



## The Effect of Workload, Work Discipline and Work Training On Employee Performance at PT. Putra Indo Mandiri Sejahtera

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### Article Info

**ISSN (online):** 2582-7138

**Volume:** 06

**Issue:** 03

**May - June 2025**

**Received:** 24-04-2025

**Accepted:** 25-05-2025

**Published:** 19-06-2025

**Page No:** 1895-1897

### Abstract

The purpose of this study is to evaluate how employees of PT. Putra Indo Mandiri Sejahtera are affected by workload, discipline, and training. It is assumed that workload, discipline, and training are important factors that affect how well employees perform in the company. PT. Putra Indo Mandiri Sejahtera has 126 workers, and 96 of them were taken as samples using the Slovin formula. This study uses a quantitative approach. Interviews are used to collect data, and the Slovin formula is used to distribute questionnaires directly to the decided sample. This study, the coefficient of determination, f-test, and t-test, as well as multiple linear regression analysis models are used. According to the research results, the Workload variable = tcount value > ttable ( $-2.349 > 1.98552$ ) and the significant result is  $0.021 < 0.05$ , then on the Work Discipline variable = tcount > ttable ( $3.027 > 1.98552$ ) and significant  $0.003 < 0.05$ , and on the Job Training variable = tcount value > ttable ( $3.465 > 1.98552$ ) with significant  $0.001 < 0.05$ , the conclusion is Alternative H is accepted and Zero H is rejected. According to the results of the coefficient of determination, the impact of the independent variable on the dependent variable is 0.17. In other words, only 17% of the independent variables have an impact on the dependent variable, while 83% of the variables can affect the remaining additional variables such as compensation, work environment, leadership style, and additional variables that researchers did not use in this study. This study found that PT. Putra Indo Mandiri Sejahtera was affected by both dependent and independent variables simultaneously and partially.

**Keywords:** Work Load, Work Discipline, Job Training, Employee Performance

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### 1. Introduction

Indonesian citizens are able to meet their nutritional needs because of the country's vast agricultural sector. Because the Indonesian government places a high priority on agriculture and animal husbandry, many farmers and ranchers find creative ways to utilize their crops. PT. Putra Indo Mandiri Sejahtera (PIMS) is an educational tourism business that teaches its visitors about milk processing in Jaranguda Village, Berastagi, Karo Regency, North Sumatra. The processed product of fresh milk is yogurt which is sold at a price of IDR 30,000 / liter for strawberry flavor, IDR 40,000 / liter for blueberry flavor and IDR 20,000 / 500ml for pure milk. These products are offered to visitors who come. Employee support is needed so that the company is able to run its operations effectively. PT. PIMS experienced a decline in sales of the output they produced in 2023. It is suspected that the decline in sales at PT. PIMS occurs due to declining employee performance so that the output produced is different from the previous output, causing sales of milk and yoghurt to decline in 2023.

Employee performance is the output of employee work that can be measured through quality and quantity when carrying out their duties to achieve a company's goals. Factors suspected of causing a decline in performance at PT. PIMS are workload, work training and work discipline. The amount of work or tasks that must be completed by a person is called workload. The problem of PT.

PIM is that some employees often find it difficult when taking care of cattle, especially cattle that have a large weight. This causes a decrease in employee performance so that many employees choose to resign from PT. PIMS.

Work discipline is an attitude and action that shows that an employee is committed to completing the jobdesk entrusted to them. Work discipline is very important to ensure smooth operations, efficiency, and quality of work results. However, in 2023 at PT. PIMS the high frequency of employee absenteeism occurred because many employees felt exhausted in completing their work when taking care of cows that had health problems.

Job training is the process of providing knowledge and good working techniques to employees in carrying out their work. Because the average educational background of employees is not appropriate, PT. PIMS is unable to understand the training material provided by the company well. As a result, employees are unable to carry out the training well, which has an impact on the work they handle, which causes the work not to run well.

## 2. Methods

This study uses a quantitative approach. The instrument used in this study is a simple random questionnaire conducted by the author himself where the author will conduct that is in accordance with the topic of the problem discussed. Based on the slovin formula, there are 96 employees as sample in this study.

## 3. Literature Review

### 3.1. Workload Theory on Employee Performance

Evi Sofiana (2019) <sup>[5]</sup>, defined it as a work condition with details of work that must be completed as soon as possible. Workload, according to Vanchapo (2020) <sup>[2]</sup>, is a collection of tasks that need to be completed by employees within a certain time period. Rohman & Ichsan (2021) <sup>[11]</sup> said that it is a collection of job descriptions that are completed as quickly as possible by one unit in a short-term period. Based

on this definition, it can be concluded that workload includes the work, time, and processes that employees must do when carrying out their tasks.

### 3.2. Work discipline theory on employee performance

Sinambela (2017) <sup>[12]</sup> interprets "work discipline" as a term that refers to the way an employee treats the regulations that apply in their workplace to overcome performance problems. However, according to Sumadhinata (2018) <sup>[15]</sup>, work discipline is a way for managers to contact workers to encourage behavioral changes and better awareness of readiness to follow company regulations and standards. Agustini (2019) <sup>[1]</sup> stated that work discipline is behavior that maintains standards and regulations to help workers meet company goals. Overall, it means focusing on compliance with the rules applied, in order to support the performance and achievement of organizational goals.

### 3.3. Job Training Theory on Employee Performance

Kaswan (2016) <sup>[8]</sup> said that job training is a process in which workers' knowledge and skills are improved. Susanti (2018) <sup>[16]</sup> explains that job training is a method used to develop employees' abilities, insights, and understanding of their duties and responsibilities. Mulyani (2019) <sup>[10]</sup> stated that job training is a program designed to reduce the gap between employee skills and job demands, while increasing efficiency and effectiveness in achieving work targets. Based on various definitions, it can be concluded that job training is very important to improve employee knowledge and skills so that they can carry out their job description better.

## 4. Results and Discussion

### 4.1. Results

This analysis is used to explain the data of the 4 variables (1 dependent and 3 independent) used in the study. Descriptive statistics used include the minimum maximum value of the mean and standard deviation. The results of descriptive statistics in this study are presented in the table below.

**Table 1:** Results of the Eligibility Score and Student Responses to the Development of *Virtual Reality* (VR) Based Learning Media

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Work load	96	13	30	22.02	3.792
Work discipline	96	11	30	21.80	3.757
Job training	96	26	50	37.71	5.660
Employee performance	96	10	50	37.23	5.826
Valid N (listwise)	96				

Based on the results of the previous descriptive test, the distribution of data collected by the researcher can be described as:

1. Workload (X1), described that the min. value is 13 while the max. is 30, the average Workload is 22.02 and the st. deviation of the Workload data is 3.792.
2. Work Discipline (X2), described that the min. value is 11 while the max. is 30, the average of Work Discipline is 21.80 and the st. deviation of Work Discipline data is 3.757.
3. Job Training (X3), described that the min. value is 26 while the max. is 50, the average Job Training is 37.71 and the st. deviation of the Job Training data is 5.660.
4. Employee Performance (Y), described that the minimum value is 10 while the maximum is 50, the average Employee Performance is 37.23 and the standard

deviation of the Employee Performance data is 5.826.

### 4.2. Discussion

The correlation value (R), also known as the relationship (R), between the independent variable and the dependent variable is shown in Table III.6, with the adjusted R square value = 0.170. In other words, the dependent variable is influenced 17% by the independent variable. This shows that only 17% of the independent variable can explain how the dependent variable changes, while the other 83% is due to additional variables such as work stress, compensation, organizational culture, and additional variability not used by the researcher in this study.

## 5. Conclusion

According to the research I conducted, it can be concluded

such as:

1. Through partial hypothesis testing, the value of  $t_{\text{hitung}} > t_{\text{table}}$  ( $-2.349 > 1.98552$ ) was obtained and the significance obtained was  $0.021 < 0.05$ , therefore,  $H_a$  was accepted and  $H_o$  was rejected, so that the workload had a negative and significant impact on employee performance at PT. Putra Indo Mandiri Sejahtera.
2. Through partial hypothesis testing, the value of  $t_{\text{hitung}} > t_{\text{table}}$  ( $3.027 > 1.98552$ ) and the significance obtained is  $0.003 > 0.05$ , therefore, Work Discipline has a positive and significant impact on employee performance at PT. Putra Indo Mandiri Sejahtera, with  $H_a$  accepted and  $H_o$  rejected.
3. Through partial hypothesis testing, the value of  $t_{\text{hitung}} > t_{\text{table}}$  ( $3.465 > 1.98552$ ) was obtained and the significance was  $0.001 < 0.05$ , in other words, job training has a positive and significant impact on employee performance at PT. Putra Indo Mandiri Sejahtera, with  $H_a$  accepted and  $H_o$  rejected.
4. Through simultaneous hypothesis testing, the calculated F value  $> F_{\text{table}}$  ( $7.492 > 2.70$ ) and the significance does not exceed  $0.05$  ( $0.000 < 0.05$ ), so,  $H_a$  is accepted and  $H_o$  is rejected, and workload, work discipline, and job training simultaneously have a positive and significant impact on employee performance at PT. Putra Indo Mandiri Sejahtera.

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