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Effectiveness Of Training Programs In Encouraging Work Productivity: A Study Of Bima District Firefighters

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Abstract:
The purpose of this study was to determine the effect of training on the work productivity of Bima District Fire Department employees. This research is causal associative research using a quantitative approach. The population in this study were 45 Bima Regency Fire Department employees. The sampling technique uses saturated or total population samples. Thus the number of respondents used in this study were 45 people. Data were collected using a questionnaire that had been tested for validity and reliability. Data analysis techniques used are simple linear regression, correlation coefficient, coefficient of determination ($R2$) and t test using the Statistical Product and Service Solution (SPSS) version 21.0. The results showed that the training had a positive and significant effect on the work productivity of Bima District Fire Department employees. these results are evidenced by the significance value smaller than 0.05 (0.001<0.05).

Keywords: Training; Work Productivity.

The use of effective and targeted workforce is the key towards increasing employee work productivity so that an organizational policy is needed for mobilizing employees to want to work more productively according to a predetermined plan. So after the employees are recruited, selected and appointed, they will be further developed to suit the work and organization. One effort that can be done by the Bima District Fire Department to improve the quality of these employees is to conduct training. Training is a planned effort of the organization to improve employee knowledge, skills and abilities. With the implementation of appropriate training, the organization is expected to improve employee work effectiveness in achieving predetermined work results (Hanggraeni, 2012: 7). With training in an organization, it can be possible to increase employee productivity which is also due to employees

having sufficient capital or ability to achieve organizational goals.

Training is an important element for improving the skills and knowledge of Bima Regency Fire Fighting employees, because training is intended to improve the mastery of certain skills and technical implementation of work in a relatively short time. Training at the Bima District Fire Department tends to focus more on operational technical issues. The training is expected to produce quality output that can increase employee productivity (Manullang, 2014). Thus, the training program can improve and enhance skills in carrying out work, so that the Bima District Fire Department employees are productive and can make maximum contributions and benefits to the Bima District Fire Department.

The Bima Regency fire department is one of the government agencies in the field of fire prevention and suppression in the Bima Regency region continuously increasing employee work productivity. Employee work productivity, especially employees who directly jump in dealing with fire problems that are certainly at high risk can even cause casualties if they are not fast and productive in carrying out the handling or because of delays at the fire location. Another impact of the lack of work productivity of firefighters is the impact on the satisfaction of the community who feel that if there is a fire tends to feel disappointed over the delay in handling the fire officers.

Sutrisno (2016: 104) defines that employee work productivity is very important for employees in the organization. With work productivity, it is expected that work will be carried out efficiently and effectively, so that all this is very necessary in achieving the goals set

As the development of science and knowledge that is increasingly advanced, the Bima District Fire Department is demanded to be more able to make its employees more skilled and trained in doing their jobs. Therefore, the Bima District Fire Department took the initiative to hold a training program for its employees, because the training made them more confident so that they felt satisfied at work and were more valued, and were able to try to increase the work productivity of firefighters.

After the training program is implemented it is hoped that there will be an increase in work productivity in the fire department at the Bima District Fire Department which is intended to improve work output. The training program is considered to bring considerable benefits for firefighters such as increasing employee knowledge, increasing time efficiency in carrying out their work.

By looking at the wide network, of course, increasing the work productivity of firefighters is needed to be able to exist in a society that is so tight. In connection with the description above, the authors raise the title: "Training Analysis of the work productivity of Bima District Fire Department employees" with the aim of the research is to find out and analyze whether there is any influence of training on the work productivity of Bima Fire Department employees. this is in accordance with research conducted by Endang Haryati1 & Jessica Debora Sibarani in 2015 conducting research with the title Effect of Training on Employee Productivity at PT. PP London

Sumatera Indonesia, Tbk Medan. The results of the study that there is a significant influence between the independent variables (Training) simultaneously, with the dependent variable (Work Productivity). Furthermore, the research conducted by Anung Hardiyanto (2018) with the research title The Effect of Job Training and Compensation on the Performance of Surakarta City Fire Department Employees. The results showed that job training and compensation had a significant effect on improving the performance of employees of the City of Jakarta Fire Department, amounting to 68.1% and the rest explained by other variables amounting to 31.9%. Partial compensation provides a more dominant influence compared to job training in improving employee performance. It can be concluded that the Surakarta City Fire Department employees need work training and compensation to improve their performance.

From the background description and previous research it can be explained that the formulation of the problem in this study is "Does the training have a significant effect on the work productivity of Bima District Fire Department employees. while the purpose of this paper is to provide a description that to improve the skills and knowledge of employees.

METHOD

This research is a causal associative research using a quantitative approach. The subjects of this study were 45 Bima District Fire Department employees. The sampling technique uses the saturated or total population sample technique, which is the technique of using a sample with all existing populations. Thus the number of respondents used in this study were 45 people with a study period of 2 (two) months, from February to March 2020. The tools / instruments used in this study were questionnaires on a Likert scale. Data collection techniques are by means of observation, questionnaire (questionnaire), documentation and literature study with primary data sources collected by questionnaires that have been tested for validity and reliability. Data analysis techniques used are simple linear regression, correlation coefficient, coefficient of determination ($R2$) and t test using the Statistical Product and Service Solution (SPSS) version 21.0.

RESULT

Validity and Reliability Test

Table 1. Validity Test

Item	*Correlations*	Item	*Correlations*
X.1	0,661	Y.1	0,545
X.2	0,689	Y.2	0,540
X.3	0,556	Y.3	0,670
X.4	0,590	Y.4	0,598
X.5	0,677	Y.5	0,839
X.6	0,777	Y.6	0,673

Source: Data processed (2020)

The results of the validity test showed that all items of the statement in the questionnaire were declared valid because the value of r product moment> r table at a significance level of 5%, then all items of the training variable questions and work productivity were valid. This means, there is no data that is invalid / missing. Thus the entire number of indicators can be used in this study.

Table 2. Reliability Test

Variable	*Cronbach Alpha*	*Cut of Value*	**Result**
Training	0,722	0,6	*Reliable*
Work productivity	0,719	0,6	*Reliable*

Source: Data processed (2020)

From the output of the above training with an Alpha value of 0.759, the r table is sought at the 0.05 significance by 2-sided test and the amount of data (n) = 45, then the r table can be 0.291 because the calculated r value = 0.722> r table = 0.291, it can be concluded that the training indicator items are reliable. The reliability test results of employee productivity with an Alpha value of 0.719, r tables are sought at the 0.05 significance by 2-sided test and the amount of data (n) = 45, then the r table can be 0.291. Because the value of r count = 0.719> r table = 0.291, it can be concluded that the employee productivity indicator items are reliable.

Simple Linear Regression

Table 3. Simple Linear Regression

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	12.295	3.558		3.456	.001
Training	.471	.136	.468	3.477	.001

Source: Data processed (2020)

Based on the output in table 4.3 above, a simple regression equation can be made as follows: Y = 12,295 + 0,471X.
It can be explained as follows:

1. The constant value of the training variable is positive that is equal to 12.295, the constant value indicates that if there is no increase in the value of the independent variable (training) or a value of 0 (zero) then the Y variable (work productivity) is worth 12.295 units.

2. The value of the regression coefficient of work productivity is positive that is equal to 0.471 means that every time there is an increase in the value of the training variable 1 unit, then the value of the variable of work productivity will increase by 0.471.

Correlation coefficient

Product moment correlation test is used to determine the effect between two variables expressed in one index. The

correlation coefficient test results on the research variables are as follows;

Table 4. Correlation coefficient

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.468	.219	.201	2.01003

Source: Data processed (2020)

Based on the results of the correlation coefficient test in table 4.3, the correlation value obtained is 0.468, this shows that the relationship between variable X with the variable is at a fairly good level of relationship.

Determination Coefficient Analysis

The figure of R Square in table 4.3 above that is equal to 0.219 is the square of the correlation determination coefficient. R Square value of 0.219 means that the training variable is able to contribute to the work productivity variable by 21.9%, while 78.1% is influenced by variables outside the study. The value of R Square ranges from 0 to 1, with the note that R Square approaches number one, indicating the stronger contribution of the relationship between these variables. So that the contribution of this model can be considered quite good.

Hypothesis Test

Effect of Training on Work Productivity of Bima District Fire Fighters with t Test is the result of hypothesis testing showing that the independent variables depicted in the theoretical model after being tested with a simple regression analysis based on the results of the t test are t-test of 3.477 while t-table of 2.017, so (t-count> t-table) with a significance level of 0.05 then H0 is rejected and Ha is accepted. This shows that the training variables have a positive and significant influence on the work productivity of Bima District Fire Department employees. In this case after attending the training the employees have understood their jobs and duties so that the implementation can be as expected.

DISCUSSION

Based on the results of research in general, this study shows satisfactory results. Descriptive analysis results show that the training implemented by the Bimai District Fire Department is generally quite good. This can be shown from the high number of responses from respondents to the conditions of each research variable.

From the results of the statistical test it was further obtained that the training variables in the five dimensions had a positive and significant effect on employee work productivity. This is because that the training held by the Bima District Fire Department is proven to be able to increase the work productivity of Bima Fire Department staff. This is evidenced from the results of the statistical calculations above, that the significant value is smaller than 0.05, which is equal to 0.001 <0.05.

The findings of this study are consistent with research conducted by Endang Hayati (2015) that training variables significantly influence employee work productivity at PT. PP London Sumatera Indonesia, Tbk Medan. The magnitude of the effect of training on employee work productivity can be seen from the R Square

Value of 0.219, meaning that the training variable is able to explain the variable employee productivity by 21.9% while the remaining 78.1% is influenced by other variables outside the study or in other words these results indicate that 21.9% of the variation in employee productivity (Y) can be explained by training (X). While the rest of 100% -21.9% = 78.1% is influenced by other factors not included in this study.

CONCLUSION

Based on the results of research conducted to Bima District Fire Department staff using a questionnaire as a research tool to collect data and process data into information and also be a discussion aimed at answering a problem under study, it can be concluded that overall training has an influence which is significant to employee work productivity. The Bima District Fire Department actually applies training methods in accordance with the agreed concepts so that employees participating in the training can capture and understand the material provided so that the skills and knowledge of the employees have increased.

SUGGESTION

Based on the results of research on the effect of training on employee productivity, suggestions from the authors that are considered necessary to the agency, namely: It is recommended to the Fire Department of Bima Regency to continue to hold quality training so that employee productivity in carrying out work results will be more satisfying. This must be supported by appropriate training methods, training content relevant to the employee's work practices, and supported by the ability of professional and competent training instructors in the implementation of the training.

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