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## ANALYSIS OF THE INFLUENCE OF EMPLOYEE TRAINING AND PROMOTION ON THE WORK PRODUCTIVITY OF PT KEPI BEKASI

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### Abstract

Analysis of the Influence of Employee Training and Promotion on Work Productivity of PT Kawashima Engineering Plastic Indonesia (PT KEPI). This study was conducted to find out whether there is an influence and relationship between Training (X1) and Employee Promotion (X2) together on Work Productivity (Y). This research was conducted at PT Kawashima Engineering Plastic Indonesia (PT KEPI). This research is a quantitative research, and primary data is used as research data. Primary data in the form of answers/questionnaires were distributed to 30 respondents who were employees of PT KEPI. The data analysis method uses Simple Regression Coefficient Analysis, Multiple Regression Coefficient Analysis, Simple Correlation Coefficient Analysis, Multiple Correlation Coefficient Analysis, Determination Coefficient Analysis, Hypothesis T Test, Hypothesis F Test and Descriptive Analysis and using the help of SPSS application version 17.

The results of multiple linear regression analysis obtained an equal value of  $Y = 29.192 - 0.28X1 + 0.94X2$ , so Training (X1) and Employee Promotion (X2) together have a strong positive influence on Work Productivity (Y) at PT KEPI. If policies are not carried out on Training (X1=0) and Employee Promotion (X2=0), then the Work Productivity (Y) achieved is 29,192. Furthermore, if Job Training is carried out by 1 (X1=1), and Employee Promotion by 1 (X2=1), then Work Productivity (Y) will decrease by 0.28 from X1 and increase by 0.94 from X2. The final result of Work Productivity will increase by 0.66, which is  $Y = 29.85..$

**Keywords:** Training, Promotion, Work Productivity.

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## INTRODUCTION

Along with the development of globalization today, companies are required to develop and improve the quality of their products. In this case, of course, it clashes with the existence of human resources or labor that plays a very important role in the work results obtained from employees to be less than optimal.

Therefore, companies must have the initiative to conduct training programs regularly, because training can increase the development of knowledge and high confidence so as to cause job satisfaction and increase employee loyalty to the company.

As already written, training is an activity that can improve the ability of employees or employees. So that training is a process that will result in changes in employee behavior. Concretely, the change in behavior is in the form of improving the ability and goals of the employees concerned.

In an effort to manage and utilize human resources, good management is needed, because human beings as social beings have a very different character from other means of production. Humans as social beings also have different thoughts and desires, while companies expect their employees to be able to work well, have high productivity and be able to describe the vision and mission that have been mutually agreed upon in order to achieve the company's goals. This can be achieved if every employee

In general, the company's goal is to obtain as much profit as possible and there is continuity. In achieving the company's goals, it takes a professional workforce and high morale from the company's employees to be able to achieve the production targets that have been set. Human resources are an important asset in a company, because they play a direct role in the company's operations, be it in management, production, marketing and in decision-making. The good or bad quality of human resources in a company has a great influence on employee work productivity.

Several factors that are suspected to affect employee work productivity at PT KEPI are one of which is training. The lack of training for employees makes it related to having high skills and work motivation as well. Another factor that is also suspected to affect employee work productivity is employee promotion. The absence of employee appointments and promotion of less transparent positions makes employee morale low, which certainly triggers low work productivity of PT KEPI employees.

In making promotion decisions, various considerations are needed, if there is a wrong decision in carrying out a promotion, it will cause adverse side effects for employees and the company, all of which will result in decreased work motivation so that the company's expectations to increase productivity will not be achieved. To avoid negative effects, the company's leadership should conduct an assessment of the employees who will be promoted objectively based on the standards that have been set. If this condition can occur in its implementation, the tendency of dissatisfaction with the decisions taken by the management from parties within the company can be minimized, because the decisions made by the company are seen as appropriate.

Based on the background, the author is interested in conducting a research titled Analysis of the Influence of Employee Training and Promotion on Work Productivity of Pt Kepi Bekasi. The objectives of this study are:

1. To find out how much influence and relationship training has on employee work productivity.
2. To find out how much influence and relationship employee promotions have on employee work productivity.
3. To find out how much influence and relationship employee training and promotion have on employee work productivity

## METHODOLOGY

The research method used in this study is a quantitative approach with a type of causal associative research, namely to determine the cause-and-effect relationship between the variables studied. The research was carried out over a period of three months, from May to August 2025. Primary data in the form of answers/questionnaires were distributed to 30 respondents who were employees of PT KEPI. Data collection was carried out through questionnaires compiled based on the indicators of each variable, while data analysis used validity and reliability tests to ensure that the instrument was suitable for use, as well as the T test (partial) and the F test (simultaneous)

## RESULTS AND DISCUSSION

Training has a significant effect on work productivity (Y). This shows that training should provide opportunities for employees to develop new skills and abilities in work so that what they know and master now and for the future can help employees to understand what they should be doing, and to increase the employee's sense of responsibility in their work.

Based on the results of the questionnaire distributed to PT KEPI employees, the author concluded that the training at PT KEPI was not appropriate, this can also be seen from the multiple linear regression equation  $Y = 29.192 - 0.28X_1 + 0.94X_2$  the current training at PT KEPI can actually reduce the value of employee work productivity.

Employee promotion (X2) has a strong effect on the work productivity of PT KEPI employees. This means that PT KEPI employees need promotions to be able to increase their work motivation. Leaders need to pay attention to officers who perform in other words are rewarded and

(X1) is not less than the value of the coefficient of the employee's promotion (X2). This can be seen from the results of the analysis using multiple linear regression coefficients. The results of the study can be concluded that if there is no policy on training ( $X_1=0$ ) and employee promotion ( $X_2=0$ ), then the work productivity (Y) that can be achieved is only 29.192, while if job training is carried out as one unit ( $X_1=1$ ), it will result in a reduction in work productivity of 0.28 with the promotion of permanent

employees ( $X_2=0$ ), then if employee promotion is carried out by one unit ( $X_2=1$ ), will increase work productivity by 0.94 assuming regular training ( $X_1=0$ ).

2. Based on the results of the calculation using the formula of multiple linear correlation coefficient ( $R_{12y}$ ), a value of 0.64 was obtained. These results show that there is a positive and strong influence between employee training and promotion together on employee work productivity at PT KEPI. Means The more training and promotions are carried out, the increase in work productivity will increase.

3. Meanwhile, based on calculations using the determination coefficient, it can be seen that employee training and promotion have a large contribution to work productivity, which is as much as 40.90%, while the contribution from other factors is worth 50.10%.

4. Based on the results of hypothesis testing using statistical analysis of the t-test, a calculated  $t_2$  value was obtained that was greater than in the t table ( $4.15 > 2.08$ ), then the conclusion was that  $H_a$  was accepted and  $H_0$  was rejected.

This means that there is a very strong and positive influence of employee promotion ( $X_2$ ) on work productivity ( $Y$ ) at PT KEPI. Based on the results of the calculation using the analysis of the f test, the value of f calculated ( $6.85$ )  $>$  the value of f table ( $3.35$ ), the conclusion is that  $H_0$  is rejected and  $H_a$  is accepted. This means that training ( $X_1$ ) and employee promotion ( $X_2$ ) together have a strong and positive influence on productivity

## **CONCLUSION AND SUGGESTIONS**

Based on the discussion of data from the results of research conducted by the author at PT KEPI, the following conclusions can be drawn:

- 1) A value of  $Y = 29.192 - 0.28X_1 + 0.94X_2$  was obtained even though training ( $X_1$ ) had a negative influence on work productivity ( $Y$ ) but if done together with employee promotion ( $X_2$ ) it would have a positive and strong influence in increasing work productivity ( $Y$ ) at PT KEPI because the coefficient value of training ( $X_1$ ) had a significant effect on work productivity ( $Y$ ). This shows that training should provide opportunities for employees to develop new skills and abilities in work so that what they know and master now and for the future can help employees to understand what they should be doing, and to increase the employee's sense of responsibility in their work. Based on the results of the questionnaire distributed to PT KEPI employees, the author concluded that the training at PT KEPI was not appropriate, this can also be seen from the multiple linear regression equation  $Y = 29.192 - 0.28X_1 + 0.94X_2$  the current training at PT KEPI can actually reduce the value of employee work productivity.
- 2) Employee promotion ( $X_2$ ) has a strong effect on the work productivity of PT KEPI employees. This means that PT KEPI employees need promotions to be able to increase

their work motivation. Leaders need to pay attention to employees who excel, in other words, are rewarded and ( $X_1$ ) are not smaller than the value of the coefficient of employee promotion ( $X_2$ ). This can be seen from the results of the analysis using multiple linear regression coefficients. The results of the study can be concluded that if policies are not carried out on training ( $X_1=0$ ) and employee promotion ( $X_2=0$ ), then the work productivity ( $Y$ ) that can be achieved is only 29.192, while if job training is carried out as one unit ( $X_1=1$ ), it will result in a reduction in work productivity of 0.28 with the promotion of permanent employees ( $X_2=0$ ), then if employee promotion is carried out by one unit ( $X_2=1$ ), will increase work productivity by 0.94 assuming regular training ( $X_1=0$ ).

- 3) Based on the results of the calculation using the formula of multiple linear correlation coefficient ( $R_{12y}$ ), a value of 0.64 was obtained. These results show that there is a positive and strong influence between employee training and promotion together on employee work productivity at PT KEPI. This means that the more training and employee promotions are carried out, the increase in work productivity will increase. Meanwhile, based on calculations using the determination coefficient, it can be seen that employee training and promotion have a large contribution to work productivity, which is as much as 40.90%, while the contribution from other factors is worth 50.10%.
- 4) Based on the results of hypothesis testing using statistical analysis of the t-test, a calculated  $t_2$  value was obtained that was greater than the t-table ( $4.15 > 2.08$ ), then the conclusion was that  $H_a$  was accepted and  $H_0$  was rejected. This means that there is a very strong and positive influence of employee promotion ( $X_2$ ) on work productivity ( $Y$ ) at PT KEPI. Based on the results of the calculation using the analysis of the f test, the value of f calculated ( $6.85 >$  the value of f table (3.35), the conclusion is that  $H_0$  is rejected and  $H_a$  is accepted. This means that training ( $X_1$ ) and employee promotion ( $X_2$ ) together have a strong and positive influence on productivity

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