

EFFECTIVENESS OF TRAINING ON WORK MOTIVATION

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Abstract

This research aims to identify and evaluate the impact of training efficacy on the job motivation of local government workers. This research employs a literature review and a qualitative method. Purposive sampling is used to identify informants, and researchers choose informants. Techniques for gathering data include observation, interviews, and documentation. Data reduction, visualization, and conclusion drafting are all part of the data analysis process. The findings revealed that training efficacy directly impacts employee work motivation; successful training promotes changes in organizational systems for careers and skills to employee work motivation. The same idea has inspired workers effectively in professional advancement via career planning.

Keywords: Effectiveness, Training, Motivation, Employee, Indonesia

Abstrak

Penelitian ini bertujuan untuk mengidentifikasi dan mengevaluasi dampak efikasi pelatihan terhadap motivasi kerja pegawai pemerintah daerah. Penelitian ini menggunakan studi literatur dan metode kualitatif. Purposive sampling digunakan untuk mengidentifikasi informan. Teknik pengumpulan data meliputi observasi, wawancara, dan dokumentasi. Reduksi data, display data, dan penarikan kesimpulan merupakan bagian dari proses analisis data. Temuan menunjukkan bahwa efektivitas pelatihan berdampak langsung pada motivasi kerja karyawan; pelatihan yang sukses menghasilkan perubahan dalam sistem organisasi terutama untuk karir dan keterampilan serta motivasi kerja karyawan. Hal yang sama telah menginspirasi pegawai secara efektif dalam karir profesionalnya melalui perencanaan tersusun.

Kata Kunci: Efektivitas, Pelatihan, Motivasi, Karyawan, Indonesia

1. Introduction

Because technology and knowledge are constantly evolving, the efficacy of training plays an essential role in enabling workers to accomplish corporate objectives effectively and efficiently creatively. In general, the goal of the training is to increase the effectiveness and efficiency of workers' work in executing and meeting the work program goals that have been established. The stronger the organization's training program, the more proficient workers are in performing the job. Consistent with the fundamental idea of training: to equip workers with the information they need to behave and act in line with the job issues they encounter (Ekhsan, 2019). Employees who do not receive training those who get training regularly are likely to generate higher-quality results.

Training is an attempt to enhance job abilities in areas where workers have responsibilities concerning their tasks. Training is a systematic method for gaining knowledge, increasing skills, and improving behavior applicable to organizational requirements to accomplish objectives (Hendra, 2020; Siregar, 2018). After training, the leader's role is critical in motivating workers to work since, after training, employees should be eager to fulfill their tasks and responsibilities.

The truth is that training alone will not be enough if there is no support for professional advancement. Training is an essential tool, particularly for management, since it may enhance staff productivity, improve employee attitudes at work, and create employee happiness. Every employee wishes for their career to advance to grow and expand their skills (Kaengke et al., 2018). Careers may also be the reason for an employee leaving the agency in the future in search of a better one. Thus a strong career system management can retain workers in their office. Employees who believe that their agency manages and cares for them feel obligated to give something back to their agency, which is shown by engagement. Employees willingly work seriously to assist the agency in accomplishing its goals and objectives.

Employee motivation is influenced by how the leader inspires them. There are still certain factors that have not given incentive to workers, resulting in a low degree of employee motivation. Of course, this is one of the issues for workers in terms of career growth since employee motivation remains low. Thus, motivation, defined as a person's capacity to motivate himself and utilize his initiative and knowing what has to be done and how effectively it can do it, helps conquer minor difficulties that occur unexpectedly and continue if the problem is not addressed (Pettarani et al., 2018). Although motivation is a character trait inherent in a person and requires hard effort to alter, motivation is not a static trait; this capacity may be improved via training and polished through job experience.

According to observations made at the Regional Government, the Regional Government is less helpful in establishing organizational circumstances that may enhance employee engagement. This is characterized by small groups in the office, employees' lack of initiative at work, and the impression that they are only waiting for orders from their superiors (Massora, 2020). A lack of teamwork at work and between leaders and employees and a lack of communication in asking job descriptions have not been understood. Consequently, misunderstandings between employees are common, resulting in disparities, incapacity to carry out work, and the development of selfishness that does not listen to the views and contributions of colleagues.

2. Literature Review

2.1. Definition of Training

Training encompasses all actions to provide, obtain, improve, and develop work competence, productivity, discipline, attitude, and work ethic at specific skill and expertise levels, following the position's or job's level and requirements (Satria & Kuswara, 2013). Training is a process, specialized teaching and learning technique, and a means of passing information from one person to another in line with established criteria. Training is a systematic method for gaining knowledge, increasing skills, and improving behavior that helps match talents to organizational requirements to accomplish objectives.

Training is a component of education that involves the learning process to acquire and improve skills outside of the education system quickly using methods that prioritize practice over theory. In contrast, skills include understanding physical skills, social skills, managerial skills, and others. -other. Furthermore, it is stated that the definition of training is systematically changing employee behavior to achieve organizational goals (Andi Prayogi & M Nursidin, 2018). Training is related to employees' skills and abilities to carry out current work. Training helps employees achieve specific skills and abilities to be more successful in carrying out their work (Oktaviani & Darmo, 2017).

2.2. Understanding Employee Motivation

Motivation is a process in which needs motivate a person to engage in actions that lead to accomplishing specific objectives. Motivation is an employee's willingness to work that results from an impulse within the employee due to the overall integration of personal needs, the influence of the physical environment, and the influence of the social environment, the strength of which is dependent on the integration process (Mujiatun, 2017). According to many definitions of motivation, it is the desire that motivates a person to do a sequence of actions that lead to accomplishing particular objectives (Sahangggamu & Mandey, 2015).

An employee's endeavor to accomplish a professional goal is referred to as career development. Every employee expects career growth since it will provide them with greater privileges than they previously had, both material and non-material, such as increased pay, improved facilities, and so on. While non-material rights like social prestige, emotions of pride, and so forth. In reality, career development is more of executing a career plan, as defined as a personal improvement achieved by a person to accomplish a professional goal. One of the responsibilities of Human Resources management is career development (Marjaya & Pasaribu, 2019). Every manager must have a management system in place for managing workers, one of which is an employee career development system. The stronger the organization's employee career development system, the simpler it is for workers to plan their career growth (Yunior, 2018).

3. Method

A research design is a study strategy that is created for researchers to get answers to research questions. This study's design is a qualitative research technique using snowball sampling utilizing variables, conducted concurrently to determine the extent to which training and employee motivation are successful. This research gathered information from various sources, including 1) Primary data is gathered via direct interviews using a set of questions. The kinds of data gathered include the respondent's identification and questions about the employee's health. 2) Secondary data is information acquired indirectly from a source, but it may also be collected via literature research, which involves examining books, reports, or papers about employee motivation. The following data collecting methods

were used: 1) Observation, which is data collection by direct observation in the field linked to employee training and motivation. 2) An interview is a direct data gathering method that involves asking and answering direct questions from respondents. 3) Document research. Data analysis is the process of processing gathered data and analyzing the outcomes of that processing and the conclusions. Consequently, data analysis must be performed as a concrete step to verify the data gathered in the field by processing, interpreting, and concluding the findings. This study's data analysis and processing employ data reduction, data visualization, and generating conclusions.

4. Results and Discussion

4.1. Effectiveness of Training on Employee Motivation

According to the study's findings, the efficacy of training on motivation is positive and substantial, implying that the more successful the training, the greater employee motivation, assuming that other variables influencing the size of the training's effectiveness remain consistent. Direct interviews show a positive and substantial influence on employee motivation, indicating that training efficacy has a positive and significant impact on motivation (Kahfi et al., 2017). Previous research indicates that training has a favorable and substantial impact on employee motivation, which is confirmed by the results of this study (Raharjo, 2014).

According to this research, lectures are an excellent way of providing training to boost employee motivation. Training is an efficient method of assisting employees in carrying out their job in a systematic and organized manner (Julianry et al., 2017). A previous study indicates that training is a short-term educational process that employs a planned and structured method in which non-managerial workers acquire technical knowledge and abilities for restricted objectives. Training is defined as a short-term educational process that employs a systematic and structured approach to teach workers technical knowledge and skills for a specific goal (Boe, 2014).

4.2. Effectiveness of Employee Motivation on Training

According to the results of this research, workers who are paid appropriately may be motivated to work. The success of the training has also resulted in pay system changes to encourage employee motivation. As a result, every human being's job strives to satisfy the basic requirements of life and survival (Wardono, 2012). Meeting these requirements will cost a lot of money because of the many factors that it must address in primary, secondary, and tertiary requirements. It may meet this need by using a means of trade, one of which is money. A person must have a job or start a company to make money by offering services or products paid for in money (Muslih, 2020). Finding work corresponds to the developmental task of adulthood, which includes getting a job, choosing a life partner, learning to live together with a husband or wife, forming a family, raising children, managing a household, accepting responsibility as a citizen, and joining a suitable social group (Basar, 2021).

Implementing the training carried out does not only spend the existing budget but also expected outcomes from the training (Saleh, 2020). The government does this that training is an effort to improve employee performance in a specific job that is responsible for the work related to the job (Ekhsan, 2019). Training is a short-term educational process in which managers acquire technical information and skills for specific objectives using a systematic and structured method (Siregar, 2018).

4. Conclusion

Employees are formed and equipped via training by improving their skills, talents, knowledge, and conduct. The efficacy of the training promotes greater work motivation by providing knowledge of one's rights and responsibilities as an employee. Motivation is a process in which needs motivate a person to engage in actions that lead to accomplishing specific objectives. The human condition is in a constant state of pursuit. When one need is satisfied, another emerges to take its place. From birth to death, we are motivated by the process of desiring. Thus, the efficacy of training as an effective method to enhance employee motivation, with the result that the more successful the training, the greater the employee motivation. The managerial implication of training effectiveness on work motivation demonstrates that someone will be motivated to work because they have a good understanding of their rights and obligations as an employee. And practical training is the primary means that encourages employees' understanding of the importance of motivating themselves to work with comparable rewards that they will receive.

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