



DOI: <https://doi.org/10.38035/dijms.v7i5.6553>
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The Influence of Training and Workload on Employee Performance in The Human Resources Bureau Police Papua Region

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Abstract: This research has the following research objectives to determine the effect of training on employee performance, to determine the effect of workload on employee performance, to determine the effect of training and workload simultaneously on employee performance at the Papua Regional Police Human Resources Bureau. The location of this research activity was carried out at the Papua Regional Police Human Resources Bureau, This research uses a quantitative approach, descriptive and associative type. The results of the partial test (t test) show that the t-count value is greater than the t-table with a significance level below 0.05, Training (X_1) has a significant effect on Employee Performance (Y). The results of the partial test (t test) show that the t-count value is greater than the t-table with a significance level below 0.05. Workload (X_2) has a significant effect on Employee Performance (Y). The results of the partial test show that workload has a strong influence on employee performance, Training (X_1) and Workload (X_2) simultaneously have a positive and significant effect on Employee Performance (Y). Based on the results of the simultaneous test (F-test), the calculated F-value was significantly greater than the F-table, with a significance level of 0.000 (<0.05). This indicates that training and workload, together, significantly contribute to improving employee performance.

Keyword: Training, Workload, Employee Performance.

INTRODUCTION

Human resources (HR) are the most important asset in any organization, including the police, whose primary duty is to maintain security and order, and enforce the law. Achieving organizational goals is not only determined by the availability of facilities and infrastructure, but also depends heavily on the quality of employee performance. Optimal employee performance is a key factor in supporting the success of organizational tasks, particularly within the Indonesian National Police (Polri), which is required to provide excellent service to

the public. Training is one of the organization's efforts to improve employee knowledge, skills, and attitudes so they can carry out their work more effectively and efficiently. According to Rivai (2018), appropriate training can improve individual competency, thus positively impacting organizational performance. However, in practice, training within the Polri, particularly within the Papua Regional Police's Human Resources Bureau, has not been fully implemented evenly and sustainably. Some employees have not received training opportunities related to their field of duty, resulting in less than optimal skills and technical understanding to support their work.

Papua Regional Police Human Resources Bureau employees are often faced with a high volume of administrative work, such as managing transfers, career documentation, and personnel administration services, which require precision and fast turnaround times. This often leads to fatigue, stress, and even reduced work motivation.

Furthermore, workload is an equally important factor in determining employee performance. According to Home Affairs Ministerial Regulation No. 12 of 2008, workload is the amount of work a position or organizational unit must undertake within a specific timeframe. The reality on the ground shows that employees at the Papua Bureau face a high volume of work, ranging from administrative record keeping and archiving to personnel data services. The limited number of employees is disproportionate to the sheer number of tasks to be completed. This situation often leads to physical and mental fatigue, work stress, and reduced productivity.

By understanding the influence of work behavior and workload on performance, it is hoped that the results of this study can become a basis for designing better policies related to the management of police personnel, so that they can work more optimally and professionally in carrying out their duties.

In addition to work behavior, workload is also a factor that influences personnel performance. High workloads can negatively impact an individual's effectiveness and productivity in completing their tasks. According to Gibson, Ivancevich, and Donnelly (2018), excessive workloads can lead to job stress, fatigue, and decreased motivation, which ultimately affect a person's performance.

By understanding the influence of training and workload on employee performance at the Papua Regional Police Human Resources Bureau, the results of this study are expected to contribute to efforts to improve employee performance at the Papua Regional Police Human Resources Bureau. Furthermore, this study can also provide recommendations for police leaders in designing better strategies to optimize personnel performance through improved work patterns, workload management, and enhancing the quality of the work environment.

METHOD

Types of research

The quantitative method was chosen so that the research results could be measured objectively through numerical data obtained from the questionnaire, then analyzed using inferential statistical techniques. A statement or question that requires alternative answers, strongly agree, agree, less agree, disagree where each: strongly agree is given a score of 4, agree 3, less agree 2, and disagree 1, (Sugiyono, 2022). Quantitative research takes a distance between the researcher and the object of research. Quantitative research uses formal, standard, and measuring instruments. The research method used is a survey method by collecting data through research instruments, and distributing questionnaires to members of the National Police Certification Institute, the results of which are then processed using the SPSS program for Windows version 29 to determine the effect of training and workload on employee performance at the Bureau Papua Police HR. This method is used to test the influence between two independent variables and one dependent variable.

Sample population

According to Sugiyono (2022), a population is a generalization area, an object/subject that has certain qualities and characteristics determined by the researcher to be studied and then conclusions drawn. Based on this definition, the population in this study is 63 employees at the Bureau. Papua Police HR, sample size conducted using the Slovin technique, as many as 55 employees at the Bureau Papua Police Human Resources.

Method of collecting data

Techniques are methods for searching for and obtaining data on variables in the form of notes, reports, and documentation. According to Sugiyono (2020), there are two main factors that influence the quality of research data: the quality of the research instrument and the quality of the results. In this study, the data collection technique used is the field research technique, carried out by going directly to the field using a questionnaire data collection tool which is distributed to respondents.

The data collection techniques used in this study are as follows:

1. Questionnaire

In this study, the author used a closed questionnaire (statements that were already available), where the author provided respondents with a choice of each statement submitted, so that respondents only had to mark (X) or mark (√) on each statement option they wanted.

Assessment of a series of research questionnaire statements that have been answered by respondents using the following research norms:

A question is positive if the answer is:

- a) Strongly Agree Score 5
- b) Agree Score 4
- c) Quite Agree Score 3
- d) Disagree Score 2
- e) Strongly Disagree Score 1

Likert scale. The Likert scale is used to measure an individual's or group's attitudes, opinions, and perceptions about social events or phenomena. In this research, these social phenomena have been specifically defined by the researcher, and are hereinafter referred to as research variables.

2. Research Instruments

Research instrument for variables influencing training and workload on employee performance at the Bureau The Papua Regional Police HR questionnaire consists of a Likert-based scoring questionnaire filled out by respondents. The Likert scale consists of 5 (five) scales, namely Strongly Agree (SS), Agree (S), Quite Agree (CS), Disagree (TS) and Strongly Disagree (STS).

Analysis Method

The analysis technique used in this study was quantitative analysis using statistics. Furthermore, to obtain and expedite data input, statistical software was used to support this research. The software used to support this research was SPSS (Statistical Product and Service Solutions) version 29. In SPSS, raw data that had been processed into numbers was input into SPSS, making it easier for the author to conduct this research.

Validity Testing

The basis for decision making in validity testing is as follows:

- a) If the r value is positive and the r_{result} is $> r_{\text{table}}$, then the item or variable is valid.
- b) If the r value is negative and $r_{\text{result}} < r_{\text{table}}$ or r_{result} is negative $> r_{\text{table}}$ then the item or variable is invalid.

A questionnaire is declared valid if the r value obtained from the calculation results (r_{xy}) is greater than the table r value (5%).

Instrument Reliability Test

According to Arikunto (2020), reliability refers to the degree to which an instrument is sufficiently reliable to be used using the Cronbach's Alpha formula. The basis for decision making in the reliability test in this study is as follows:

- a) If the r alpha value is positive and $r\ alpha > r\ table$, then the item or variable is reliable.
- b) If the r alpha value is negative and $r\ alpha < r\ table$ or $r\ alpha$ is negative $> r\ table$, then the item or variable is not reliable.

Multiple Regression Analysis

Sugiyono (2019) proposed multiple linear regression analysis used to make predictions, how the value of a variable changes dependent if the value of the independent variable is increased or decreased. This analysis is used by involving two or more independent variables. between the dependent variable (Y) and the independent variables (X_1 and X_2), This method is used to determine the strength of the influence between several factors. independent variables simultaneously with the dependent variable.

$$\mu_{Y/X_1, X_2, \dots, X_n} = A + B_1X_1 + B_2X_2 + \dots + B_nX_n$$

Technique used in this study was multiple linear regression. The analysis was conducted computerized using the computer program Statistical Product and Service Solutions (SPSS) Version 29 for Windows.

Coefficient of Determination

The definition of the coefficient of determination according to Supangat (2018) is: "The coefficient of determination is a quantity to show the level of strength of the relationship between two or more variables in the form of a percentage (showing how much percentage of the diversity of y can be explained by the diversity of x), or in other words how much x can contribute to y."

Kuncoro (2021), according to him, the coefficient essentially measures the extent to which a model is able to explain variations in the dependent variable. The value of the coefficient of determination is between zero (0) and one (1). A small r^2 value means that the ability of the independent variables to explain the variable's variation is very limited. If the value is close to one, it means that the independent variables provide almost all the information needed to predict variations in the dependent variable.

The magnitude of the relationship between the variables " X_1 " and " X_2 " with the variable " Y " can be determined by using the coefficient of determination analysis, which is obtained by squaring the correlation coefficient. Based on the definition above, the coefficient of determination is part of the total diversity of the dependent variable that can be calculated by the diversity of the independent variable calculated with the coefficient of determination with the basic assumption that other factors outside the variable are considered fixed or constant. To determine the value of the coefficient of determination, it can be calculated using the formula:

$$K_d = r^2 \times 100\%$$

Information:

- Kd = Value of coefficient of determination
- r = Correlation coefficient value

Hypothesis

The calculations or analysis in this study utilize the SPSS computer program for Windows 29.0. The test statistics used are:

a. t-test

To determine the influence of the independent variable individually (partially) on the dependent variable, the decision is to use a partial test (t-test) with the test decision being:

- 1) H_0 is accepted if $t_{count} < t_{table}$.
- 2) H_0 is rejected if $t_{count} > t_{table}$.

b. F test

The F test statistic is used to determine simultaneously (multiple) the effect of training and workload on employee performance at the Bureau. Papua Police HR, with the test decision being:

- 1) H_0 is accepted if $F_{count} < F_{table}$.
- 2) H_0 is rejected if $F_{count} > F_{table}$.

RESULTS AND DISCUSSION

The quantitative data that has been compiled, through the distribution of questionnaires or surveys that the researcher has conducted, becomes the average value of the Training variable (X_1), Workload variable (X_2) and the dependent variable Employee Performance (Y) and analyzed using parametric statistics with the program SPSS Release 29.00 For Windows, namely to find out whether each variable studied has a positive influence on Work Effectiveness or vice versa. The data was analyzed using the regression analysis command (option) found on the SPSS main menu . The values in each SPSS output are described as follows:

a. Multiple Linear Regression Test

1) t test

a) Effect of Training (X_1) on employee performance (Y)

On the coefficients table, the calculated t value for the Training variable (X_1) is 3.638 while the t table value for $n = 55$ is 2.004. So $3.638 > 2.004$, then H_0 is rejected and H_a is accepted, it can be stated that Training (X_1) has a significant effect on employee performance (Y).

b) Influence work environment (X_2) on employee job satisfaction (Y)

The calculated t value of the Workload variable (X_2) is 5.995, while the t table value for $n = 55$ is 2.004. So $5.995 > 2.004$, then H_0 is rejected and H_a is accepted, it can be concluded that partially the Workload variable (X_2) has an effect on employee performance (Y).

2) F test

From the results of the table above, namely the test ANOVA obtained a calculated F value of 80.860 , while the F table ($\alpha 0.05$) for $n = 55$ was 2.77 . So the calculated $F >$ from the F table ($\alpha 0.05$) or $80.860 > 2.77$ with a significance level of 0.000 because $0.000 < 0.05$, it can be said that Training (X_1) and Workload (X_2) together or simultaneously have a positive effect on employee performance (Y).

b. Coefficient of Determination

Based on the calculations in the table below the relationship test was conducted for the three variables, and based on the Model Summary table, the R Square value was 0.757. This shows that 75.7 % of Training (X_1) and Workload (X_2) together have an effect on Employee Performance (Y), while the remaining 24.3 % is influenced by other factors not examined in this study.

CONCLUSION

1. Training (X_1) has a significant effect on Employee Performance (Y). The results of the partial test (t-test) show that the calculated t-value is greater than the t-table with a significance level below 0.05. This proves that the training provided to employees is able to improve competency, skills, and work understanding so that it has a positive impact on improving employee performance at the Papua Regional Police HR Bureau.
2. Workload (X_2) has a significant effect on Employee Performance (Y). Partial test results indicate that workload has a strong influence on employee performance. A workload that is distributed proportionally and in accordance with employee capacity encourages increased productivity, timeliness, and work quality .
3. Training (X_1) and Workload (X_2) simultaneously have a positive and significant effect on Employee Performance (Y). Based on the results of the simultaneous test (F test), the calculated F value was obtained which was much greater than the F-table with a significance level of 0.000 (<0.05).

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