THE INFLUENCE OF TRAINING, COMPETENCY AND DISCIPLINE ON EMPLOYEE PERFORMANCE AT THE PERINDUSTRIAN DAN PERDAGANGAN DEPARTMENT WEST SUMATRA PROVINCE

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ABSTRACT

The aim of the research is to analyze the influence of training, competency and discipline on employee performance at the West Sumatra Province Department of Industry and Trade. This type of research uses a quantitative approach. The number of samples used in this research at the Dinas perindustrian dan Perdagangan and Trade was 92 samples. The measuring tool used is direct distribution of questionnaires. The data in this study were analyzed with the help of the spss 25 program. The results of this study show that the independent variable, namely training (X1), partially does not have a significant effect on employee performance (Y), while the competency (X2) and discipline (X3) variables partially have an effect. significantly on employee performance (Y).

Keywords: **Training, competency, discipline, employee performance**

INTRODUCTION

Current developments have made several companies face many demands in order to maintain their company's growth by making improvements in all aspects. In an organization/company, HR is one of the most important parts of a company. Because HR is the determinant and driving force in carrying out company/organization goals. Therefore, organizations/companies must be able to create and condition situations that encourage employees to develop skills and abilities to the maximum and train employees to decide or set organizational goals. Some companies will always try to improve the performance of their employees so that several of the organization's goals can be achieved. In order to improve employee performance, employees need to have good performance by doing their work efficiently and effectively. Performance can be said to be good if employees can show good behavior at work in order to achieve the company's goals and objectives. Performance is an achievement of results achieved by a person or group when working for a company/organization, under their responsibilities or authority when achieving the company's business legally, in accordance with ethics and morals that do not violate ethics (Sinambela, 2021) . Employee performance is the result of the quantity and quality of a person's work achieved when carrying out the obligations assigned to him responsibly (Waris, 2015) . To create more optimal performance in an organization, it can be seen from the work achievements that have been carried out by employees, according to the work submitted or in accordance with what is provided by the company/organization in order to obtain good performance. The factors that influence the success of a company are the employees themselves. A problem that

often arises in organizations is when incorrect HR management causes employee performance to decline. The success of a company can be seen depending on how employees perform, perseverance, honesty and enthusiasm in doing their work.

Problems encountered in companies related to employee performance. Because performance cannot be said to be in accordance with the company's wishes, it can be seen that there is still a lot of pending work that does not match the time that should be determined by the company. This decline in performance can be seen at the level of the employee performance list at the West Sumatra Province Department of Industry and Trade in 2021-2022, as follows:

Table 1
Employee Performance List
West Sumatra Industry and Trade Service

Part	Target			Realization		
	2020	2021	2022	2020	2021	2022
Agro Industry Section	100%	100%	100%	97%	96%	98%
Non Agro Industry Section	100%	100%	100%	97%	96%	98%
Trading section	100%	100%	100%	97%	96%	98%
Consumer Protection and Business Order Section	100%	100%	100%	97%	96%	98%
Regional Technical Services Unit (UPTD) Section	100%	100%	100%	97%	96%	98%

According to Syahputra & Tanjung (2020) training is a short-term learning process because it uses an organized and systematic method, non-managerial personnel learn technical skills and knowledge for limited purposes. Training is term process that uses systematic organized procedures , managerial employees and technical goals (2022) . The of company and organizational goals can be carried out if there that be out. Which to level of expertise employees can strength in possessed by the determined the or organization. (2009:227) a systematic process employee behavior to organizational goals.

Competence is the by who have resulting innovation and been applied , 2019) While ( ) states competence is expertise in carrying or out a or based on skills and by attitude that been required the work itself Therefore compe ency d t e and are characterized by person who is one area asmost thing and a area .

According Rumimpunu al., (2018) , discipline a activity implement standards Meanwhile (2019 said that discipline is a used by in communicating employees so can be at a behavior as effort to the and awareness a in all rules and norms behave. Me according to Juliani (2019) .Increasing knowledge behaviorskills is highly expected improvement in which the results of quality are used achieving agreement between company and the organization can be carried that must be out is carried first . The goal the level of expertise in employees and be able to improve the strength skills by employees before the by theor. Training is short-term educational process that uses systematic and organized procedures, non-managerial employees learn technical knowledge and limitations for limited purposes (Aryani, 2022) . According to the results of research (nurjana, 2022) entitled the influence of competency training and work discipline on the performance of Manokwari Regency Dukcapil Disdukcapil employees, training does not have a positive and significant effect on employee performance.

H1: Training has no positive and significant effect on employee performance

The Influence Of.......(manalu, alfian)

In determining skills an employee, the competencies they have are ofthings they must have. An individual hasand it applied from the creativity obtained and the resulting innovation constitutes definition of competence (D. L. Sinaga et al., 2019) . Sri Meike Ju su p (2020) in her previous research the The Influence on the Secretariat of the Gorontalo City Regional People's Representative Council" which said that each competency has an influence h positive and crew unlucky for employee performance

According to Rumimpunu (2018) , competency is the ability to carry out work or tasks based on skills and knowledge and supported by work attitudes determined by the job.

H2: Competence has a positive and significant effect on employee performance

Employee work discipline can employee performance. sense of that a person has for the to employees is reflected in good discipline. All employees and management can have have high performance .research by Batam (2020) with the title The Work Discipline, Organizational, Competence and Work Motivation on Employee Performance at PT. Sat Nu sapersada Tbk Batam". With research results stating that work discipline can have a direct and significant influence employee performance with the technique used analysis pat analysis).
According to Rumimpunu et al., (2018) , discipline is a management activity to implement organizational standards.

Meanwhile, 2019) said that work discipline is tool by in communicatingtheir employees so that they can be willing to their and as effort willingness and awareness in waiting for all and and norms .

H3: Discipline has a positive and significant influence on employee performance

Methodology

The research approach used in this research is a quantitative research method, the sampling technique used is purposive sampling technique, so the sample in this research is 92 respondents. The types of data are primary and secondary data, namely data obtained from direct interviews and from articles in the West Sumatra Province Department of Industry and Trade.

Table 2
Operational Definition of Variables

Variable	Definition	Indicator	Sumber
Performanc e (Y)	Performance is result of the work of a person or several people in an organization in accordance with their authority and responsibility .	Employee performance indicators menu ru t (Eni, 2022) : 1. Quality 2. Quality 3. Efficiency 4. Work discipline 5. Initiative 6. Accuracy 7. Leadership 8. Cheese ju ran 9. Creativity	(APM and Waris, 2015)
Training (X1)	Training is short-term educational process	Menu ru t (Batam, 2020) There are several	(Aryani, 2022)

Variable	Definition	Indicator	Sumber
	that uses systematic and organized procedures, non-managerial employees learn technical knowledge and limitations for limited purposes (Aryani, 2022) .	indicators of training , namely : 1. Briefing, 2. Participants 3. Lessons presented 4. How to implement training 5. The training to be carried be delivered 6. Training tools	
Competence (X2)	According to Rumimpunu (2018) , competency is the ability to carry out work or tasks based on skills and knowledge and supported by work attitudes determined by the job.	Pariakan et al., (2023) explain competency indicators, such as: 1. Knowledge knowledge 2. Understanding 3. an ability 4. Attitude 5. Interests	Rumimpunu (2018)
Discipline (X3)	(2019) that work discipline is tool by managers in communicating employees so that they can be willing to their and as a a person's willingness and awareness in waiting for all the of existing and norms .	Menu ru t Juliani (2019) indicators that influence hi work discipline, namely : 1. Timeliness 2. Responsibility 3. Compliance with regulations	Juliani (2019)

Research variables were also developed based on the results of previous research. All variable measurements in this study were taken from questionnaire data with Likert scale measurements. The test used is an instrument test, namely the validity and reliability test, after this is the classical assumption test, then hypothesis testing and finally the t test. All tests were carried out in stages and systematically.

Results and Discussion

This research aims to obtain empirical evidence of the influence of training, competency and discipline on employee performance at the West Sumatra Province Department of Industry and Trade.

The Influence Of.......(manalu, alfian)

Test Research Instruments
Validity test

     The validity test is used to is valid or not . The questionnaire be said to be valid if the on the questionnaire are able to something will measured questionnaire as (2019) .

To this validity test, the indicator *be is* the *correlation using* a *0.300* . If *the total corre ction* greater 0.300 , then made *valid* versa *total corre ction* issmaller than 0.300 then the questions invalid.

Table 3
Result of Validity Test of Employee Performance Research Variables

Statement	Corrected Item-Total Correlation	Measurement Standards	Information
Y.1	0.516	0.300	Valid
Y.2	0.642	0.300	Valid
Y.3	0.657	0.300	Valid
Y.4	0.340	0.300	Valid
Y.5	0.464	0.300	Valid
Y.6	0.496	0.300	Valid
Y.7	0.458	0.300	Valid
Y.8	0.487	0.300	Valid
Y.9	0.458	0.300	Valid
Y.10	0.357	0.300	Valid
Y.11	0.450	0.300	Valid
Y.12	0.549	0.300	Valid
Y.13	0.524	0.300	Valid
Y.14	0.384	0.300	Valid
Y.15	0.555	0.300	Valid
Y.16	0.508	0.300	Valid
Y.17	0.521	0.300	Valid
Y.18	0.582	0.300	Valid
Y.19	0.466	0.300	Valid
Y.20	0.420	0.300	Valid

Source SPSS25 data *(data processed in 2024)*

     From Table it can be seen from the results of *data processing* of the 20 statements have *correlation value* between *0.340* or in words that 20 The used employee variables has *correlation* value greater value namely *0.300* .In this way be concluded that the 20 items of statement , so valid statements can be continued in the data .

Table 4
Training Research Variable Validity Test Results

Statement	Corrected Item-Total Correlation	Measurement Standards	Information
X1.1	0.615	0.300	Valid
X1.2	0.687	0.300	Valid
X1.3	0.533	0.300	Valid
X1.4	0.583	0.300	Valid
X1.5	0.562	0.300	Valid
X1.6	0.590	0.300	Valid
X1.7	0.482	0.300	Valid
X1.8	0.435	0.300	Valid
X1.9	0.585	0.300	Valid
X1.10	0.562	0.300	Valid
X1.11	0.650	0.300	Valid
X1.12	0.526	0.300	Valid
X1.13	0.439	0.300	Valid
X1.14	0.622	0.300	Valid
X1.15	0.479	0.300	Valid
X1.16	0.396	0.300	Valid

Source SPSS25 data *(data processed in 2024)*

From table it can be that of all regarding the l e the can be declared valid where Corre *e e Ite m-Total Corre lation* le greater sar of 0.300. Therefore all be used data stages .

Table 5
Competency Research Variable Validity Test Results

Statement	Corrected Item-Total Correlation	Measurement Standards	Information
X2.1	0.430	0.300	Valid
X2.2	0.422	0.300	Valid
X2.3	0.491	0.300	Valid
X2.4	0.505	0.300	Valid
X2.5	0.319	0.300	Valid
X2.6	0.505	0.300	Valid
X2.7	0.477	0.300	Valid
X2.8	0.394	0.300	Valid
X2.9	0.314	0.300	Valid
X2.10	0.477	0.300	Valid
X2.11	0.359	0.300	Valid
X2.12	0.448	0.300	Valid
X2.13	0.469	0.300	Valid
X2.14	0.585	0.300	Valid

Source SPSS25 data *(data processed in 2024)*

From table it can be that all competency can declared valid where the Corre *e e Ite Total Corre lation* is from .300. Therefore all be used data stages .

The Influence Of.......(manalu, alfian)

Table 6
Disciplinary Research Variable Validity Test Results

Statement	Corrected Item-Total Correlation	Measurement standards	Information
X3.1	0.502	0.300	Valid
X3.2	0.576	0.300	Valid
X3.3	0.587	0.300	Valid
X3.4	0.445	0.300	Valid
X3.5	0.599	0.300	Valid
X3.6	0.500	0.300	Valid
X3.7	0.465	0.300	Valid
X3.8	0.604	0.300	Valid
X3.9	0.467	0.300	Valid

Source SPSS25 data *(data processed from 2024)*

From table it can be that of all regarding discipline can be declared valid where the *Corre cte d Ite -Total Corre lation* is than 0.300 Therefore all be used data stages .

Reliability Test
testing also be said to a or test because can out to what the instrument used can . test *is* based on Cronbach alpha by requiring an to be if it *a* coefficient above (2020) **.**

Table 7
Reliability Test

No.	Research variable	Cronbach's Alpha	Role Of Thumb	Conclusion
1.	Device ( )	0.880	0.60	Re liable
2.	Training (X1)	0.891	0.60	Re liable
3.	Competence ( )	0.811	0.60	Re liable
4.	Discipline (X3)	0.820	0.60	Re liable

Source SPSS25 data *(data processed in 2024)*

the results test , Cronbach's Alpha values were produced for the training variables X1) , Competence (X2) and Performance (greater 0.60 which the result that the variable study be said to .

Normality test
The normality test is made in the form *Kolmogorov-Smirnov* test with aim of a normal . A of data can be called normal distribution if the result ≥ 0.05 and if it is not normal then the result is to be ≤ 0.05 (D. Work) .

Table 8
Variable Research Normality Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardize d Re sidual
N		92
Normal Parame te rs [a,b]	Me an	,0000000
	Std. De viation	4.43074731
Most E xtre me Diffe re nce s	Absolute	,064
	Positive	,064
	Ne gative	-,047
Te st Statistics		,064
Asymp. Sig. (2-tail d)		,200 [c,d]

a. Te st distribution is Normal.

b. Calculate d from data.

c. Lillie fors Significance Corre ction.

d. This is a low r bound of the true significance .

Source SPSS25 data *(data processed in 2024)*

Based table 8, it can be seen that the test results data are in normal way, because value *of Sig* 0.200 is than Alpha (0.05). This that the data is normally , in the of data processing be carried out.

Multicholinearity test

Multicollinearity able to a of whether there an perfect or perfect relationship the independent variables because is to measure the of variables related . conditions that can be used :

a. does not occur the VIF value is smaller and the tole > 0.10

b. multicollinearity occurs if the VIF value than or equal 10.00 and tole rance < 0.10

Table 9
Multicollinearity Test Results

Variablel	Colline arity statistics		Information
	Tole rance	VIF	
Training (X1)	0.5 85	1.7 10	There is no multicholine arity
Competence X2)	0.60 7	1.6 48	There is no multicholine arity
Discipline (X3)	0.761	1,314	There is no multicholine arity

Source SPSS25 data *(data processed in 2024)*

Based test table 7, it can be that value of tole rance variable training , and discipline is than of tole rance > 10 % and at the VIF value it can be that the VIF value is smaller VIF value < 10, then it can be concluded that for there no multicollinearity occurrence then it can be concluded that there is no occurs multicolie narity.

Heteroskedasticity test

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In this , the aim test is to whether in electronic mode is difference from the of one to another . In this case, the way to out whether there he te roske or not is done by the gle jse r option. If the relationship value in the standard residual method over time is not significant (P > 0.05), then it can be said that there is rock .

Table 10
Heteroscedasticity Test Results

Variablel	Sig.	Alpha	Information
Training (X1)	0.816	0.05	no he te roske dasticity
Competence X2)	0.652	0.05	no he te roske dasticity
Discipline (X3)	0.187	0.05	no he te roske dasticity

Source SPSS25 data *(data processed in 2024)*

Based te roske dasticity test SPSS it can be seen that the sig se e value of variable e e e te rse test This dasticity can be concluded that there he roske dasticity .

Multiple Linear Reression Analysis

Multiple analysis used to out the between independent basic and pe nde n (te tie).

Table. 11
Summary of Multiple Linear Regression Analysis Results

Variables	Constants and Variables l Be bas	Coofisie n Re gre si
Device Y)	Constant (a)	11,923
	Training (X1)	0.016
	Competence X2)	0.728
	Discipline (X3)	0.711

Source SPSS25 data *(data processed in 2024)*

Based table 11 it can be the
$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e$
$Y = 11.923 + 0.016 X_1 + 0.728 X_2 + 0.711 X_3$

Where that regression above the between the *independent* and *the* variable *from e* This equation be taken to that:
1. The constanta value is 11.923 This means that if the variables performance training, competence discipline one unit, then the employee increases 11,923 units .
2. coefisien pe practice 0.016 means coefisien regresi training shows a positive direction. This means that training performance one unit, performance by units , variables competence and discipline are .
3. The efficiency , which means coefficient efficiency indicates a .This that if increases by one unit will by 0.728 , discipline variables
4. coefficient is 0.711 meaning the shows a positive This if increases employee performance will by assuming training variables .

Hypothesis Testing

t test

The t is a carried out to out whether independent influence variable

Table 12
Hypothesis Testing Results

Variablel	T Tabel	T count	Sig.	To conclusion
Training (X1)	1.98761	0.155	,877	H 1 is rejected
Competence X2)	1.98761	5,321	,000	H 2 diterima.
Discipline (X3)	1.98761	4,071	,000	H 3 diterima.

Source SPSS25 data *(data processed in 2024)*

Based table partial tests, it can be there is one of the independent variables that a value that is smaller t- , namely training , competence and discipline - calculated value th

at is than t- . Where training pe e t-count se be sar 0.155 < t-tabe l 1.98761 compe te nsi me has t-count se be sar 5.321 > t-tabe l 1, 98761 and discipline me has t-count se be sar 4.071 > t-tabe l 4.071. concluded one has a negative on performance the (independent variable) and variables will positive the of device (

1. The training (X1) does not a positive influence on of device t -table smaller than table 0.155 <) with significant value than the alpha value (0.877 >). So H 0 is H 1 is rejected, meaning that training does not have and insignificant on 's performance .
2. The competency has a positive performance with count greater t - (>) with a significant value than the alpha value (0.00 <). So H0 is and H1 is accepted meaning that has significant on performance .
3. The discipline has positive influence on performance t - count - table 4.071 > 1.98761) with value le is smaller the alpha value (0.00 < 0.05). So H0 is and H1 is accepted meaning that discipline has a and significant performance .

DISCUSSION
The Effect of Training on Employee Performance

The research results show that training does not influence the performance of employees of the Perindustrian dan Perdagangan department West Sumatra province. Whether or not the Company carries out training does not affect employee performance.

results of this are line the (nurjana, 2022) , with the influence of competence and discipline on performance Manokwari Disdukcapil employees , does not a positive significant performance. Then research also line research   Based on the tests that have been carried out, it can be concluded that the first hypothesis which states that the training variable does not have a positive and significant influence on employee performance, this can be seen in the tests that have been carried out with the t-calculated value being smaller than the t-table value and the significant value being greater than at the alpha value, the first hypothesis cannot be accepted.

There is very little training carried out at the Perindustrian dan Perdagangan department West Sumatra province, and there are no breakthroughs made by the head of the the perindustrian dan perdagangan service in providing training for employees to support their competency, so employees are required to study independently and take part in training outside the Company to support their competency at their own expense.

The Influence Of.......(manalu, alfian)

The Influence of Competency on Employee Performance

The research results show that competency has a positive and significant effect on the performance of employees of the Perindustrian dan Perdagangan department West Sumatra province. The higher the competency possessed by employees and in accordance with job demands, the employee performance will increase.

Results of this research are in research Waris 2015) with the the of , and discipline on the case at PT Asrinda Bangun where competency has a and significant performance . With research conducted by researchers, the results obtained from processed competency data have a positive and significant effect on the performance of employees at the West Sumatra Province Department of Industry and Trade where the t-count is greater than the t-tabeel (5.321 > 1.98761) with a more significant value. smaller than the alpha value (0.00 < 0.05). So H0 is rejected and H1 is accepted.

The competencies possessed by Perindustrian dan Perdagangan department West Sumatra province employees really support employee performance. The skills possessed by employees are in accordance with the work carried out. The Department perindustrian dan perdagangan service places its employees according to their fields and knowledge, so that employee performance will increase.

The Influence of Discipline on Employee Performance

The research results show that discipline has a positive and significant effect on the performance of employees of the Perindustrian dan Perdagangan department West Sumatra province. The more discipline employees have in working, the more employee performance will improve.

Results of this research are with research Aji (2018) with the , and physical work performance. work in discipline has a significant employee performance .Then this research is also line E e research (2021 with title the of , discipline , organizational and work on performance society and that positive and influence performance. In the research, it can be concluded that discipline has a positive and significant effect on the performance of employees in the West Sumatra Province Department of Industry and Trade. This can be proven by the results of processed data where the t-count is greater than the t-tabeel (4.071 > 1.98761) with a significant value smaller than the alpha value (0.00 < 0.05). So H0 is rejected and H1 is accepted.

Employees of the Perindustrian dan Perdagangan department West Sumatra province apply discipline at work such as punctual attendance, job responsibilities and compliance with regulations in accordance with Work Operational Standards.

CONCLUSION

Based results the and processed research conclusions presented as follows :
1. Training does not influence the performance of employees of the Perindustrian dan Perdagangan department West Sumatra province
2. Competency has a positive and significant effect on the performance of employees of the Perindustrian dan Perdagangan department West Sumatra province.
3. Discipline has a positive and significant effect on the performance of employees of the Perindustrian dan Perdagangan department West Sumatra province.

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