International Journal of Economics, Business and Innovation Research
https://e-journal.citakonsultindo.or.id/index.php/IJEBIR
E-ISSN : 2964-0865
IJEBIR

The Role Of Job Training And Work Motivation In Improving Employee Performance (Human Resource Management Literature Review)

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Abstract

Previous research shows that there is an influence between job training and work motivation to improve employee performance. The aim is to analyze whether job training and work motivation play a role in improving employee performance. The method used in this study is a library research method or literature study, which is sourced from online media in the form of indexed journals. The results of this study are Job training and work motivation have an influence on employee performance. There are many more things that can affect employee performance, including the environment, leadership and organizational culture.

Keywords: Job Training, Work Motivation, Employee Performance

INTRODUCTION

Human Resources (HR) in a company are very much needed to maintain the business. keep operating well. HR management provides employees with the bcompetent and have the capacity to carry out tasks according to their respective responsibilities, so as to achieve organizational effectiveness in efforts to achieve goals. Management Good human resources are characterized by the success of management in equalizing perceptions and perspectives. employees with previous company goals (Dewi, 2016) in (Wahyuni & Budiono, 2022). Efforts in developing human resources in each company are useful in implementing human resource development in various aspects (Agustriani et al,

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2022).

Therefore, Human Resource Management (HRM) is highly recommended to be able to manage HR competently in order to utilize employee performance well in the company (Deswanti et al, 2023). The improvement of an employee's performance can be explained as an effort to ensure that employee performance is at the expected standard desired (Wahyu & Ranto, 2024). In an effort to develop or improve performance, Many ways must be done so that workers are able to do their jobs properly. right so as to obtain maximum dedication for the company. One way is that should be implemented is to improve the work culture for officers in order develop productivity to achieve planned goals (Pramudya et al, 2023).

The performance in a company depends on the employees who work in it. the company. Managers can take on the role of coordinating running of the company. Managers must make every effort to manage its employees to get satisfactory performance. The company must provide appreciation for the results obtained by each employee, so that employees are motivated to improve its performance. Organized performance will be easy to develop and will impact on the company (Ilham, 2022).

Training is a structured process to change and direct behavior. employees to achieve planned organizational goals (Ilim Nafisatul et al, 2024). Training is related to the skills and abilities of employees to carry out or carry out current work. Training has a function that currently helps employees to achieve expertise and abilities, in order to succeed in carrying out their duties. his job.

Based on the results of the data research conducted (Yhonanda Harsono, 2023), it can be concluded that It was concluded that training played a significant positive role in performance. employees. This means that the more training is improved, the higher the employee performance. in the company.

Motivation is an internal drive that arises from an individual's needs and desires. to achieve goals, which encourages someone to work more enthusiastically, diligently, and consistent in order to achieve maximum work results (Desiana, 2025). Research results which has been done by Desiana (2025) shows that motivation has an influential impact ppositive towards Employee Performance in a company.

The literature study above shows that there is an influence of motivation and training. in improving the quality of employee performance in a company. From the literature study that has been explained. The author then conducted an analysis that discussed the influence of motivation and training in improving employee performance.

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PROBLEM FORMULATION

The problem formulation obtained from the description reviewed is as follows:

1) Does job training have an impact on improving company performance?
2) Does work motivation have an effect on improving company performance?

THEORETICAL STUDY

Job Training

Training is an educational process that uses a systematic and organized order that studies knowledge and skills to achieve certain goals. (Siswadi, 2017) in (Rizki Utami et al., 2023). In companies, providing training programs for employees is very important, because it will increase employee skills and abilities in carrying out work in the company. By implementing training, employee work skills can be improved, so that the company gets an increase in employee performance and the company will run smoothly according to previous company planning. Training programs must have goals to improve employee abilities including technical, theoretical, conceptual, and moral (Fitri et al., 2023).

Training indicators include the following (Mangkunegara, 2018) in ((Ridwan, 2023).

1. Training Objectives. The targets of the training to be conducted.
2. Training methods. Training procedures for employees.
3. Training Materials. Things that employees will get in the training process.
4. Participant Qualifications. The expertise of each employee in following the training.
5. Trainer Qualifications. The expertise of each trainer in coaching employees.
6. Time. The sequence in the training process.

In research related to job training, many researchers have conducted previous research, including (Wijaya, 2023), (Pratama & Riana, 2022), (Firman Fadilah & Al Banin, 2022), (Maidarti, Azizah, Wibowo, & Nuswandari, 2022).

Work Motivation

Motivation is the drive within a person to take action towards a planned goal. Because of this goal, a person gets motivation, so that everything that has been planned is realized well. Therefore, we can take that motivation can affect the performance of an employee (Bahri & Nisa, 2017) in (Maidarti et al., 2022).

In the scope of work motivation, it is important to understand that motivation can obtained from internal and external factors. Internal factors such as, the need for achievement, satisfaction, and ambition, while external factors such as financial rewards,

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recognition pleadership, and career development opportunities. In addition to internal and external factors, motivation Work can also be influenced by work environment factors, organizational policies and culture. organization (Siregar & Faddilla, 2023).

The motivation indicators are as follows Hamzah (2014:111) in (Siregar & Faddilla, 2023) :

1. Responsibility in work. Awareness of obligations in work.
2. Performance achieved. The ability to achieve something that is in it quantity and quality of employees.
3. Self-development. Development is a process of developing quality and quantity of employees.
4. Survival. Actions that are found in oneself without bothering others.

In research related to work motivation, many researchers have conducted previous research includes (Saputra & Fernos, 2023), (Ningsih, Zaki, & Hardilawati, 2021), (A. Putra, Sudradjat, & Sastra, 2022), (Ratnawati, Setiawan, & Irawati, 2022).

Employee Performance

Employee performance is something that is individual, because each employee has pdifferent potential or level of ability in carrying out the tasks received. (Adinda, Firdaus, & Agung, 2023). Employee performance is something that is external in nature that is obtained from an employee's work process in the company (Andy Pratama & Putri Handayani, 2022).

Employee performance indicators include Quality, Independence, Quantity of work, Self-will, and cooperation (Budi, 2022). In research related to employee performance employees, many researchers have conducted previous research including (Lestari, Liana, & Aquinia, 2020), (Arifin, Magito, Perkasa, & Febrian, 2023), (Rofiq Noorman Haryadi et al., 2022).

METHOD

The method in this research is descriptive research. This research method uses literature study.Literature study, also known as library research, is aRoses collect data and information from various libraries such as books, journals, articles and other written sources.This research obtained information from various scientific journals, by reading first, then record and manage research materials.

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DISCUSSION

Training plays a role in improving employee performance

Training is a very useful tool to improve employee performance. The more frequent job training employees receive, the more employee performance productivity will increase in the company. And vice versa if the workforce gets less training, employee performance will be bad, and will hinder the company from achieving its goals.

The training received by employees is a process of providing knowledge, skills and attitudes, so that employees are able to carry out their responsibilities well.(D. A. Putra & Adriansyah, 2022). Training is an effort to improve the quality of human resources in a company (Labbase et al, 2023).

This research is in line with previous research, including: (Selviyanti et al., 2019), (Dwiansyah, Sri, Giningroem, Lestari, & Meliawati, 2024).

Motivation plays a role in improving employee performance

Motivation will further improve employee work performance, so it will be sustainable. towards increasing the overall work of the company that is done by employees. This because human resource management requires an employee performance approach pcompany (Oktiani et al., 2019) in (Nurhalizah & Oktiani, 2024). The company will provide motivation to increase maximum work enthusiasm for the company by more diligent in working (Caissar, Hardiyana, Nurhadian, & Kadir, 2022).

Motivation is a factor that can influence individuals to do what they want. endeavored. Motivation is very much needed to improve employee performance. Motivation is very necessary to achieve the company's goals. If a leader gives a appreciation in the form of motivation, will increase the enthusiasm of all employees in pcompany (Armansyah et al., 2023).

This research is in line with previous research, including: (Diani, 2024), (Fauzi, Khoerunisa, & Utami, 2023), (Setyo Widodo & Yandi, 2022).

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Conceptual Framework

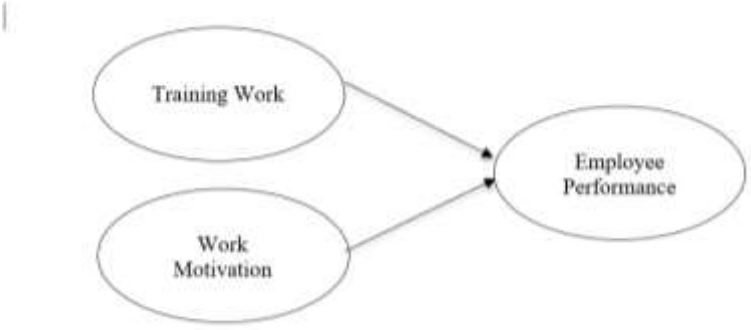


Figure 1. Conceptual Framework

Based on the conceptual framework image above, the hypothesis obtained is that training Work and work motivation have an influence on increasing employee performance.

And there are many more factors that can influence employee performance, including:

1. Environment: (Estiana, Karomah, & Saimima, 2023)
2. Leadership: (Sinambela & Lestari, 2021)
3. Organizational Culture: (Jumawan et al., 2024)

CONCLUSION

This study aims to re-analyze the role of job training and motivation. work in improving employee performance. Based on the presentation from many sources previous research, which is sourced from many previous research journals. then it can it is concluded that job training and motivation have an influence on increasing employee performance within a company.

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