that if the training variables plus 1 unit, the performance of employees will increase by 0.393. Variable regression coefficient value of 0.202 indicates the organizational commitment that if the variable of organizational commitment plus 1 unit, the performance of employees will increase by 0.202

Results Correlation Coefficient (r) and the coefficient of determination (R²)
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.573	.329	0,316	1,857

shows that the value of the correlation coefficient (r) between the independent variables and the dependent variable of 0.573 or 57.3%. This indicates that the correlation or relationship between independent variables and the dependent variable enough (included in the range of 0.40 to 0.59). The coefficient of determination (R²) of 0.329 indicates that the independent variables are training (X1) and organizational commitment (X2) can explain the dependent variable is employee performance (Y) amounted to 32.9%, while the remaining 67.1% is explained by other factors that are not be included in this study such as motivation, compensation, skills, competencies, motivation, facilities and infrastructure, the level of stress (stress), and the Working Environment (Armstrong and Baron, 1998).

Simultaneous Test (Test F)

ANNOVA ^b						
Model		Sum of Squares	Df	mean Square	F	Sig.
1	Regression	746 469	2	373 234	25	.000a
	residual	1523.192	103	14 788	239	
Total		2269.660	105			

Individual Parameter Significance test (t test)

Model	coefficients				
	B	t _{tabel}	t _{hitung}	Sig.	
1					
	training	.393	.063	.213	0,002
	Organizational commitment	.0,202	.072	.689	0,000

Source: Adapted from Questionnaire, 2019

Value t_{hitung} training variable (X1) greater than t_{tabel} namely 5.382 > 1.98350 and the significance value less than 0.05 is 0.000 < 0.05. Positive t value indicates that training has a unidirectional influence on employee performance. These results indicate that the first hypothesis on training variable positive and significant effect on the performance of employees at PT. Indofood CBP Sukses Makmur, Tbk branch Palembang acceptable.

T_{hitung} value variable organizational commitment (X2) greater than t_{tabel} namely 2.259 > 1.98350 and the significance value less than 0.05 is 0.026 < 0.05. Positive t value indicates that organizational commitment has a unidirectional influence on employee performance. These results suggest that the second hypothesis on organizational commitment variable positive and significant effect on the performance of employees at PT. Indofood CBP Sukses Makmur, Tbk branch Palembang acceptable ..

DISCUSSION

1. Effect of Training on Employee Performance

The analysis result obtained in this study indicate that the training positive and significant effect on the performance of employees so that the first hypothesis can be accepted. Employee performance will improve if the company provides training to its employees to improve performance in the company. This is in line with

the theory of (Bierch, 2005) which showed that the training is about change, about transformation, about learning. Training is a process designed to help employees learn the skills, knowledge, or new attitudes. As a result, these employees will make the transformational change that will improve its performance.

The results of the frequency of responses to questionnaires respondents who indicate that training a strong influence on the performance of employees of PT. Indofood CBP Sukses Makmur, Tbk also consistent with prior research conducted by Priscilia (2019); Anriza (2017); Amelia (2016); I Wayan (2016); Trisopia (2015); Vendy (2015); Miftahul (2013); Daniel (2013) which showed that positive and significant effect of training on employee performance.

2. Influence of Organizational Commitment on Employee Performance.

The analysis result obtained in this study indicate that organizational commitment and significant positive effect on employee performance so that the second hypothesis can be accepted. Employee performance will be better if employees are committed to the company. This is in line with the theory of (Robbins and Judge, 2011: 367) which says that the organizational commitment is the power that is relative and individuals in defining recused himself are relative and individuals in identifying integrating themselves into parts of the organization that is characterized by the recipient's values and goals organization, willingness and desire berusaha for the sake of the organization maintain membership in the organization.

The results of the frequency of responses to questionnaires the respondents indicate that organizational commitment has a strong influence on the performance of employees of PT. Indofood CBP Sukses Makmur, Tbk branch Palembang is also consistent with prior research conducted by Dena (2018); Amir al (2017); Alphonso (2017); Oky (2017); Roshita (2016); Soraya (2016); Yonathan (2014); Linda (2015); Triana (2013) which shows that organizational commitment and significant positive effect on employee performance.

CONCLUSION

1. Training positive and significant effect on the performance of employees at PT. Indofood CBP Sukses Makmur, Tbk branch of Palembang.
2. Organizational commitment and significant positive effect on the performance of karyawan at PT. Indofood CBP Sukses Makmur, Tbk branch of Palembang.
3. Training and simultaneously having an organizational commitment to employee performance at PT. Indofood CBP Sukses Makmur, Tbk branch of Palembang.

SUGGESTION for Companies

1. The training given by the company to employees that aims to improve performance. PT. Indofood CBP Sukses Makmur, Tbk branch Palembang need to increase the types of training given previously. Companies should pay attention to the training needs for employees. Training needs in question is the training needs that are needed by the company to improve performance for its employees so that employees can carry out the work assigned to run properly.
2. Organizational commitment at PT. Indofood CBP Sukses Makmur, Tbk branch Palembang high enough it can be seen from the average respondents answered enough to survive in the company because the company can give a sense of confidence that what employees do in their work is valuable to the company. Employees feel comfortable and feel encouraged full of companies as well as companies already provide services to employees. This can increase organizational commitment and can make employees are in the company survive.
3. To improve employee performance, PT. Indofood CBP Sukses Makmur, Tbk Palembang branch should be able to understand the training that need to be given to employees in order to improve the performance of the employees themselves and provide benefits for the company. Based on the results of the study, the average of respondents who are employees of PT. Indofood CBP Sukses Makmur, Tbk branch Palembang own commitment to the good of

the company. With this, companies need to maintain what has become a custom of the company and is expected to improve further the welfare of the employees to the employee's performance can be increased in accordance with the company's expectations.

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