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The Influence of Training Programs and Commitment Organization on the Employee Performance of PT Dua Kelinci Pati

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Abstract

This study determined the influence of training programs and commitment organizations on PT Dua Kelinci Pati employees' performance. The variables used are a training and commitment program organization as independent variables. While variable performance is the dependent variable. The research method used is quantitative and technical data collection using a questionnaire. Data collection techniques sample is non-probability sampling with purposive sampling technique. Number sample as many as 85 respondents. Data was tested using the SPSS 27.0 program, which used descriptive statistical analysis, assumption testing classic, and hypothesis testing. Research results show that the training program and commitment to the organization positively influence the performance of PT Dua Kelinci Pati employees, both simultaneously and partially.

Keywords: *Training* program; commitment organization; performance employee

INTRODUCTION

Human resources determines success whether or not an organization operates various activities To reach an objective organization. In order to source power to support the achievement objective of the organization, the organization must utilize source power more effectively and efficiently with the trend for increased employee performance. Source Power men hold an important role in designing, organizing, and developing an organization in order to be able to survive and succeed in reaching its purpose (Badrianto) *et al* ., 2022). Organizational objectives can only be achieved with act**ive** participation from employees. Managing and organizing source power in an organization

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is a complex challenge, considering every individual's thoughts, feelings, status, and background (Badrianto *et al* ., 2022).

The problem source of Power Man is a challenge for the company Because success management and problems depend on the quality source of Power human beings. If individuals in a company that is a power source can operate effectively and efficiently, then the company will continuously operate effectively. With the word**,** another successful and continuation productivity company determined by the performance of its employees. The rapid development of knowledge and technology demands that companies adapt and survive in all situations. Sustainability is a company determined by the performance **of** its employees. Performance is the result of work done by a person worker. When they do work, they follow the task (Mangkunegara, 2017).

Employee performance is influenced by various factors, one of which is skills. Skills This can obtained through various methods like training, courses, or adequate education (Olan *et al.,* 2024). Training will give them a chance to develop skills and work abilities and improve their knowledge so that employees can understand, comprehend, and master What should done and why it matters. That must done, and What should be done and how to do it. It is expected that the training program implemented in the company will positively impact the improvement skills, insights, knowledge , and behavior of employees in the tasks so that the company's performance can increase (Sugiarti, 2022).

According to Halawi and Haidar (2018), implementing the training program considers the method of development of necessary skills and knowledge. Training is designed explicitly for nature-specific, practical, and immediate application, mainly increasing mastery skills. Work in a short time frame. With proper training, employees will feel more trained and capable of finishing tasks in the field, increasing their overall performance. Research shows that training is considered an influential variable in the positive performance of employees. For example, research conducted by Kuruppu *et al.* (2021) found that training is positively significant to the performance of employees. Findings This is also supported by other research, such as those by Hameedi (2023) and Sal & Raja (2016), who have similar results. This confirms the Importance of training as a tool For increasing the skills and performance of employees inside the organization.

It is not only performance employees who are affected by the existence of training but also other factors that are influenced by commitment to the organization. Commitment organization is when somebody accepts the values and goals of the organization and wants to become part of it (Syamsir *et al.*, 2020). As stated by Allen and Meyer (1991),

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commitment employees are built from three main dimensions: commitment affective, commitment continuous, and commitment normative. Commitment is affective related to feeling positive and engaging deep emotions in the organization. This reflects how vital employees feel emotionally about the organization where they work. Commitment is continuously related to the attachment of employees to the organization Because of consideration of cost or investments that have been made, such as time, effort, or sacrifice others who have given. At the same time, commitment is normative and related to moral obligation or accepted values of the organization. It is important for an organization To understand and utilize dimensions. This builds commitment to vital employees. When employees feel high commitment and good from effective, continuous, and normative aspects, they tend to perform better and perform at the maximum level in operating tasks inside the organization. Therefore , commitment becomes an indicator important in evaluating how far someone is ready to devote themself For success in operating his duties. According to Posumah and Moridu (2022), commitment to an organization has a significant impact on the performance of employees. The stronger the commitment the organization has, the increasingly prominent the influence against the performance of employees because employees believe that the organization is committed to their interests.

The performance of an organization is influenced by several factors, one of which is the training provided to employees. Training increases technical employees' skills and expands knowledge so they can answer complex challenges in place of work. Practical training helps prepare employees To face change as technology and market demands continue developing. By developing employees with the ability to use relevant training, an organization can ensure that they own a competent and ready team to reach their objectives (Persada & Nabella, 2023).

In addition, training also plays a role in increasing the motivation and engagement of employees to work. Employees who get good training tend to feel valued and invested in by the company. This can increase satisfaction with work and loyalty to the organization because employees feel that the company cares about developing their careers. The training is designed with Good. It helps increase individual productivity and creates an environment of positive and growth-oriented work for all organizations (Hidayat & Budiatma, 2018).

Employee performance is influenced by skills and the level of commitment to the organization where they work. Commitment organization covers the attitude of employees

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toward the values, goals, and culture. This involves aspects like emotional involvement, obligation, and moral responsibility towards the company. Published research in various scientific journals shows that an organization's commitment level is often related to the performance of more employees and the stability of more work (Hirschi & Spurk, 2021).

According to the model developed by Allen and Meyer (1991), commitment organization consists of three main dimensions. First, commitment affective refers to the attachment of emotional employees to the organization, where they feel connected in a personal way and feel proud to become part of the company. Second, the commitment to be continued shows attachment because of factors like investment time, experience, or knowledge that they have when they get into the organization. Third, normative commitment reflects the moral attachment to the organization, where employees feel they do not have enough answers to comply with the values and norms the company upholds. Employees who understand and manage commitment in the organization in the third dimension of the company can create an environment supportive of work-optimal employee performance. Employees who feel bound emotionally and morally towards the organization tend to be more motivated to give their maximum contribution, which helps the organization reach objective strategies more effectively.

Study This aims to test the influence *of the training program* and the commitment of the organization to the performance of employees at PT. Dua Kelinci Pati. Focus study This is a simplification from the draft at the beginning, which includes more lots variables. This training program and commitment organization act as variable independent, while performance employees become variable dependent. Selection variables This is based on the Importance of training and commitment organization in increasing the performance of employees, as well as the existing gap in the study's previously related connection between variables. In the research, this writer uses employees at PT. Dua Kelinci Pati.

Based on the observation of the results, a phenomenon or problem occurred with PT Dua Kelinci Pati employees: they need improvements to the training program system where employees do not focus on training programs because they are busy alone with gadgets rather than chatting with colleagues at work. It is proven that post-test results do not fulfill the minimum standard value, and there is no appropriate time to attend a training program that makes employees leave behind material implemented. Improvements to the training program system so that training can be beneficial with maximum, where the training program will also be influenced by commitment organization. The training program influences commitment organization because of commitment; the organization

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will Keep going and develop the development of the times; if the training program is not, there is effort For repair, so the commitment organization company No Can run at maximum. If you have done training program improvement, it requires awareness of the Importance of commitment to the organization for individuals and companies. Because every man has a confident attitude of carelessness that results in commitment organization No walk maximum. For example, an employee in production got caught with a cleaning machine, and then some were caught. No thorough moment did maintenance machine production, and then someone got caught using PPE completely and correctly. From the matter matter, it will result in commitment to the organization. There is no maximum. So, If commitment organization No maximum will influence the performance of employees. The role of training programs and commitment organizations is significant in employee performance because performance is influenced by how employees follow the training program and how employees operate the commitment organization. Commitment to a weak organization can impact the loyalty and productivity of employees, which ultimately also affects performance in a way overall. Based on the phenomena, the author decided To test The connection between commitment to the organization and training employees to perform.

Objectives

This article intends

1. To analyze the influence of *training* programs on the performance of PT employees. Dua Kelinci Pati.
2. For test influence commitment organization to performance employees of PT. Dua Kelinci Pati.
3. To know the influence of *training* programs and the organization's commitment to the performance of PT employees. Dua Kelinci Pati.

METHOD

The researcher will use an approach study with a positivist paradigm. This approach involves testing the theory by detailing a specific hypothesis and collecting data for the test validity hypothesis. The data is collected using an instrument specially designed to evaluate behavior, and the information is analyzed using procedure statistics as well as a testing hypothesis (Creswell, 2018).

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Research methods This is used to test the hypothesis that researchers have determined about the influence of *training* programs and an organization's commitment to the performance of PT employees. Dua Kelinci Pati. Research refers to the population and sample that has been determined, and data collection was carried out with operating procedure research and data analysis in statistics. Research data This is in the form of the numbers obtained through a distribution questionnaire or questionnaire To analyze the influence of *training* programs and the commitment of the organization to the performance of employees of PT Dua Kelinci Pati.

Study This is implemented at PT Dua Kelinci, located next to the Pati - Kudus highway, with a distance of about 6.3 km to the west direction from the center of Pati City and the surrounding areas of 37 km to the direction east from Kudus City. The population in the research totaled 550 respondents from overall PT employees. Dua Kelinci Pati. How to take samples in research This uses a Non-probability sampling type with a purposive sampling technique. The size sample was determined using Slovin's formula, and the minimum sample was 85.

DISCUSSION

Profile Demographic Respondents

Respondents in the study This, in a way, demographic differentiated based on type, gender, age, position, marital status, education, and length of service. Table 1 below summarizes the profile demographic Respondents based on characteristics:

Table 1. Profile Demographic Respondents

No.	Characteristics	Percentage
1	Gender	
	Man	39%
	Woman	61%
2	Age	
	<25 years	24%
	26 – 30 years	13%
	31 – 35 years	20%
	> 35 years	43%
3	Position	

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	Assistant Manager	2%
	Section Head	61%
	Head Unit	2%
	Sub Section Head	35%
4	Marital status	
	Not married yet	9%
	Marry	91%
5	Last education	
	High School/ Equivalent	79%
	S1	19%
	S2	1%
	S3	1%
6	Length of Work	
	2 years	6%
	3 years	1%
	> 4 years	93%

Analysis Descriptive Variables

Study This measure variable *training program* for performance employees of PT. Dua Kelinci Pati, based on evaluation from the Respondent Variables *training program,* is measured through 22 statements. The results of the answers and analysis index score are shown in Table 2 below :

Table 2. Descriptive Test Training Program Variable (X1)

Code	Statement	Mean	Information
X1.1	The company provides training that is appropriate to my field of work.	5.13	Very good
X1.2	The training provided covers a variety of skills needed in my job.	5.02	Very good
X1.3	The company holds training that focuses on soft development. Skills such as communication and teamwork	5.17	Very good

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X1.4	Instructor the training that I follow can interact with Good to me and the participant's other	5.05	Very good
X1.5	Instructor: The training that I follow conveys material training with clear and easily understood	5.04	Very good
X1.6	Instructor: The training that I follow gives me a chance and the participants To ask	5.02	Very good
X1.7	The training instructors I attended were always ready to help participants during the training.	5.10	Very good
X1.8	The training instructor I attended encouraged me and other participants to be active in training activities.	5.05	Very good
X1.9	The training instructor I attended was able to master the material being taught.	5.03	Very good
X1.10	The language used during delivery material training is easy to understand	5.02	Very good
X1.11	The training material I attended followed my work needs.	5.05	Very good
X1.12	training materials that I follow through objective training.	5.09	Very good
X1.13	training materials that I follow delivered with interesting and discussed in-depth	4.97	Very good
X1.14	The training material I attended can provide benefits regarding knowledge and skills in my field.	5.05	Very good

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X1.15	The training I attended used training methods that were appropriate to the topics discussed.	5.02	Very good
X1.16	The training I attended was implemented by the schedule that had been set and on time.	4.97	Very good
X1.17	The training committee is responsive in assisting training participants.	5.07	Very good
X1.18	I always spirit and participate actively in activities during training	5.00	Very good
X1.19	I am motivated to apply the new knowledge and skills gained from the training in my work.	5.03	Very good
X1.20	The suggestions and input from other participants during the training provided new perspectives that were useful to me.	5.03	Very good
X1.21	I enjoy the learning process and sharing experiences with other participants from different departments or levels.	4.95	Very good
X1.22	The training I attended allowed me to improve my performance and contribute more to the company.	5.15	Very good
Average *Training Program* Variables		5.05	Very good

(Source: Processed Primary Data, 2024)

Based on descriptive test results of the Training Program variable (X1), the overall average from the training program evaluation is 5.05, which is included in the " Very Good" category. Further analysis, the statement with the X1.3 score reads, "The company held training that focuses on developing soft skills, such as communication and work teamwork," with a mean value of 5.17. This shows that employees are very appreciative

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of training that emphasizes the development of interpersonal and work skills. The same team is considered necessary For increased performance.

On the contrary, the statement with the lowest score is X11.2, which reads, "I enjoy the process of learning and sharing experience with other participants who come from different departments or different levels, " with a mean value of 4.95. Although still in the category "Very Good," this value shows that there is room for repair in creating an experience that is more fun and collaborative between participants from various departments.

This study measures the organizational commitment variable toward performance PT. Dua Kelinci Pati employees based on the assessment of respondents Organizational commitment variables measured through 10 statements. The results of the answers and analysis of the answer score index are as follows:

Table 3. Descriptive Test Variables Commitment Organization (X2)

Code	Statement	Mean	Information
X2.1	Employees demonstrate a sense of belonging to the organization.	4.89	Very good
X2.2	Employees feel happy working in the organization	5.07	Very good
X2.3	Employees care about problems that occur in the Company	5.09	Very good
X2.4	Employees have an emotional attachment to the Company	4.50	Very good
X2.5	Employees feel they are at a loss if they leave the Company	4.02	Very good
X2.6	Employees feel they have no alternative work elsewhere that is more attractive	3.49	Good
X2.7	Employees will have difficulties in life if they leave the Company	3.00	Very less
X2.8	Employee feel their obligation to be loyal to the Company	4.54	Very good

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X2.9	Employees feel reluctant to leave the company Because it has given facility	3.49	Good
X2.10	The employee has a bound contract to Work with the Company, so they must finish the contract the	4.3	Good
Average Variable Commitment Organization		4.24	Good

(Source: Processed Primary Data, 2024)

Based on Table 3, which presents a descriptive test of the Organizational Commitment variable (X2), it can be concluded that employee commitment to the organization is at a reasonable level with an average score of 4.24. The statement with the highest score is " Employee care for the problem that occurred in the company " (X2.3), which gets a score of 5.09, indicating that employees have a high sense of caring about issues the organization faces. This reflects involvement and emotional commitment to the company. On the other hand, the statement with the lowest score is " Employee will get difficulty in life If leave company " (X2.7), which only reached 3.00. This shows that some employees feel they are enough to believe in themselves and do not experience significant concerns about the future, so they leave the company. Although overall commitment is classified as well, there is a view that there is potential for increased satisfaction and loyalty among employees who notice more aspects . Employees need to feel more connected and secure in their careers.

This study measures employee performance variables that influence *training program variables.* And organizational commitment at PT. Dua Kelinci Pati based on the assessment of respondents. Employee performance variables are measured through 20 statements. The results of the answers and analysis of the answer score index are as follows:

Table 4. Descriptive Test Employee Performance Variable (Y)

Code	Statement	Mean	Information
Y.1	This employee is careful and minimizes errors in his work.	5.11	Very good

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Y.2	These employees meet the requirements or work standards set by the company.	5.08	Very good
Y.3	This employee works skillfully and quickly	5.10	Very good
Y.4	Employee This fulfills the expected number of results. Work	4.98	Very good
Y.5	Employee show initiative For can Work by the expected quantity target	5.14	Very good
Y.6	Employees finish work according to work target in a way quantity	5.08	Very good
Y.7	alternative solutions in a job	4.95	Very good
Y.8	Employees minimize errors in the Work	5.05	Very good
Y.9	Employees feel Embarrassed If Work is Not yet finished done	5.05	Very good
Y.10	Employees do work that has been done determined with Correct until Work That is finished.	5.02	Very good
Y.11	Employees feel guilty If they work the No by what is expected.	5.02	Very good
Y.12	Employee willing overtime Work If Work Not yet completed with finished	4.97	Very good
Y.13	Employees accept risk on their job	4.98	Very good
Y.14	Employees recheck their work results	5.02	Very good
Y.15	Employees can easily collaborate with colleagues in other sections or divisions	5.02	Very good
Y.16	Employees can efficiently work together with colleagues in the same section or division.	5.03	Very good

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Y.17	Employees provide constructive suggestions, criticism, or input to the work team.	5.14	Very good
Y.18	This employee shows a willingness to do work without being ordered by superiors.	5.15	Very good
Y.19	This employee is willing to do work that is not his job because his co-workers are absent.	4.64	Very good
Y.20	Employee This realizes errors and fixes errors before being reprimanded by the superior	5.17	Very good
Average of Organizational Commitment Variables		5.04	Very good

(Source: Processed Primary Data, 2024)

Based on Table 4, which presents the descriptive test Employee Performance variable (Y), it can be concluded that employees' performance is at an excellent level with an average score of 5.04. The statement with the highest score is " Employee This realizes errors and fixes errors before reprimanded by superiors " (Y.20), which reached 5.17, shows that employees are aware of quality work and able to do repairs in a proactive way without wait directions from superiors. This reflects the commitment of employees To guard standard expected performance. The statement with the lowest score is " Employee willing do work that does not become his job Because Friend Work No come in " (Y.19), which gets a score of 4.64, indicating that although the employee is willing to help his colleagues, there are limitations in understanding about not quite enough answer. Overall, although the performance of employees is classified as very good, their attentiveness to development, collaboration, and flexibility in work can be improved. To create an environment with more work support.

Analysis Inferential with Multiple Linear Regression

Analysis multiple linear regression aiming For test There is or whether or not the influence of two or more variable free (X) against variable bound (Y). The variable X in the study Is 2, namely Training Program Variable (X1), Commitment Organization (X2),

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and research variable Y. There is one employee performance variable (Y). For see analysis test results, multiple linear regression is found in the following table:

Multiple Linear Test

Coefficients [a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	49,714	10.107		4.919	.000
	X1	.327	.108	.331	3.016	.003
	X2	.373	.131	.313	2,852	.006
a. Dependent Variable: Y						

(Source: SPSS Output, 2024)

Based on the output above, then obtained equality, the regression is :

Y = a + b1x1 + b2x2 + e

Y= 49.714+ 0.327X1+0.373X2.

Information :

a. The constant value of 49,714 means that the variables are Training Program (X1) and Commitment Organization (X2) no. There is its influence on Employee Performance (Y) is considered The same with zero, then performance employee own mark amounting to 49,714.
b. The value of X1 is 0.327, which means that with every addition of 1 (because the sign is positive), the Training Program will increase the performance by 0.327 with the assumption that other variables remain constant even so on the contrary.
c. The value of X2 is 0.373, which means that for every addition of 1 (because the sign is positive), then Commitment Organization will increase the performance of 0.373 with the assumption that other variables remain constant even so on the contrary.

Test By Partial (T-Test)

The t-test is used to determine whether or not the independent variable (X) has a partial influence on the dependent variable (Y). The t-count is obtained from the results of the SPSS calculation and compared with the t-table.

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Table 6. Partial Test

Coefficients [a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	49,714	10.107		4.919	.000
	X1	.327	.108	.331	3.016	.003
	X2	.373	.131	.313	2,852	.006
a. Dependent Variable: Y						

(Source: SPSS Output, 2024)

The t-test is conducted to determine the effect of the independent variable partially on the dependent variable. In the t-test conducted with the help of SPSS, the *training program variable* (X1) has a significance value of 0.003, and the organizational commitment variable (X2) has a significance value of 0.006. The results of the T-test show a significance value <0.05. It can be concluded that the *training program variable* (X1) and organizational commitment (X2) have a partial influence on employee performance (Y).

Table 7 Simultaneous Test

ANOVA [a]						
Model		Sum of Squares	df	Mean Square	F	Sig.
	Regression	1735.220	2	867,610	19,568	.000 [b]
	Residual	3635.768	82	44,339		
	Total	5370.988	84			
a. Dependent Variable: Y						
b. Predictors: (Constant), X2, X1						

The F test is a method of data analysis that finds out the influence of all independent variables simultaneously on the dependent variable. In the F test, it is said that independent variables have a simultaneous influence if they have a significant value of less than 0.05. In this study, the F test shows a significant value of 0.000 where the value is <0.05. It can be concluded that the *training program variable* (X1) and

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organizational commitment (X2) have a simultaneous effect on employee performance (Y).

Coefficient Test Determination (R²)

Table 8 Coefficient Test Determination

Model Summary [b]				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.568 [a]	.323	.307	6.65873
a. Predictors: (Constant), X2, X1				
b. Dependent Variable: Y (Source: SPSS Output, 2024)				

Analysis results show that the R Square value is 0.323. This means that the variable *training program* (X1) and commitment organization (X2) can explain 32.3% of the variation in the variable performance of employees (Y). In other words, the training program (X1) and commitment organization (X2) can explain 32.3% of the change or variations that occur in performance employees (Y). The rest is explained by other factors that are not included in the research model.

DISCUSSION

The results of the research that has been obtained mark significance *training program* (X1) for performance employee (Y) namely of 0.003 < 0.05, which means there is a significant influence between *training program* (X2) for performance employee (Y). This result shows that indicator objective training, instructor training, materials training, methods training, and participant training influence the performance of employees at PT. Dua Kelinci Pati.

This is in line with Kuruppu *et al.* (2021), who showed a connection between training programs and performance employees. Research confirms that training provided to employees plays an important role in increasing their skills and knowledge. Improvement in skills and knowledge, in the end, plays a significant role in improving the performance of employees. So, training not only becomes a means of development but also directly impacts productivity and effectiveness while working at PT. Dua Kelinci Pati.

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A study by Neolaka *et al.* (2024) showed that the training program influences the performance of employees at PT. Dua Kelinci Pati. Findings This was supported by Persada and Isabella (2023), who found that training employee impact is positive and significant to performance. Indicators like objective training, instructor training, materials training, methods training, and participants training are essential in influencing performance. Clear training objectives help employees understand the focus and targets that must be achieved. Competent instructors can effectively convey material so employees can more easily understand and apply the knowledge provided. Relevant training materials ensure that employees can directly apply skills acquired daily. The proper training methods, such as simulation or practice, allow employees to hone skills directly. Participants training with motivation will be more optimal in utilizing chance training. Therefore, these are all indicators that contribute directly to improving employees' performance at PT. Dua Kelinci Pati.

Research by Ilyas *et al.* (2024) and Suparman *et al.* (2024) is in line with findings that training's influence is positive and significant for the performance of employees. This shows that training can increase the performance of Work employees. Based on the survey beginning, the leader of PT Dua Kelinci actively conducts training programs to increase employee performance. Employees at PT Dua Kelinci are enthusiastic to follow training whose materials by task they are in the company. They can face various changes, such as technology, new methods of work, and improved attitudes, skills, and knowledge that support the development of careers. Employees are also more Ready to overcome challenges, intricate work, and changes in the future. The management company's training will help increase employees' precision and skill in finishing work.

At PT Dua Kelinci, the analysis of the results descriptive to variable *Training Program* (X1) shows that training has a significant influence on the improvement performance of employees. The average score of 5.05, which is included in the category "Very Good," indicates that most employees assess the training programs held by the company as very useful. This indicates that the training program at PT Dua Kelinci effectively increases employee skills and productivity. As a result, training plays an important role in supporting the performance of operational companies, which contributes favorably to the company's achievement.

PT Dua Kelinci, in the training program's role, is strategic in increasing the skills and performance of employees. Descriptive test results on the variables *Training Program* (X1) reveal significant influence, with an average score of 5.05, classified as "Very Good."

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Assessment This shows that most employees view training program company as a means of effective development, both in technical skills and improvement productivity. Statement X1.3, which highlights the focus of companies on soft skills training such as communication and work teamwork, gets the highest mean value of 5.17. This indicates that employees appreciate PT Dua Kelinci's efforts to develop their interpersonal skills. Skills communication and work The same very relevant team in the environment Works collaboratively, especially for a support culture, a company that prioritizes synergy inter-departmental. Capabilities This helps individuals work daily and improves effectiveness at the level of teams and departments, positively impacting the company's overall performance.

Temporary statement X1.21, which reflects the impression of positive employees towards the learning process across departments during training, has a mean value of 4.95, still in the "Very Good" category even though it is lower. This shows that employees value the chance To interact with colleagues—work from various backgrounds, which allows the exchange of ideas and experiences. However, the results also indicate room for PT Dua Kelinci to perfect the collaborative experience. A more interactive or more structured directed training cross-department can optimize the learning collectively and strengthen integration. Training is very important for PT Dua Kelinci to reach objectives strategically. The program is designed to develop *soft skills* and improve interaction across departments, support the performance of individuals, and form a culture of innovative and adaptive work. In line with the company's constant development principle, investing in comprehensive training that strengthens employees' competence is essential in maintaining power. PT Dua Kelinci's competitiveness in the industry continues to change (Putri & Irawanto, 2014).

Influence Commitment Organization On Employee Performance of PT. Dua Kelinci Pati

The results of the research that has been obtained mark significance commitment organization (X2) against performance employee (Y), namely of 0.006 < 0.05, which means there is a significant influence between commitment organization (X2) against performance employee (Y). This result shows that indicator commitment is effective, commitment continuous, and commitment normative in influencing the performance of employees at PT. Dua Kelinci Pati.

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Research results at PT Dua Kelinci about the connection between training programs and employee performance are relevant to the findings of Rifa'i (2023) and Posumah & Moridu (2022) regarding the Importance of the commitment of the organization to performance staff. Rifa'i stated that there is a positive and significant connection between commitment organization and performance staff, where employees with commitment tend to show more performance . Bound employees in a way that is emotional with the company's objective will feel motivated to make an optimal contribution to the organization's success. Findings from Posumah & Moridu also strengthened relevance, showing that commitment to an organization's influence is significantly positive for performance. Employees who demonstrate commitment tend to be more productive, have low absenteeism, and are willing to make extra effort to achieve an objective organization. At PT Dua Kelinci, things are reflected in the effectiveness of training programs that hone technical skills and build commitment to employees to the company.

PT Dua Kelinci has to succeed in creating an environment supportive of work commitment, where the training program focuses on soft skills, such as Work teams and communication, which are highly valued by employees, with a mean value of 5.17 for a statement-related. These programs increase individual skills and strengthen employees' sense of belonging to the company. Commitment makes the organization strong, and employees feel pushed to contribute in a way that is complete and consistent with the success of PT Dua Kelinci. In conclusion, investment companies in building commitment organizations through training have proven to be in line with the previous study, which shows the impact of commitment to productivity and loyalty of employees (Putri & Irawanto, 2014).

Research at PT Dua Kelinci shows harmony with findings from Kusumah and Sulistyandari (2024) and Mardiana (2024) about the Importance of commitment to the organization in increasing employee performance. As in the Financial Services Authority Riau Province, the commitment organization at PT Dua Kelinci is significant in pushing employees to perform their best. Employees who commit to the company usually feel they need to be more to answer more to goals and success in the organization.

In addition, the findings of Mardiana (2024) about commitment organization are also relevant for PT Dua Kelinci, where the attitude attachment of an employee to the company is essential in pushing productivity. Commitment This is reflected in PT Dua Kelinci's efforts to offer technical training and focus on soft skills such as communication and working with the same team. This aims to increase attachment to the company and

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develop a sense of responsibility. The approach taken by PT Dua Kelinci has created an environment of supportive work where employees feel appreciated and motivated to work better. High commitment also makes employees more motivated, with the trend for still working and contributing maximum, which in the end increases the company's overall performance.

Descriptive test results on variables Commitment Organization (X2) PT Dua Kelinci show that employee level exemplary commitment, with an average score of 4.24. This score shows that most employees feel bound and caring to the company, positively influencing the work environment and the team's productivity. This commitment reflects a sense of responsibility and loyalty to employees to support the goals and values of the company. Employees with a level of commitment tend to be more motivated to contribute maximally. At PT Dua Kelinci, efforts to strengthen commitment are made through training programs that focus not only on technical skills but also on the development of soft skills, such as the ability to communicate and work in teams. This program helps build a collaborative work culture where employees feel appreciated and essential for the company's success. High commitment to employees also leads to the company staying together longer, reducing *turnover* and increasing stability in the team, supporting work productivity and efficiency overall.

Results survey at PT. Dua Kelinci shows that employees' commitment to the company reflects high concern. The statement " Employees care about the problem that occurred in the company " (X2.3) gets the highest score of 5.09, indicating that the employees' involvement is intensely emotional to the organization. Caring employees tend to be more proactive in looking for solutions and contributing to the company's development, which is very important for PT Dua Kelinci in facing challenging industry-competitive food. Sense of caring This strengthens the Spirit team, pushes innovation, and creates environment-responsive work to changes and improvements. The statement " Employees will have difficulty in life If they leave the company " (X2.7) obtained a score of 3.00. This score shows that some employees feel Enough to believe in themselves about prospects they are outside the company, which shows independence, finances, and expertise that can be reliable. This gives PT Dua Kelinci a realistic description to keep going, increasing work and opportunities for development careers for employees still fewho el bound and want to endure the long-term term. Kelinci can focus more on strategies that strengthen the loyalty of employees, for example, giving more money to development professionals and recognizing employee contributions. This is important for

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maintaining quality employees and reducing potential *turnover* so that PT Dua Kelinci can maintain superior competitiveness.

The Influence of Training Programs and Commitment Organization On Employee Performance of PT. Dua Kelinci Pati

Based on the F test, it shows a mark significance of 0.000, which is smaller than 0.05. Thus, we can conclude that the *training program* (X1) and commitment organization (X2) affect the positive and simultaneous performance of employees at PT. Dua Kelinci Pati (Y).

Research result This is in line with findings obtained by Siamto (2018), which show that training program variables and commitment to the organization's influence are positive and significant to the performance of employees. Siamto disclosed that employees can Work excellently and predictably reach objective organization If they perform well. Training source Power human (HR) becomes effective in facing various challenges, including problem obsolescence skills or lag employees, as well as diversification power. Work well at level domestic and international. Obsolescence skills happen when source Power man No Again own knowledge or required skills For work with sound. Therefore, proper and continuous training is essential. To ensure that employees are still competent and ready to face developments in the environment work.

Findings from Ainun et al. (2019) have strong relevance to the study, especially in the context of PT Dua Kelinci. Research shows that training and commitment organization simultaneously influences employees' positive and significant performance at the Office of the Harbor Master and Class II Samarinda Port Authority. The same thing also applies to PT Dua Kelinci, where the training provided to employees and commitment to the organization can significantly influence performance.

Analysis results show that the training program is effective at PT Dua Kelinci. It increases employees' skills and builds a sense of company ownership. When employees feel they get relevant and valuable training, they will be more motivated to apply knowledge and skills obtained daily. TWork creates an environment that organizes work and improves efficiency so that employees can work more well and focus on achieving the company's goals. In addition, the commitment to high organization among employees of PT Dua Kelinci contributes to the atmosphere of positive work. Employees who have strong emotional and professional bonds with the company tend to be more loyal and try harder to reach the target. Thus, both factors trail, training, and commitment, work

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synergistically to increase performance overall. Therefore, it is essential for PT Dua Kelinci For Keep to provide employees with relevant and constructive training programs . According to Saba (2024), the company will increase employee performance and create a more productive Work-results-oriented culture. This is a step to ensure that performance remains optimal at PT. Dua Kelinci faces ongoing market challenges.

Multiple linear regression tests on the equation Y=49.714+0.327X1+0.373X2 show a positive direction, indicating that the *Training Program* and Commitment Organization positively and significantly influence Employee Performance at PT Dua Kelinci. This means improving training quality and strengthening programs will motivate employees to perform them. For example, with provided skills-focused training , technical and *soft skills,* like Work teamwork and communication, employees will be more Ready To collaborate and effectively complete tasks. In addition, creating an environment that supports and provides awards for achievement can increase the sense of attachment to employees in the company. Employees who feel valued and engaged tend to be more motivated To give their best in work (Halima*Work al.,* 2022). Therefore, PT Dua Kelinci should keep investing in training program development quality and culture-positive organization so that it can increase performance overall and be better competitive in the market.

R Square Value show of 0.323 means that variable *training program* (X1) and commitment organization (X2) can explain approximately 32.3% of the variation that occurs in the performance of employee (Y) at PT Dua Kelinci. So, it can be interpreted that 32.3% of changes experienced in employee performance can be influenced by the implementation of effective training programs and a level of commitment to the organization. Relatedness between *training* and performance programs employees are essential, especially in the industry run by PT Dua Kelinci. Designed *training* programs with Good can increase employees' skills and knowledge, which potentially increase productivity and work efficiency. In addition, commitment organizations also play an essential role. Employees who feel involved and loyal to the organization tend to be more motivated to perform optimally at PT. Dua Kelinci.

CONCLUSION

Based on the results research " The Influence of Training Programs and Commitment Organization on the Employee Performance of PT. Dua Kelinci Pati", then the conclusion drawn is as follows:

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1. The training program has a positive influence on the performance of PT employees. Dua Kelinci Pati.
2. Commitment organizations have an influence on the performance of PT employees. Dua Kelinci Pati.
3. Training programs and commitment organizations have positively impacted PT employees' performance. Dua Kelinci Pati.

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