The Influence of Training on Competence at PT.Amanah Putra Pratama
(Case Study on the Distribution of Indonesian Workers to Abroad)

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Abstract

This study aims to examine the effect of training on the competence of Indonesian workers in PT Amanah Putra Pratama. The study was conducted at PT Amanah Putra Pratama by using a research sample of 38 Indonesian workers counted in July 2018 because at that time research was being carried out, while every month the number of Indonesian workers in PT.Amanah Putra Pratama was uncertain. Data collection was carried out by distributing research instruments, namely questionnaires containing questions to measure training and competence. The collected data is then processed using simple linear regression analysis with the help of SPSS version 16.0 software.
Research also shows that there is a positive and significant influence given by training that has a strong influence in influencing the creation of better competencies in PT Amanah Putra Pratama optimally, the R value (correlation) produced is 0.514, it can be said that training and competence positively related by 51.4%. While the coefficient of determination R^2 (R Square) is 0.265, which means that the ability of the training variable to influence competence in PT Amanah Putra Pratama is 26.5%, while 73.5% is the contribution of other factors not observed in this study.
Keywords*: Training, Competence.*

A. Introduction

The choice of being a migrant worker has a special appeal for people who have limited education. Not only a high level of income, migrant workers are also considered as a solution in overcoming the number of needs for employment in the country.

The ever-increasing availability of labor and demand from overseas which also continues to increase, especially in developed and developing countries, as stated by the National Agency for the Placement and Protection of Indonesian Workers (BNP2TKI) through its official website, records the demand for Indonesian workers (TKI) as many as 12,092 people in 2017 This means that there is an increase of around 300 percent from the demand for prospective Indonesian Workers when compared to 2016 as many as 3000 people.

Make a special attraction for the people of Indonesia to choose to work across countries considering the availability of jobs in the country is very minimal and highly competitive. The following is a table on the placement of Indonesian Workers in 2016-2017 until October, based on the data on the placement of Indonesian Workers published by BNP2TKI as part of the center for information research and development.

From day to day, the placement of workers abroad is growing rapidly along with the increasing number of requests from abroad. Absorption in the business sector at a lower level gives more opportunities to absorb labor. The Sector Domestic worker is one of the sectors that absorbs a lot of labor because the sector does not require many special conditions that can burden the workforce.

This situation not only provides benefits, but also becomes a challenge in itself where workers are required to have skills or abilities

that they can make provision for working abroad. In addition to providing benefits, the field facts that occur are there are still many cases or problems faced by Indonesian workers abroad. The following is the case data on the number of complaints from Indonesian workers based on the type of case problem for the January 2017 and January 2018 periods.

Tabel
Number of Complaints of Labor Based on Types of Case Problems
Period of 2017 (January) and 2018 (January)

NO	JENIS MASALAH	2017 JAN	2018 JAN	DIFFERENCES 2017 & 2018 Amount	%
1	TKI is undocumented	3	171	168	96,5%
2	Termination before the employment agreement expires	24	20	-4	-9%
3	TKI wants to be sent home	32	82	50	43,8%
4	Salaries are not paid	58	37	-21	-22,1%
5	TKI failed to leave	48	39	-9	-10,3%
6	Sick	27	18	-9	-20%
7	TKI is not in harmony with its users	13	14	1	3,7%
8	Disconnect communication	14	11	-3	12%
9	Work does not match PK	11	7	-6	-33,3%
10	TKI has an accident	10	3	-7	-53,8%
11	Not returned even though the work contract is completed	9	3	-6	-50%
12	Violence from the employer	10	6	-4	-25%
13	Illegal recruit prospective TKI	14	3	-11	-64,7%
14	Retention of passports or other documents by recruitment agencies	6	7	1	12,5%
15	Salary deductions exceed provisions	6	9	3	20%
16	Migrant workers do not have to go home	8	2	-6	-60%
17	Trafficking in persons	2	1	-1	-33,3%
18	Misuse of residence permit	1	4	3	60%
19	TKI in detention / detention process	0	4	4	100%
20	Unfit	1	3	2	50%
	TOTAL	297	444	145	19,5%

Source: Research and development research center (Puslitfo BNP2TKI)

When viewed from the picture above, the number of complaints has increased, between January 2017 and January 2018. There are several problems caused by lack of competencies possessed by Indonesian

workers such as lack of knowledge of Indonesian workers about the work that should be done by them, the ability to use tools work, ability to communicate (language), lack of understanding of cultural values, and reduced work interest possessed by Indonesian workers due to their lack of knowledge, and of course affect their attitude to work.

Observing some of the competencies that Indonesian workers must possess shows that these competencies are not only related to an Indonesian workforce with their jobs but also between Indonesian workers with the environment (community, social, cultural and legal) that apply in the destination country.

Competence relates to the authority of the Indonesian workforce to carry out tasks or take decisions in accordance with its role in the company in accordance with its expertise, knowledge and abilities.

The phenomenon that occurs above is the large number of Indonesian workers who work abroad without the provision of work skills and the large number of distribution companies that do not provide adequate training for Indonesian workers. This is fatal because it causes serious problems such as termination of employment (layoffs), the employer is not in harmony with Indonesian workers even up to acts of violence committed by users against Indonesian workers.

Some of these competencies do not appear instantaneously but through gradual training, namely by providing debriefing to Indonesian workers before leaving for overseas. The training can improve the competence of Indonesian workers. Indonesian workforce training is a job training process to give, obtain, improve and develop work competencies and certain skills in accordance with the qualifications for occupation or occupation.

The existence of BLK-LN (Training Center for Overseas Work) is used to overcome problems, especially the field of training for Indonesian workers. Basically BLK-LN is the same as other work training centers in Indonesia. That is, giving training to the community so that they have the skills they can use to work. But specifically for BLK-LN, it has its own privileges and its own challenges for BLK-LN managers when compared to BLK in general.

The difference is: BLK-LN is required to provide training with training participants, most of whom have a low level of education, and limited knowledge because some participants are from regions with lower middle economic levels.

For that is a necessity for each PT distributor, to provide information to the place of training in this case the LN BLK about what factors are lack of competence of Indonesian workers abroad. In order for Indonesian workers to be better at carrying out their work.

B. Theoretical Framework and Hypotheses Development

In a company, humans are the most important resource to achieve company goals, the success of managing an organization is determined by the utilization of its human resources, therefore Human Resource Management (HRM) emphasizes human management rather than other sources such as manage, regulate, and utilize human resources so that they can function productively to achieve the goals of the company. Human resource management is actually a movement to recognize the importance of the human element as a potential resource, which needs to be developed in such a way that it can provide maximum contribution to the organization and its development. And one of the

factors that can improve the competence of human resources is through training.

According to Gary Dessler (2015: 284) Training means giving new employees or employees with the skills they need to do their work Meanwhile, according to Kaswan (2016: 2) Training is the process of increasing employee knowledge and skills. Training may also be an attitude change so that employees can do better and more effective work.

Andrew E. Sikula in Mangkunegara (2015: 44), stated that training is a short-term education process that uses systematic and organized procedures where managerial employees learn conceptual and theoretical knowledge in order to achieve common goals.

Based on this understanding it can be concluded that training is a systematic and planned effort to change or develop mastery of new knowledge, skills, attitudes that are in line with the needs of the company.

The training program carried out by the company has a number of goals and benefits. Sikula in DonniJuniPriansa (2017: 203) states that the training objectives are as follows:

1. **Productivity**

Training can improve abilities, knowledge, skills and behavioral changes

2. **Quality**

Training training can not only improve the quality of employees, but can reduce the possibility of errors in carrying out work.

3. **Staffing planning**

Training will make it easier for employees to fill vacancies within the company so that employee planning can be done as well as possible

4. **Morals**

Training will improve the work performance of employees so that it can lead to an increase in employee wages. This can increase employee morale to be more responsible.

5. Indirect Compensation

Providing opportunities for employees to attend training can be interpreted as remuneration for the achievements that have been achieved in the past, by joining the program employees can develop themselves.

6. Safety and health

Training is the best step to prevent or reduce the occurrence of work accidents in a company so that it will achieve a safe, calm and stability work environment in their attitude.

7. Expiration Prevention

Training will encourage employee initiative and creativity to prevent employees from expiring, meaning that it can offset technological developments.

8. Personal development

Provide opportunities for employees to improve the capabilities and knowledge of employees.

While according to the Manpower Act No. 13 of 2003 in Emron Edison (2016: 141) states that competence is the ability of each individual to work which includes aspects of knowledge, skills, and work attitudes in accordance with the standards set.

Correspondingly, Flinch and Crunkilton in EdySutrisno (2017: 204) states that competence as mastery of a task, skill, attitude and appreciation is needed to support success. This shows that the competency includes the tasks, skills, attitudes and appreciation possessed

by the organization's HR to be able to carry out work tasks that are in accordance with those charged by the organization.

While According to Robert A Roe (2001: 73) Competency is the ability to carry out a role or task, the ability to integrate knowledge, skills, attitudes and personal values and the ability to build knowledge and skills based onexperience and learning done.

From the understanding conveyed by these experts, it is seen that the focus of competence is to utilize knowledge and skills to achieve optimal performance. Thus competence is everything that is owned by someone in the form of knowledge of skills and internal factors of other individuals to be able to do something work. In other words, competence is the ability to carry out tasks based on the knowledge and skills possessed by each individual, or a map of employee capacity for the work attributes that are attached to it, which is a collection of abilities, skills, maturity, experience, effectiveness, efficiency and success in carrying out.

Once the importance of this competence makes the development system for every company that wants compulsory success and must be carried out as broadly as possible, especially in today's modern companies.
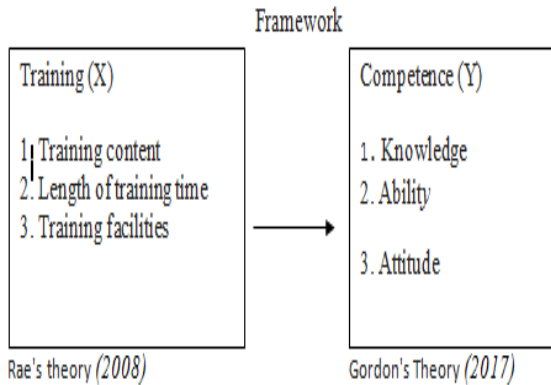
Training is a systemic and planned process to change or develop new knowledge, skills and attitudes as needed. This is in line with what Roger and Caple said in Donni June Priansa (2017: 202) which states that training is a systematic and planned effort to change or develop knowledge, skills, attitudes through learning experiences in order to increase the effectiveness of activities.

This means that training can be used as a means to improve competency problems such as knowledge, ability, understanding and

attitudes which are often a problem. The same thing was stated by Tall and Hall in EdySutrisno (2009: 66) that effective training significantly affected the process of improving the work process which was extraordinarily rapid, resulting in the conclusion that by combining various factors such as correct training techniques and methods, facility preparation and careful planning, companies can achieve enormous competency benefits in a very tight market.

In this study, the training indicators are the contents of the training, length of training time, and training facilities (Rae: 2008), and the indicators of competence are knowledge, ability and attitude. (Gordon: 2017).

From the explanation above, you can describe the framework model as follows:

Framework

Training (X)	Competence (Y)
1. Training content 2. Length of training time 3. Training facilities	1. Knowledge 2. Ability 3. Attitude
Rae's theory *(2008)*	Gordon's Theory *(2017)*

C. Methodology

In this case, the type of research used is a quantitative approach. Where in seeing the relationship of variables to the object under study is more causal (causal), so in his research there are independent and dependent variables. From these variables, then find out how much influence the independent variable is on the dependent (Sugiyono, 2014: 50).

In accordance with the purpose of the study, to find out how the influence of training (X) on competence (Y) on PT Amanah Putra Pratama, this research uses quantitative research methods, namely research data in the form of numbers and analysis using statistics. (Sugiyono, 2016: 7).

Population (N) or generalization area in this study is on Indonesian workers in PT. Amanah Putra Pratama totaling 38 people. This amount is actually only a temporary amount because at PT. Amanah Putra Pratama always sends Indonesian workers every month, so the number of workers there is always changing every month. So that researchers only take the population in this month alone, this is also the workforce that has been trained and just waiting for work.

In this study the sampling technique used by researchers is non-probability sampling (Sugiyono, 2014: 154), which is a sampling technique that does not provide equal opportunities for each element (member) of the population to be chosen as a sample member by using saturated sampling technique (Sugiyono , 2014: 156) is a technique for determining a sample if all members of the population are used as a sample. This is often done when the population is relatively small, or researchers who want to make generalizations with relatively small errors.

Simple Linear Regression

Simple linear regression is used to see the effect of changes in variable X to variable Y, with the following equation:

$$Y = a + bx$$

Information :

Y = variable is not free.

a = Constants

b = regression coefficient

x = independent variable

The value of b (regression coefficient) and a (constant) are calculated using the following formula:

$$\alpha = \frac{(\sum Y)(\sum X^2) - (\sum X)(\sum XY)}{n.\sum X^2 - (\sum X)^2}$$

$$b = \frac{n.\sum XY - \sum X.\sum Y}{n.\sum X^2 - (\sum X)^2}$$

Information :

n = Number of observations
(samples)

X = Value of the independent
variable

Y = Value of the dependent variable

Determination Coefficient

　　　To determine the magnitude of the contribution of independent variables (Training) to the dependent variable (Competence), then the coefficient of determination is used with the formula:

KD = (r) 2 x 100%

Where :

KD = coefficient of determination

r = correlation coefficient

D. Result

1. Regression Analysis

To find out the magnitude of the influence between training variables on competency variables is done using simple linear regression analysis as follows:

$$a = \frac{(\Sigma y)(\Sigma x^2) - (\Sigma x)(\Sigma xy)}{n(\Sigma x^2) - (\Sigma x)^2}$$

$$a = \frac{(3.364)(469.243) - (4.205)(373.623)}{38(469.243) - (4.205)^2}$$

$$a = \frac{(1.578.533.452) - (1.571.084.715)}{17.831.234 - 17.682.025}$$

$$a = \frac{7.448.737}{149.209}$$

$$a = 49,921$$

$$b = \frac{n(\Sigma xy) - (\Sigma x)(\Sigma y)}{n(\Sigma x^2) - (\Sigma x)^2}$$

$$b = \frac{38(373.623) - (4.205)(3.364)}{38(469.243) - (4.205)^2}$$

$$b = \frac{(14.197.674) - (14.145.620)}{17.831.234 - 17.682.025}$$

$$b = \frac{52.054}{149.209}$$

$$b = 0,3488 \text{ dibulatkan menjadi } 0,349$$

Table
Regression Coefficient Test Results
Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	49.921	10.769		4.636	.000
Pelatihan	.349	.097	.514	3.600	.001

a. Dependent Variable: Kompetensi

$$Y = 49,921 + 0,349\,X$$

Competency variable has a value of 49.921 which means that the consistent value of the competency variable is 49.921, the regression coefficient X is 0.349 which states that each additional 1% of the training value, the competency value increases by 0.349%. The regression

coefficient is positive so that it can be stated the direction of influence of variable X on Y is positive, and obtained from a significance value of 0.000 <0.05, so it can be concluded that the training variable (X) affects the competence variable (Y).

2. Analysis of Correlation

a. Coefficients

In this study to determine the degree of closeness of the relationship between training variables and competency variables carried out by means of a correlation test, where the analysis of the correlation coefficient is a statistical method that can be used to determine how strong the influence of variable X on variable Y.

$$r_{xy} = \frac{n \sum XY - (\sum X)(\sum Y)}{\sqrt{\{n \sum X^2 - (\sum X)^2\}\{n \sum Y^2 - (\sum Y)^2\}}}$$

$$r_{xy} = \frac{38 \cdot (373.623) - (4.205)(3.364)}{\sqrt{\{38 \times 469.243 - (4.205)^2\}\{38 \times 29.9608 - (3364)^2\}}}$$

$$r_{xy} = \frac{(14.197.674) - (14.145.620)}{\sqrt{(17.831.234 - 17.682.025)(11.385.104 - 11.316.496)}}$$

$$r_{xy} = \frac{52.054}{\sqrt{149.209 \cdot 68.608}}$$

$$r_{xy} = \frac{52.054}{\sqrt{10.236.931.072}}$$

$$r_{xy} = \frac{52.054}{101.177}$$

$$r_{xy} = 0{,}514$$

Data on Correlation Coefficient Results

Correlations

		Pelatihan	Kompetensi
Pelatihan	Pearson Correlation	1	.514**
	Sig. (2-tailed)		.001
	N	38	38
Kompetensi	Pearson Correlation	.514**	1
	Sig. (2-tailed)	.001	
	N	38	38

**. Correlation is significant at the 0.01 level (2-tailed).

Obtained r value of 0.514, then according to the results of the calculation of the correlation coefficient analysis above and based on the interpretation of the correlation coefficient can be concluded that the training has a positive and moderate relationship influence on competence.

b.   Determination Coefficient Analysis

In this study the coefficient of determination is done to find out what percentage of the contribution of influence is given variable X simultaneously to the variable Y. With the following data:

KD = r2 X 100%

KD = (0.514) 2 X 100%

KD = 0.264196 X 100%

KD = 0.264196% rounded to 0.265%

Based on the results of the above calculation, the results obtained were 0.265%. So it can be concluded that the effect of variable X on variable Y is 26.5% while the remaining 73.5% is caused by other

factors that were not present in this study. Below are the results of the coefficient of determination conducted using SPSS 16.

Table
Determination Coefficient Test Results
Summary Model

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.514ᵃ	.265	.244	6.073

Sumber : SPSS 16

From the results of the study showed that training affects competence, this can be seen from the results of a simple linear regression that is Y = 49,921 + 0,349 X means that training is 0, then competence 49,921. The regression coefficient value of the competency variable (b) is 0.349, while the meaning is if there is no influence of training (X = 0). Then the competence is valued at 49,921 units, but if there is an increase of 1 unit / unit of training variables (X = 1) and will affect the increase in competence (Y) of 0.349 units. This is also in line with what was conveyed by Rae in Herman Sofyandi (2008: 113) that training is an effort to increase the knowledge and ability of employees to carry out their work more effectively and efficiently. That means that every training will have an impact on the competencies that can be obtained where every increase in training will be accompanied by increased competence.

While according to Robert A Roe (2001: 73) Competence is the ability to carry out a role or task, the ability to integrate knowledge, skills, attitudes and personal values and the ability to build knowledge and skills based on experience and learning. This is also in line with what is done by researchers where from the calculation of correlation analysis (r) it can be seen that there is a positive relationship of 0.514 which is "Medium"

between training on competence, obtained a coefficient of determination of 26.5% which means that the training is influential 26.5% of competence, and from t test where the results of t count> t table where t counts is 3,600 and t table is 2,028 thus means Ho is rejected and Ha is accepted which means that training influences competence.

E. Discussion

From the results of data research, the following conclusions are obtained:

From the results of simple linear regression calculations using both SPSS 16 and manually calculation the result is Y = 49,921 + 0,349 X. The constant value of a is 49,921, meaning that training is 0, then competence is 49,921. The regression coefficient value of the competency variable (b) is 0.349, while the understanding is if there is no influence of training (X = 0). Then the competence is valued at 49,921 units, but if there is an increase of 1 unit / unit of training variables (X = 1) and will affect the increase in competence (Y) of 0.349 units.

From the results of the calculation of correlation analysis (r) it can be seen that there is a positive relationship of 0.514 which is "Medium" between training on competence in PT.Amanah Putra Pratama.

The coefficient of determination (KD) obtained results of 26.5%, it can be seen that the magnitude of the contribution of the influence of training on competence at PT. Amanah Putra Pratama is 26.5% while the rest is influenced by other factors not discussed in this study.

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