

A CASE STUDY OF THE IMPACT OF DIGITAL-BASED TRAINING ON EMPLOYEE ABILITY IN ERA 5.0

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ABSTRACT

Employees are a valuable asset to the company's success. To obtain competent employees, the company must conduct job training with the goal of increasing employee competency at work. With the rapid advancement of technology, it is hoped that employee training can keep up. This research was conducted on PT employees. Indonesia Telecommunications Industry (Persero) Bandung to determine whether or not job training has an effect on PT employees. Indonesian Telecommunications Industry The researchers used a descriptive quantitative method with 52 respondents from PT and data collection techniques such as interviews, observations, literature studies, and questionnaires. The Indonesian Telecommunication Industry and the data were processed using SPSS software version 26. The coefficient results show that if R Square is 39% or 0.390, it can be stated that digital-based training affects the ability of employees in the 5.0 era by 39%, and the remaining 61% is

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1. INTRODUCTION

A company's provision of knowledge that describes the process of increasing employee skill competencies is referred to as training. Meanwhile, "training," as defined in the journal (Aditya et al., 2015) by Handoko (2005), is "an attempt to improve mastery of certain, routine and detailed work implementation techniques and skills." Inadequate human resource management can result in missed company objectives. Adji and colleagues, (2022).

Humans must keep up with the latest technological developments in today's fast-paced technological era. Workplace regulations change as a result of changing times, which can lead to worker pressure situations. Employees who are unable to keep up with technological advancements are more likely to believe they are subjected to intimidation or orders that cause conflict among their coworkers. Adji and Fath (2021)

According to (Honey, 2000), up to 90% of digital training participants believe that what they learn is useful, while 81% of digital training providers and 66% of employees believe that this would be a significant benefit to the company's learning resource capacity. (Firdaus) 2019 (Firdaus). According to Wikipedia, work capacity is a state within an individual that is full of sincerity, effectiveness, and fruitfulness in completing tasks in order to create something ideal (Sugiharta, 2019). Every employee possesses work abilities that can influence the success or failure of the company's objectives. Work skill development and training can have a positive impact on the company's ability to produce the best results.

PT. Indonesian Telecommunications Industry, or PT. INTI, is a state-owned (Persero) company that was founded on December 30, 1974. The company's headquarters are located at No.77 Jl. Moch Toha in Bandung. INTI has portfolios in managed services, system integrators, manufacturing and assembly, and digital services. The company also provides facilities for other production on eight hectares, which is located approximately three kilometers from the head office, or more precisely on Jl. Moch Toha No. 225, Bandung. This company has been in the telecommunications industry for 35 years. Telkom, Indosat, Telkomsel, and Xl are among its most important clients. Since the development of the relationship between information technology (IT) and telecommunications technology, the company has implemented a business turnaround to become system-based solutions, particularly in the field of integration and information and communication technology systems, which were previously based solely on manufacturing. (INTI - PT Industri Telekomunikasi Indonesia, 2021)

2. LITERATURE REVIEW

2.1. Job Training Definition

According to Simamora (2006) in the journal (Aditya et al., 2015), training is a system of changing employee behavior that will be useful for increasing goals. Furthermore, according to (Handoko, 2005), training is an effort to improve various work practices.

2.2. Digital Job Training Indicators

Digital job training indicators (FOCUS, n.d.) namely:

- Instructors, digital training is typically designed to improve employee capabilities.
- Participants, all participants must be chosen based on the requirements and qualifications established.
- Materials, all materials provided must be consistent with employee training objectives and updated in accordance with company goals.
- Methods, effective training programs that must be tailored to the participants who will be following
- Goals, must aim to plan and set goals
- Goals must be established.

2.3. Employability Definition

Ability is a human resource characteristic that demonstrates human resources' potential in carrying out their work or duties. Lowser and Poter As'ad, (2000) published in the journal (Sekartini, 2000).

2.4. Hypothesis

H1: Digital-based training affects the work ability of PT.INTI employees in the 5.0 era.

H0: Digital-based training has no effect on the work ability of PT.INTI employees in the 5.0 era.

3. METHOD

The research method is a scientific method of obtaining data with uses and objectives; it is classified into four categories: data, scientific methods, uses, and objective data (Sugiyono, 2017). The descriptive method aims to describe and describe in fact when researching a group of objects, people, conditions, or events. (Nazir, 2009)

The population consists of an object or subject with a specific quantity and characteristics that can be studied, understood, and conclusions drawn. Sugyono (2017) (2017) Due to researcher constraints, the sample is drawn from a population to be tested rather than from the entire existing population (Sugiyono, 2017). The study relies on quantitative data derived from primary and secondary sources, all of which were gathered through questionnaires and observation.

4. RESULT AND DISCUSSION

4.1. Validitas T

Validity test must be used to determine whether the questionnaire is valid or not; it is said to be valid or valid if it can prove something to be measured. 2011 (Ghazali)

Table 1: Validity

Question	R- Amount	R-Table	Description
1	0,373**	0.2244	V
2	0,313**	0.2244	V
3	0,384**	0.2244	V
4	0,373**	0.2244	V
5	0,404**	0.2244	V
6	0,488**	0.2244	V
7	0,617**	0.2244	V
8	0,588**	0.2244	V
9	0,615**	0.2244	V
10	0,632**	0.2244	V
11	0,527**	0.2244	V

The SPSS V.26 program was used to process the data in this study to find out the value of the r count, and the r table value for the total sample used (N = 52), namely 0.2262, so that it can be seen based on table

1, namely the test output results the validity of the digital-based training (variable x) obtained the value of r count which exceeds the value of r table, so it can be concluded that the questions from the questionnaire for Variable x

Table 2: Y Variable Validity

Question	R- Amount	R-Table	Decription
1	0,604**	0.2262	V
2	0,593**	0.2262	V
3	0,604**	0.2262	V
4	0,483**	0.2262	V
5	0,728**	0.2262	V
6	0,507**	0.2262	V
7	0,575**	0.2262	V
8	0,706**	0.2262	V
9	0,672**	0.2262	V

Source :(2022) Note : V = Valid

The results of Variable Y (Ability) output for the Validity Test obtained a calculated r value greater than r table, namely 0.2262, based on table 2. As a result, the questions from the questionnaire for Variable Y (Employees' ability to work in the 5.0 era) were declared valid.

4.2. Reliability Test

Table 3: Variable X Reliability Reliability Statistics

Cronbach's	
Alpha	N of Items
,924	11

Source: SPSS V.26, 2022

As shown in table 3 of the Reliability Test for variable X (digital-based training) above, Cronbrach's Alpha is 0.935. Because the Cronbrach's Alpha value exceeds 0.60, the variable X questionnaire can be concluded to be valid (digital-based training)

Table 4: Variable Y Reliability Test Results (Ability)
Reliability Statistics

Cronbach's	
Alpha	N of Items
,752	9

Source: SPSS V.26, 2022

According to Table 4 of the Reliability Test, the Cronbrach's Alpha value obtained for variable Y (Employees' ability to work in the 5.0 era) is worth 0.741, which is the same as the X variable exceeding 0.60, so the Y variable can also be stated that the question for the Y variable questionnaire (employee work ability in the 5.0 era) is stated to be reliable.

4.3. Linear Regression Analysis

Table 6 shows the results of the Coefficients^a

Model	Unstandardized Coefficients		Standardized CoefficientsBeta	t	Sig.
	B	Std. Error			
1	(Constant)	10,243	3,745	2,365	,017
	Abillity (X)	,416	,093	,735	,000

a. Dependent Variable: Training (Y)

Source: SPSS V.26, 2022

According to Table 6 Linear Regression Analysis Test, linear regression has a simple equation form, which is as follows:

$$Y = a + bX \quad Y = 11.354 + 0.526X$$

According to the linear regression equation above: a. A constant worth 10.243 means that if X = 0 (zero), then the value of Y = 11.243.

b. The X regression coefficient of 0.526 states that for every 1 with an X value, the Y value rises by 0.526.

4.4. Determination Coefficient Test

Table 7: Determination Coefficient Test Output Results

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,735 ^a	,390	,378	3,245

a. Predictors: (Constant), Ability (X)

b. Dependent Variable: Training (Y)

Source: SPSS V.26, 2022

According to the Coefficient of Determination Test results, if R Square has a total of 39% or 0.390, it can be stated that digital-based training affects the ability of employees in the 5.0 era by 39%, and the remaining 61% is the effect of variables not included in a study that was done at PT Industri Telekomunikasi Indonesia this time.

4.5. Hypothesis Test

To demonstrate how strong an independent variable's relationship is in explaining the dependent variable, a statistical test must be performed.

Table 8. Results of the Hypothesis Test Output

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	336,938	1	336,938	31,998	,000 ^b
	Residual	526,504	50	10,530		
	Total	863,442	51			

a. Dependent Variable: Training (Y)

b. Predictor (Constan) Ability (X)

Source: SPSS V.26, 2022

Based on the results, it can be seen and concluded that the calculated f value is 31.998 and the sig value is 0.000, where the sig value is less than 0.05, indicating that digital-based training has an effect on employee work abilities in the 5.0 era in PT. Indonesian Telecommunications Industry.

4.6. Corelation Test

To determine the level of influence of two or more variables from correlation analysis, a correlation test is required.

Table 9: Correlation Test Output Results

Correlations			
		Training	Ability
Training	Pearson Correlation	1	,735**
	Sig. (2-tailed)		,000

	N	54	54
Ability	Pearson Correlation	,735**	1
	Sig. (2-tailed)	,000	
	N	54	54

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

Source : SPSS V.26, 2022

Table 9 shows the value of Sig. (1-tailed), which is known as digital-based training (X) and employee work abilities in the 5.0 era (Y), with sig. 0.000 0.05, proving that there is a significant correlation between digital-based training (X)

5. CONCLUSION

According to the study's findings, digital-based training affects employees' ability to work in the 5.0 era and is beneficial to employees in carrying out their duties. And the significance value (sig) that the variable x affects employee work.

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