

THE EFFECT OF MOTIVATION, DISCIPLINE AND WORK TRAINING ON EMPLOYEE PERFORMANCE IN THE DISTRICT WIDE ALANG-ALANG CITY OF PALEMBANG

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Abstract: The purpose of this study is to analyze the influence of work motivation, work discipline, and job training on the performance of employees at the Alang-Alang Lebar District Office in Palembang City. The design of this study is a correlational design, which reveals the collective relationship between independent variables, namely work motivation (X1), work discipline (X2), and job training (X3) with the dependent variable, namely employee performance (Y). The population used in this study was all employees at the Alang-Alang Lebar District Office in Palembang City, totaling 109 employees. The sample consisted of 87 respondents. This study concludes that first, work motivation, work discipline, and job training together have a significant effect on employee performance. Second, work motivation, work discipline, and job training partially have a significant effect on employee performance. Third, work motivation contributes greatly to employee performance (Y), while the lowest contribution of job training to employee performance (Y) is for employees at the Alang-Alang Lebar District Office in Palembang City.

Keywords: Work discipline, Work motivation, Work training and performance.

INTRODUCTION

Civil servants (PNS) are a component of the civil service that plays a strategic role in carrying out general government duties and national development. Therefore, as the implementers of government duties and functions, Civil servants (PNS) need to continuously improve their competencies to enhance their performance.

Thus, human resource development is an effort to increase an individual's productivity and contribution to their government in an ethically and socially responsible manner. For management activities to run smoothly, the government must have knowledgeable and highly skilled employees and strive to manage the organization optimally to improve employee performance.

According to (Wibowo, 2017) performance is the implementation of a predetermined plan. Performance implementation is carried out by human resources who possess the capabilities, competencies, motivation, and interests. Good performance is optimal performance, that is, performance that meets organizational standards and supports the achievement of organizational goals. A good organization is one that strives to improve the capabilities of its human resources, as this is a key factor in improving employee performance.

Improving employee performance will bring progress to government agencies, enabling them to survive in a competitive and unstable government environment. Therefore, efforts to



improve employee performance represent a serious management challenge, as the success of achieving goals and the survival of a government agency depend on the quality of the performance of its human resources. The clearer the role of employee performance in an organization, the more imperative it is for organizations to devise appropriate strategies to improve employee performance. Various strategies that can be implemented by organizations to manage employee performance include: providing motivation, implementing work discipline and career development, competency through education and training, providing incentives, increasing employee job satisfaction and work experience.

According to (Atmaja & Sopian, 2023) motivation is one way to improve employee performance. Motivation and performance are two constructive and correlated elements. They are interdependent and cannot be separated from each other. Employee performance will be low if they lack motivation to perform their work. Conversely, if employees are highly motivated to perform their work, their performance will generally be high. According to (Busro, 2017), motivation is the driving force within an individual to undertake certain activities to achieve a goal. Motivation is the drive, effort, and desire within a person that activates, empowers, and directs behavior to effectively carry out tasks within their work environment.

Apart from motivation, another factor that is no less important is work discipline. (Hasibuan, 2017) Work discipline is defined as a person's awareness and willingness to comply with all company regulations and applicable social norms. Awareness is a person's voluntary adherence to all regulations and awareness of their duties and responsibilities. Therefore, they will comply with or carry out all their duties properly, without being forced to do so. Willingness is a person's attitude, behavior, and actions that comply with company regulations, both written and unwritten.

For every employee to advance their career, they must strive to manage themselves, not resign themselves to fate or engage in collusion and nepotism. To ensure these efforts are not in vain and stay on track, careers must be planned (Busro, 2017). States that a career is a process that describes a person's efforts/activities in achieving goals and the flow/flow of positions/jobs to achieve their respective career goals. The increasing number of government activities and the continuous advancement of technology will result in increasingly complex problems that will be faced by the government at this time, thus causing many activities that must be carried out along with problems that must be faced by the government, especially in achieving its goals.

With adequate work skills, employees are expected to be able to overcome all work challenges, thereby completing their tasks more effectively. Ability, whether knowledge or skills, is a crucial component in achieving performance. (Mathis and Jackson, 2018), defines training as a process for employees to acquire skills that support their work performance. Through training activities, employees have the opportunity to absorb new knowledge or values, so that with this new knowledge, employees can improve their performance in carrying out their assigned tasks.

Human resource development through training is an effort to improve the quality of human resources. Training is a crucial element for an agency to ensure it has a workforce with the knowledge, abilities, and skills to meet the organization's current and future needs. Training needs to consider, among other things, the suitability of the material to the training needs, the quality of the training and instructors, the quality of the participants, the availability of appropriate facilities and infrastructure for the training activities, and the provision of

funding. If these aspects are met properly, the training will have an impact on employee performance. Training determines employee performance, and performance will improve if training is conducted with appropriate requirements.

Based on the research results of several previous researchers, testing the influence of motivation on performance by (Novyanti, 2020), (Atmaja & Sopian, 2023), (Atmaja & Sopian, 2023). The results of testing the influence of work motivation on employee performance from previous researchers still show contradictions and provide a gap for re-testing the relationship between work motivation and employee performance.

Based on the results of the pre-research, there is a phenomenon of employee performance at the Alang-Alang Lebar District Office in Palembang City, the first is the quality of work which can be seen from the satisfaction of residents who come, showing a sense of mediocrity, because employees here complete one request for residents' administration that seems long and slow. Employees are still seen relaxed even though the queue of residents to process letters is long, so this can be seen from the number of unfinished work in one workday.

This connects to the implementation of tasks from each employee which seems unbalanced, there are employees who are very busy and there are also employees who are relaxed, meaning here the responsibility for the work is considered not optimal. Other things also have an impact on the responsibility of employees which is less visible in the attitude of employees who still delay work, lack of hard work and are not orderly in carrying out work procedures.

Employee work motivation in Alang-Alang Lebar District, Palembang City. Namely the lack of desire to improve the abilities of employees, some employees seem to only live working hours and wait for payday, employee behavior that often changes because it follows the behavior of coworkers which causes no commitment in doing the job well, furthermore it can be seen from the level of effort of the employees where the employees have no motivation to improve their careers and other awards, this has an impact on the results of the employee's work which is monotonous or does not develop this can also be seen from the level of persistence of employees who do not appear to master their field of work, they only work reasonably or do not dare to take risks or face work challenges that have a higher level of difficulty.

Table 1. Recapitulation of Employee Absences in Alang-Alang Lebar District in 2019-2020

Year	Working days	Number of Employees	Total Absence	Alpha	Sick	Permission	Total Absence	Total Attendance	Absenteeism Rate (%)
2019	250	109	27,250	324	103	45	472	26,778	98.27%
2020	249	109	27,141	425	150	132	707	26,434	97.40%

Source: Documentation of Alang-Alang Lebar District, Palembang City

According to (Hasibuan, 2017), employee absence or absenteeism rate at work can be calculated using the following formula:



$$\text{Absensi} = \frac{\text{Jumlah hari kerja absen per bulan}}{\text{Jumlah hari kerja per bulan}} \times 100\%$$

Source: Hasibuan (2017)

The attendance of employees of Alang-Alang Lebar District, Palembang City consists of:

- 1) Alpha is an absence without clear explanation.
- 2) Sick leave is a sick leave with a doctor's certificate attached if it is more than 3 days.
- 3) Permission is an absence with notification that the employee concerned has important business.

From Table 1.1 above, we can see that the absence rate in 2019 was 98.27%, and in 2020, it dropped to 97.40%. This decrease in absence was due to employees taking sick leave and requiring a longer recovery period.

Related to discipline, including coming to work or coming to the office late, leaving the office early without a clear explanation, chatting freely during office hours, leaving work as they please, not completing their tasks on time, leaving the office without permission, being engrossed in reading newspapers and magazines as they please by leaving work to play games. computers. Even during office hours, people wander around without a clear purpose outside the office while still wearing their uniforms. There is no socialization regarding employee objectives, resulting in no assessment of each employee's abilities. This means that the objectives (work) assigned to employees must be in accordance with their abilities, so they work diligently and with discipline. However, if the work is beyond their capabilities or far below their capabilities, employee sincerity and discipline are low.

Furthermore, a leader's exemplary discipline plays a crucial role, as they serve as role models and role models for their subordinates. Leaders must set a good example, be disciplined, honest, fair, and act in accordance with their words. A poor leader's example can lead to a lack of discipline in their subordinates. This is why leaders must be disciplined so that their subordinates can also develop discipline.

Furthermore, from a fairness perspective, every employee should have fair duties and responsibilities to avoid jealousy at work. Fairness, believed to be the basis of policies regarding rewards and punishments, will encourage good employee discipline.

Then, supervision is also needed by the leadership, after the rules are made, for example, all employees must be in the office at 07.30, this must be strictly monitored so that employees who come to work after the specified time can get a warning, because until now there are still often employees who are late to work and also absent from work attendance.

Furthermore, sanctions are imposed on those who violate the regulations, such as salary deductions, suspension, and even dismissal, with zero tolerance for employees who commit violations. This requires firmness from management to ensure all employees understand and comply with the applicable regulations. There are some laxities at this point, necessitating strong firmness from management.

The work period is not too long and the lack of training activities attended by several employees at the agency. So the current situation in this agency is that the employees still lack a sense of responsibility towards their work, this has an impact on every day employees who come to work are always not in accordance with the needs of the agency so that it affects the completion time of a job which is getting longer, plus the lack of training facilities gradually

makes employee abilities slow to develop. Because there are still some employees who do not understand their duties and obligations as employees.

Furthermore, it's crucial to consider the training material, ensuring it aligns with the employee's needs to ensure the training is not wasted. Training methods can include group discussions, simulations, exercises, and comparative studies to effectively hone employee skills. Selecting employees for training is also crucial. Training participants must be agency employees who meet the required qualifications, such as permanent employees and staff members recommended by management. Furthermore, the trainers or instructors involved in this activity must meet the standards for job training requirements.

Performance

According to (Mangkunegara, 2018), the definition of performance (work achievement) is the work results in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. According to (Wirawan, 2018) Performance is the work results that can be achieved by a person or group of people in a company according to their respective authority and responsibilities in an effort to achieve organizational goals illegally, without violating the law and without conflicting with morals and ethics. (Nawawi, 2015) Performance is the result of work that has been done, whether physical or material or non-physical or non-material. According to Simanjuntak, performance is the level of achievement of results for a particular task carried out.

The obligations of a Civil Servant (PNS) as stated in the Republic of Indonesia Government Regulation Number 53 of 2010 concerning Civil Servant (PNS) discipline. Civil Servants (PNS) are obliged, among others, as stated in Article 3:

- 1) Article (5) Carry out official duties entrusted to civil servants with full devotion, awareness and responsibility.
- 2) Paragraph (9) Work honestly, orderly, carefully and enthusiastically for the interests of the country.
- 3) Paragraph (11) Go to work and comply with working hours provisions.
- 4) Paragraph (12) Achieve the specified employee work targets.
- 5) Article (14) Provide the best possible service to the community.
- 6) Paragraph (16) Provide opportunities for subordinates to develop their careers.

Performance is defined as what employees do or do not do. Employee performance is what influences how much they contribute to the organization. According to (Anoraga, 2017), performance is the work results that can be achieved by a person or group of people in a company in accordance with their respective authorities and responsibilities in an effort to achieve organizational goals illegally, not breaking the law and not contrary to morals and ethics. According to (Mangkunegara, 2018) mentions that the indicators of employee performance are Quality of Work, Quantity of Work, Implementation of Tasks, Responsibility, Awareness of Obligations.

Motivation

Several opinions regarding motivation according to experts, Winardi (2016), states that motivation is a potential force that exists within a human being, which can be developed independently or developed by a number of external forces which essentially revolve around monetary rewards and non-monetary rewards, which can influence performance results positively or negatively.



Meanwhile, as stated by (Hasibuan, 2017) the definition of motivation is the question of how to encourage the work enthusiasm of subordinates, so that they are willing to work hard by giving all their abilities and skills to achieve the company's goals.

Based on the definitions according to the experts above, it can be concluded that employee motivation is the drive from within or from outside a person to carry out an action to achieve a predetermined goal in an organization. According to Dharmayanti (2015), indicators of work motivation include: Behavioral direction, Level of effort, Level of persistence.

Work Discipline

Achieving organizational goals requires harmonious teamwork and a strong sense of responsibility from each member to work diligently and adhere to agreed-upon regulations. Generally, a person's discipline can be seen from their behavior in carrying out their duties. More deeply, discipline encompasses an attitudinal dimension that encompasses a person's mental state.

There are several definitions of discipline put forward by experts, including: According to (Hasibuan, 2017), discipline is a person's awareness and willingness to obey all applicable social rules and norms. Discipline is a mental attitude reflected in the actions or behavior of individuals, groups, or communities, which takes the form of obedience to regulations set by the government or ethics, norms, and rules that apply in society for a specific purpose.

According to (Hasibuan, 2017), work discipline is defined as employees consistently arriving and leaving on time, completing all tasks effectively, and complying with company regulations and applicable social norms. Essentially, discipline is an employee's responsibility for their work, minimizing potential problems, and preventing potential errors from occurring.

According to (Hasibuan, 2017), indicators that influence the level of employee discipline of an organization or agency, including the following: Goals and Abilities, Leadership Role Model, Justice, Close Supervision (waskat), Punishment Sanctions. Firmness of Human Relations.

Job Training

Training is a common term in the workplace, including companies, organizations, institutions, and even educational institutions. It's safe to assume that training is crucial for workers and employees to become more proficient and competent in their current or future jobs. In a banking company, training is often conducted to improve employee performance. This encourages banking institutions to facilitate employee training to achieve effective, efficient, and effective performance.

According to (Wibowo, 2017) training is a series of individual activities designed to systematically improve skills and knowledge so that they can perform professionally in their field. Training is a learning process that enables employees to perform their current jobs according to standards.

Training indicators according to (Mangkunegara, 2018) including: Training Objectives, Materials, Methods Used, Participant Qualifications, Trainer (Instructor) Qualifications

METHODOLOGY



The research method used is causal (verification) research, which examines the relationship (influence) between one variable and another. This research design is considered causal research because it aims to examine the cause and effect relationship between two variables: the independent variable and the dependent variable (Sugiyono, 2017).

The population used in this study was all ASN/Non-PNSD employees in Alang-Alang Lebar District, Palembang City, totaling 87 employees. In this study, the sampling method was carried out using the cluster random sampling method (sample determination based on clusters determined by the researcher).

Primary data in this study was collected using a questionnaire distributed via electronic media, namely Google Drive, to approximately 87 employee respondents. To determine the influence or direct relationship between two or more independent variables with one dependent variable, multiple linear regression analysis techniques were used.

RESULTS AND DISCUSSION

Influence of variables Motivation, Discipline and Job Training on Employee Performance

The relationship model of Motivation, Discipline and Job Training on Employee Performance is expressed in the form of a regression equation $Y = 18.930 + 0.545X_1 + 0.933X_2 + 0.302X_3$. Based on the significance test of Motivation of 0.545, discipline of 0.933 and training of 0.302 on employee performance in Alang-Alang Lebar District, Palembang City and the significance value of 0.000 is smaller than 0.05, the hypothesis is accepted so that there is an influence of Motivation, Discipline and Job Training on Employee Performance.

Table 2. Multiple Regression Coefficient Results

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	18,930	6,398		2,959	,004		
MOTIVATION	,545	,136	,346	4,011	,000	,726	1,378
DISCIPLINE	,933	,205	,381	4,561	,000	,771	1,297
TRAINING	,302	,085	,272	3,541	,001	,917	1,091

Source: Primary Data Processing Results, 2024

The results of calculations using the SPSS program Motivation (X1), Discipline (X2), Training (X3) are able to explain employee performance variables by 0.552 or 55.2%, while the remaining 44.8% is explained by other factors not studied. Because based on table 4.19, the coefficient of determination is considered high at 55.2%, in this case the researcher provides recommendations to other researchers to be able to conduct similar research to perfect this research with other variables outside the variables currently being used by researchers such as variables of ability, expertise, knowledge, work design, personality, leadership, leadership style, organizational culture, job satisfaction, loyalty and commitment.

Table 1. Correlation Coefficient Test Results



R	R Square	Adjusted R Square	Standard Error of the Estimate	Durbin-Watson
.743a	.552	.536	4,277	2,297

Source: Primary Data Processing Results, 2024

In Table 3, the F-count value (23.444) > F-table (2.700) or Sig F (0.000) < α (0.05), so it can be said that Hypothesis 0 (H_0) is rejected and the alternative hypothesis (H_a) is accepted, meaning that leadership, motivation, and recruitment together have a positive and significant effect on employee performance in Alang-Alang Lebar District, Palembang City.

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1872,966	3	624,322	34,128	,000b
	Residual	1518,368	83	18,294		
	Total	3391,333	86			

The results of the calculations together explain that the independent variables used in this study have a positive and significant influence on employee performance. From the table above, it is known that the F count value is 34.128 > F table value of 2.715 and is strengthened by the sig F count coefficient value of 0.000 < P value (α) of 0.05. based on the testing criteria, if the sig F coefficient value < P value (α) of 0.05 means that H_a is accepted and H_0 is rejected. So it can be concluded that there is a significant relationship between the variables Motivation (X1), Discipline (X2), Training (X3) to the dependent variable, namely performance (Y).

This explains that the independent variables used in this study, namely work motivation, work discipline and work training have a significant influence on improving the performance of employees at the Alang-Alang Lebar District Office, Palembang City. So that when there is an increase in work motivation, work discipline and work training together, it will be able to improve employee performance at the Alang-Alang Lebar District Office, Palembang City. Conversely, if there is a decrease in work motivation, work discipline and work training together, it will decrease employee performance at the Alang-Alang Lebar District Office, Palembang City.

This research is in line with the theory expressed by Kasmir (2016) that employee performance is influenced by several factors, namely ability and expertise, knowledge, work design, personality, work motivation, leadership, leadership style, organizational culture, job satisfaction, work environment, loyalty, commitment and work discipline. The results of this study are also in line with research.(Supriadi, 2022)The results showed that work motivation and work discipline variables had a positive and significant effect on employee performance. Motivation was the most dominant variable affecting employee performance at the Katingan Regency Transportation, Communication, and Informatics Office.

The steps that leaders, in this case the sub-district head of Alang-Alang Lebar District in Palembang City, can take must be gradual. First, through a warning, employees who do not carry out assigned work and are unable to utilize break time effectively and efficiently are expected to realize their mistakes. Second, the leader assigns tasks to the employee and sets a

deadline for completion. Third, if these steps do not make the employee aware of the error, then the violation is given to the employee. However, the leader must also provide awards to high-performing and high-achieving employees.

Influence of variables Motivation for Employee Performance

Based on the results of the hypothesis test (t test), it can be seen that the t count value for the Motivation variable (X1) is 4.011 against the dependent variable, namely performance (Y) when compared with t table = 1.663. These results state that the t count of the independent variable on the dependent variable is greater than the t count table ($t_{\text{count}} > t_{\text{table}}$), so the H_a criterion is accepted and H_0 is rejected. This means that the motivation variable (X1) can be said to have a significant effect on the dependent variable. On the other hand, if the sig coefficient value is compared with the P value (α) of 0.05, it can be seen that the sig t coefficient of the Motivation variable (X1) is 0.000, meaning that the sig coefficient value is still below the P value (α). This means that H_a is accepted and H_0 is rejected, (Sugiyono., 2024) This means that there is a significant relationship between the Motivation variable (X1) and the dependent variable, namely performance (Y).

The regression coefficient of the Work Motivation Variable (X1) is 0.545 with a positive slope, this states that if Work Motivation (X1) increases by 1 unit, then Employee Performance (Y) will increase by 0.545. This means that there is a positive and significant influence of work motivation on performance, so H_0 is rejected and H_a is accepted. From the calculation results above, it shows that work motivation still has a relatively high influence on the performance of employees at the Alang-Alang Lebar District Office, Palembang City. This illustrates that motivation affects performance. The leadership is quite good at providing employee motivation. The leadership always consults and gets close to his subordinates. Rewards and sanctions are implemented well, and are carried out persuasively. This research has similarities with several studies (Atmaja & Sopian, 2023) The results of this study state that it has an effect on employee performance.

Based on the research results from the questionnaire, from the total value of the questionnaire, the researcher got a value of 0.72% of respondents answered strongly disagree, a value of 1.29% of respondents answered disagree, a value of 3.74% of respondents answered neutral, a value of 45.26% of respondents answered agree, and a value of 48.99% of respondents answered strongly agree.

The motivational variable in the study conducted by the researchers strongly influences employee performance. This high level of employee motivation must be maintained and improved. Periodic sanctions and rewards must be consistently implemented by leaders in the Alang-Alang Lebar District, Palembang City.

Influence of variables Discipline on Employee Performance

Based on the results of the hypothesis test (t test), it can be seen that the t count value for the Discipline variable (X2) is 4.561 against the dependent variable, namely performance (Y) when compared with t table = 1.663. These results state that the t count of the independent variable on the dependent variable is greater than the t count table ($t_{\text{count}} > t_{\text{table}}$), then the H_a criterion is accepted and H_0 is rejected. This means that the Discipline variable (X2) can be said to have a significant effect on the dependent variable. On the other hand, if the sig coefficient value is compared with the P value (α) of 0.05, it can be seen that the sig t coefficient of the Discipline variable (X2) is 0.000, meaning that the sig coefficient value is

still below the P value (α). This means that H_a is accepted and H_0 is rejected, meaning that there is a significant relationship between the Discipline variable (X_2) and the dependent variable, namely performance (Y).

The regression coefficient of the Work Discipline Variable (X_2), is 0.933 with a positive slope, this value is still relatively low. This states that if Work Discipline (X_2), increases by 1 unit, then Employee Performance (Y) will increase by 0.933. This means that there is a positive and significant influence of work discipline on performance, so H_0 is rejected and H_a is accepted. From the results of the calculations above, it illustrates that work discipline has a relatively low influence on the performance of employees at the Alang-Alang Lebar District Office, Palembang City. Although the influence of work discipline on performance is weak, but in its daily activities it will have a significant influence on the performance of the Alang-Alang Lebar District Office, Palembang City.

Based on the research results from the questionnaire, from the total value of the questionnaire, the researcher got a value of 0% of respondents answered strongly disagree, a value of 0.57% of respondents answered disagree, a value of 3.45% of respondents answered neutral, a value of 56.51% of respondents answered agree, and a value of 39.46% of respondents answered strongly agree.

However, in the research conducted by the researchers, the work discipline variable was considered very good. Sub-district leaders have not implemented preventive and corrective measures regarding employee discipline. Employees have not been fully informed about the disciplinary rules applicable in their institutions. Employees have not been able to control themselves to avoid violating the rules. Sanctions for employees who commit violations have not been implemented. Furthermore, the enforcement of sanctions against employees has not met the element of fairness.

Influence of variables Job Training on Employee Performance

Based on the results of the hypothesis test (t test), it can be seen that the t count value for the Training variable (X_3) is 3.541 against the dependent variable, namely performance (Y) when compared with t table = 1.663. These results state that the t count of the independent variable on the dependent variable is greater than the t count table (t count > t table), then the H_a criterion is accepted and H_0 is rejected. This means that the Training variable (X_3) can be said to have a significant effect on the dependent variable. On the other hand, if the sig coefficient value is compared with the P value (α) of 0.05, it can be seen that the sig t coefficient of the Training variable (X_3) is 0.001, meaning that the sig coefficient value is still below the P value (α). This means that H_a is accepted and H_0 is rejected, meaning that there is a significant relationship between the Training variable (X_3) and the dependent variable, namely performance (Y).

The regression coefficient of the Job Training Variable (X_3) is 0.302 with a positive slope, which is considered low (weak). This indicates that if Job Training (X_3) increases by 1 unit, then Employee Performance (Y) will only increase by 0.302. This illustrates that job training still has a very low influence on performance. This research is in line with that conducted by (Novyanti, 2020) on performance, namely, having a significant effect on employee performance. Research results show that job training variables have an effect on employee performance. However, in the research conducted by the researcher, the effect of job training variables on employee performance was still relatively low.

Based on the research results from the questionnaire, from the total value of the

questionnaire, the researcher got a value of 0% of respondents answered strongly disagree, a value of 0.08% of respondents answered disagree, a value of 4.02% of respondents answered neutral, a value of 19.21% of respondents answered agree, and a value of 19.54% of respondents answered strongly agree.

The training variable in the research conducted by the researchers significantly influenced employee performance. This high level of employee job training must be maintained and improved. With technological advancements, it is hoped that employees will also be able to keep up with technological advancements and improve their work performance in the Alang-Alang Lebar District of Palembang City.

CONCLUSION

Motivation has a significant and positive effect on employee performance, and is considered quite good. This means that the leadership in Alang-Alang Lebar District, Palembang City, is able to effectively improve employee motivation. This needs to be maintained and improved, as well as by implementing periodic sanctions and rewards. Discipline also shows a significant and positive effect on employee performance, which is considered quite good. This means that improving employee discipline can be achieved if the leadership in Alang-Alang Lebar District, Palembang City, implements it in a preventive and corrective manner towards its employees. Training shows a significant and positive effect on employee performance, which is considered quite good. Training shows that training will certainly have a positive effect on employees in Alang-Alang Lebar District, Palembang City. This will impact knowledge and completion of work.

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Penelitian: Contoh Aplikasi untuk Kepemimpinan Wanita, Organisasi Bisnis, Pendidikan dan Militer. Rajagrafindo Persada.