



THE EFFECT OF TRAINING AND WORK ENVIRONMENT ON PERFORMANCE MEDIATED BY THE WORK MOTIVATION OF TEACHERS AND EMPLOYEES AT SMK NEGERI 2 BANGLI

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ABSTRACT

Training is a short-term educational process that uses systematic and organized methods and procedures. The trainees will learn practical knowledge and skills for specific purposes. In carrying out their duties and obligations, teachers and employees need a work environment that is conducive and meets standards. The work environment for teachers and employees can be defined as a scope or area in developing competence and knowledge, as well as the insights possessed to assist the implementation of work activities that lead to improving the performance of teachers and employees. In addition to training and work environment, motivation also plays an important role in encouraging employee morale to achieve organizational goals. Respondents in this study were teachers and employees at SMK Negeri 2 Bangli. The number of respondents in this study were 82 respondents using a technique using the Slovin formula. This research uses Structural Equation Modeling (SEM) analysis of SmartPls 3.2.8 program. The results of this study indicate that: 1) Job training positive and significant effect on work motivation, 2) Job training positive and significant effect on employee performance, 3) Environment no work affect work motivation, 4) Environment no work take effect employee performance, 5) Work motivation positive and significant effect on employee performance.

Keywords: Job Training, Environment Work, Work Motivation, And Employee Performance.

I. INTRODUCTION

Education is a program that contains a goal component, a teaching and learning process between students and teachers that aims to improve human resources (HR) for the better. A developed country is a country that pays more attention to the education of its nation because education is an investment in the development of a nation. With education, a person can prepare himself with various knowledge and skills for his future. Human resources cannot have high skills without a touch of education. Therefore, education designed for the nation's

children must be of quality and quality in accordance with the 1945 Constitution that Article 31 Paragraph 1 of the amendment "Every citizen has the right to education". In educational institutions such as schools, The human resources owned are vice principals/staff, teachers/educators, employees/educational staff. In addition, as a supporting component is the school committee, which has a significant contribution to school management, especially human resources.

The educational process is a system consisting of input, process and output. Input is students who will carry out learning activities, the process is an activity of teaching and learning while the output is the result of the process carried out. From the implementation of the educational process, it is expected to produce quality and highly competitive human resources to face competition in the era of globalization.

In addition to the role of teachers as educators, the role of employees or education personnel in a school organization is very important. However, human resources will be optimal if managed properly. Principals have a central role in managing personnel in schools, so it is very important for schools to understand and implement personnel management properly (Depdikbud, 2017). Employees are the most important element for an operational success. services to be performed by a group of individuals in an institution that employs them and all activities related to them are aimed at facilitating the learning/teaching process.

The work environment for teachers and employees can be defined as a scope or area in developing competence and knowledge, as well as the insights possessed to assist the implementation of work activities that lead to improving the performance of teachers and employees. Therefore, a good work environment participates in helping the achievement of school goals that are expected in accordance with the vision and mission that have been established. In other words, the more fulfilled the teacher's needs in carrying out learning activities, the higher the teacher's desire to improve their performance, especially in carrying out their duties and obligations in educational institutions. A work environment that meets decent standards of needs will contribute to the comfort of employees in carrying out their work, friendly attitude of employees, mutual respect when different opinions, harmonious relationship between employees and leaders which is a mandatory requirement to be fostered so that the quality of thinking of employees can ultimately improve performance continuously. This statement is in line with the results of previous research by Chandra & Setiawan (2018) which shows that the work environment has a positive effect on employee morale. The same thing was also stated by Pratama & Wismar'ain (2018) and Putri (2019) that the work environment has a positive and significant effect on employee performance. However, different research results are shown by Mamangkey, et al (2015) that the work environment has no effect on employee performance. harmonious relationship between employees and leaders which is a mandatory requirement to be fostered so that the quality of employee thinking can ultimately improve performance continuously. This statement is in line with the results of previous research by Chandra & Setiawan (2018) which shows that the work environment has a positive effect on employee morale. The same thing was also stated by Pratama & Wismar'ain (2018) and Putri (2019) that the work environment has a positive and significant effect on employee performance. However, different research results are shown by Mamangkey, et al (2015) that the work environment has no effect on employee performance. harmonious relationship between employees and leaders which is a mandatory requirement to be fostered so that the quality of employee thinking can ultimately improve performance continuously. This statement is in line with the results of previous research by Chandra & Setiawan (2018) which shows that the work environment has a positive effect on employee morale. The same thing was also stated by Pratama & Wismar'ain (2018) and Putri (2019) that the work environment has a positive and significant effect on employee performance. However, different research results are shown by Mamangkey, et al (2015) that

the work environment has no effect on employee performance. Setiawan (2018) shows that the work environment has a positive effect on employee morale. The same thing was also stated by Pratama & Wismar'ain (2018) and Putri (2019) that the work environment has a positive and significant effect on employee performance. However, different research results are shown by Mamangkey, et al (2015) that the work environment has no effect on employee performance. Setiawan (2018) shows that the work environment has a positive effect on employee morale. The same thing was also stated by Pratama & Wismar'ain (2018) and Putri (2019) that the work environment has a positive and significant effect on employee performance. However, different research results are shown by Mamangkey, et al (2015) that the work environment has no effect on employee performance.

In addition to training and work environment, motivation also plays an important role in encouraging employee morale to achieve organizational goals. Teacher motivation can be described as the desires in a teacher to carry out his work as well as possible. Teachers work because they want to be more prosperous, want to excel, develop, improve their careers, and so on. If these desires are achieved and produce changes, the teacher will have high work motivation. In his research Firmawati (2016) said that there was a significant influence between work motivation on teacher performance. Work motivation on teachers will affect teacher activities in schools to achieve maximum teacher performance.

Based on the description above, and the initial field study, the most worrying problem that occurs at SMK Negeri 2 Bangli at this time is the low level of training programs and teacher work motivation and the work environment which leads to the quality of individual work. One of the cases that occurs is that there is a gap between expectations and reality. The low interest of employees and teachers to take part in training held by government agencies and other private institutions so that all of this has a big influence on the quality of work. Based on the problems above, the researcher considers it necessary to find a solution as a way to solve the problems that occur in SMK Negeri 2 Bangli as described above by conducting a study to further improve the quality of work of teachers and employees.

II. LITERATURE REVIEW

Grand theory

Attribution theory or attribution theory provides an explanation of the process of how we determine the causes or motives of a person's behavior (Ardiansah, 2003). This theory refers to how someone explains the causes of the behavior of others or oneself which is determined whether from internal or external and its influence will be seen in individual behavior, dispositional attributions and situational attributions or internal and external causes (Ardiansah, 2003). Dispositional attributions something refers to in a person. Meanwhile, situational attributions refer to the environment that influences behavior. Determination of the attribution of causes whether an individual or a situation is influenced by three factors (Ardiansah, 2003):

1. Consensus is the behavior shown if everyone facing a similar situation responds in the same way.
2. Distinctiveness is the behavior shown by different individuals in different situations
3. Consistency is the same behavior in a person's actions from time to time.

According to Fritz (1958) attribution theory is a framework for understanding how individuals interpret their own behavior and the behavior of others. Attribution theory emphasizes how individuals interpret events and how this relates to their thinking and behavior. Attribution theory developed by Fritz Heider explains that there are two reasons for a person's actions, namely reasons from within a person and reasons that come from outside the person. Internal reasons for a person come from within in an action, for example, self-

competence, while external strength is an encouragement from outside a person to act, for example the work environment and organizational culture in a job.

There are many types of attribution theory such as Heider's theory, correspondence inference theory and Kelly's theory of causal attribution. A systematic analysis of how people interpret the causes of other people's behavior was originally carried out by Heider Heider suggests that each of us in our daily interactions with other people will behave like a scientist. Then, the correspondence inference theory proposed by Edward Jones and colleagues studied the effect of environmental tendencies and forces on causality. They analyze the conditions that lead to dispositional attribution, or what they call communication reasoning. He determined that the particular predisposition (permanent stimulus) was the actor's behavior or a rational explanation for that behavior. Then Kelley's theory of causal attribution, It focuses on a person's behavior caused by internal or external factors. To answer this question, we need to consider several aspects such as consensus, consistency, and wisdom.

This research was conducted to ensure that through training and the work environment can affect the performance of teachers and employees at SMK Negeri 2 Bangli. This research can also see the role of motivation in improving employee performance as a stimulus in improving the performance. Teacher and employee performance is the result of work achieved by a person in carrying out the tasks assigned to him to achieve work targets. The performance of a person including teachers and employees can work well if they have high performance so that they can provide good results for the company. Increasing or decreasing employee performance in a company is strongly influenced by various factors, both internal and external factors that arise within a company.

The low interest of teachers and employees of SMK Negeri 2 Bangli in participating in training programs held by government agencies and private institutions. This indicates a lack of enthusiasm for the work of teachers and employees of SMK Negeri 2 Bangli to achieve organizational goals. Reviewing the previous review, Supardi (2016: 54) argues that performance is a function of the interaction between identical abilities and basic abilities supported by motivation. The theory can be interpreted that people who have high basic abilities but have low motivation will produce low performance, as well as people who have high motivation but low abilities will produce low performance. In carrying out their duties and obligations, teachers and employees need a work environment that is conducive and meets standards.

Hypothesis

Based on the problem formulation and theoretical review described above, conclusions can be drawn from an alleged relationship between two or more variables that will be tested for truth.

The framework proposed for this research is based on the results of the theoretical study as described previously. The framework of thought will make it easier to understand in observing the direction or path of discussion in this study, which is accompanied by a research paradigm to provide a more detailed and clear picture of the relationship between the research variables used. This framework is also prepared based on the results of theoretical studies and the results of research that has been done previously by other researchers.

Effect of training on work motivation

Training relates to the skills and abilities of teachers and employees to carry out their current work. Teachers and employees who often attend training and the knowledge they gain is applied in their work will increase their work motivation, this statement was conveyed by previous research researched by Yuyun (2017) which concluded that training has a positive and significant effect on employee work motivation. The more often the training is carried

out, the employee's motivation is also expected to increase. Training has a positive and significant effect on employee performance.

H1: There is a positive effect and significant training on the work motivation of teachers and employees at SMK Negeri 2 Bangli

The influence of the work environment on work motivation

The work environment also affects the emotions of teachers and employees. If teachers and employees like the work environment in which they work, then teachers and employees will be positively motivated to do their jobs, and vice versa. According to Caksana (2019), the work environment has a positive and significant effect on work motivation with a p value of 0.000 which is smaller than $= 0.05$ and a beta coefficient of 0.494. These results can explain that teachers are motivated to work if the work environment is good and able to support the activities carried out by teachers and employees.

H2: There is a positive effect and the significant work environment on the work motivation of teachers and employees at SMK Negeri 2 Bangli

Effect of training on performance

Teaching performance will increase if every teacher who has attended the training is able to apply the results of the training that has been followed to learning activities so that it will also have an effect on increasing learning outcomes. To improve their performance, teachers must always try to be on time, use appropriate learning methods and strategies, attend training and so on so as to improve the quality of learning. In research, Paramarta (2020) found that job training has a positive and significant effect on employee performance. These results indicate that the more job training is given, the more employee performance will be

H3: There is a positive effect and significant Training on the performance of teachers and employees at SMK Negeri 2 Bangli

Effect of work environment on performance

A good, comfortable work environment that meets the standard of eligibility requirements will affect teachers and employees in carrying out their duties. A conducive work environment provides a sense of security so that teachers and employees will work more optimally. Work carried out optimally will show good performance as well. In Nurmala's research (2018), there is a significant positive relationship between the work environment and teacher performance. The better the work environment, the better the teacher's performance.

H4: There is a positive influence and significant work environment on the performance of teachers and employees at SMK Negeri 2 Bangli

The effect of motivation on performance

Positive motivation is a reason for an employee to be able to continue to perform as well as possible. Positive motivation is also a driving force to further increase enthusiasm in doing work. In addition to positive motivation, sanctions given to employees who lack discipline will provide lessons, thereby reducing the motivation of teachers and employees to carry out their duties properly. This is often called negative motivation. Both of these motivations, will affect the performance of teachers and employees. Irawati (2019), mentions in her research that these results can be interpreted that an increase in a teacher's work motivation will support an increase in teacher performance.

H5: There are positive and significant influence of motivation on the performance of teachers and employees at SMK Negeri 2 Bangli.

III. RESEARCH METHODS

Research Location and Time

The location used as the object of this research is at SMK Negeri 2 Bangli. SMK Negeri 2 Bangli is a government agency, which was established in 2004 under the name SMK Negeri 2 Bangli. Located on Jl. Raya Kayubihi Bangli. KM 9 Bangli phone (0366) 92779 operates from Monday-Friday at 07. 30 - 16.00 wita. The choice of SMK Negeri 2 Bangli as the research location was due to the low interest of employees and teachers to participate in training held by government agencies and private institutions, as well as the lack of cleanliness of the environment at SMK Negeri 2 Bangli.

Population and Sample

The population in this study were all teachers and employees at SMK Negeri 2 Bangli as many as 103 teachers and employees.

The researcher in determining the sample in this study used the slovin formula as a tool to calculate the sample size because the number of known population was more than 100 respondents. The total population in this study were 103 teachers and employees, obtained from the data provided by SMK Negeri 2 Bangli and the results of calculations carried out by researchers. For more details, the researcher uses the Slovin formula with an error rate of 10%, and this is stated by Sugiyono (2017).

Slovin formula ideally this formula is used in research provided that the sample is minimal in a study where, not all of them are sampled in the population. Allowance for inaccuracy due to sampling errors that can still be tolerated in this study. Based on the explanation above, then by using the Slovin formula, the number (n) is 81.9085 teachers and employees which are then rounded up to 82 teachers and employees to be used as research samples. In the sample is the minimum amount that can be used in this study.

Identification of Research Variables

The variables of this study consist of the independent variable (independent) and the dependent variable (dependent) and the mediating variable (intervening), each of which has a cause-and-effect relationship.

Data analysis technique

The data of this study were analyzed by Partial Least Square SEM. Partial Least Square SEM data analysis is an analysis used to develop or predict an existing theory. PLS SEM is an alternative to using SEM analysis where the data are not normally distributed: therefore SEM-PLS is known as a soft modeling technique with requirements that are not as stringent as those of SEM, for example in terms of measurement scale, sample size and residual distribution (Sarwono & Narimawati (2015).

IV. RESULTS AND DISCUSSION

1. Hypothesis testing results

a. Test the direct influence hypothesis

The recapitulation of the Path coefficient validation test results for each path for the direct effect can be presented in Table 1.

Table 1
Direct Effect Hypothesis Testing Results

No	Relationship between Variables	Path Coefficient	TStatistics	Information
1	Job training (X1) -> Motivation (Y1)	0.807	5,921	H1 Accepted

2	Work environment (X2) -> Motivation (Y1)	0.056	0.370	H2 rejected
3	Job training (X1) -> Performance (Y2)	0.410	2.090	H3 accepted
4	Work environment (X2) -> performance (Y2)	-0.114	1,300	H4 rejected
5	Motivation (Y1) -> Performance (Y2)	0.630	3,820	H5 accepted

Source: 2022 data, processed

Table 1 shows the results of hypothesis testing which are described in the following description:

- 1) Job training (X1) proved to have a positive and significant effect on work motivation (Y1). This result is indicated by a positive path coefficient of 0.807 with T-statistic = 5.921 (T-statistic > 1.96), so that hypothesis 1 (H1): Job training has a positive effect on work motivation. From the results obtained, it can be stated that the better job training, the work motivation will increase.
- 2) Work environment (X2) no proven to have a positive and significant effect on work motivation (Y1). This result is indicated by a positive path coefficient of 0.056 with T-statistic = 0.370 (T-statistic < 1.96), so hypothesis 2 (H2): Job training has a positive effect on work motivation cannot be proven.
- 3) Job training (X1) has been shown to have a positive and significant effect on employee performance (Y2). This result is indicated by a positive path coefficient of 0.410 with T-statistic = 2.090 (T-statistic > 1.96), so hypothesis 3 (H3): Job training has a positive effect on employee performance can be proven. From the results obtained, it can be stated that the better job training, the employee performance will increase.
- 4) Work environment (X2) no proven to have a positive and significant effect on employee performance (Y2). This result is indicated by the positive path coefficient of -0.114 with T-statistic = 1.300 (T-statistic < 1.96), so hypothesis 4 (H4): Job training has a positive effect on employee performance cannot be proven.
- 5) Work motivation (Y1) has been proven to have a positive and significant effect on employee performance (Y2). This result is indicated by a positive path coefficient of 0.630 with T-statistic = 3.820 (T-statistic > 1.96), so that hypothesis 5 (H5): Work motivation has a positive effect on employee performance. From the results obtained, it can be stated that the more work motivation increases, the employee's performance will increase.

b. Indirect test results through mediating variables

In testing the following hypothesis, the mediating role of Work Motivation (Y1) variable on the indirect effect of Job Training (X1), Work Environment (X2) on Employee Performance (Y2) will be examined. The indirect effect hypothesis testing in this study is presented in Table 2.

Table 2
Recapitulation of Mediation Variable Test Results

No	Variable Mediation	(a)	(b)	(c)	(d)	Note:
1	Job Training -> Work Motivation -> Employee Performance	0.410 (Sig)	0.860 (Sig)	0.807 (Sig)	0.630 (Sig)	Partial Mediation
2	Work Environment -> Work Motivation -> Employee Performance	-0.114 (N.Sig)	0.627 (Sig)	0.056 (N.Sig)	0.630 (Sig)	Unproven Mediation

Source: 2022 data, processed

Information: Significant (Sig) = T statistic > 1.96 at = 5%,
Not Significant (N.Sig) = T statistic < 1.96 at = 5%

Information that can be obtained from Table 2 above can be conveyed in the following description:

1. Work motivation as a mediation of the indirect effect of job training on employee performance. These results are shown from the mediation test carried out, it appears that the effect of a; c; and d has a significant value and the path coefficient value $a < b$. The results of this test show that job training can affect employee performance through work motivation can be proven empirically. Based on these results, it can be interpreted that the increasing work motivation based on good job training, then the performance of employees at SMK Negeri 2 Bangli will increase. Other information that can be conveyed, the mediating effect of work motivation variables on the indirect effect of job training on employee performance is partial mediation.
2. Work motivation does not mediate the indirect effect of the work environment on employee performance. This result is shown from the mediation test carried out, it appears that the effect of c has an insignificant value. The results of this test show that the work environment can affect employee performance through work motivation which cannot be proven empirically. Based on these results it can be interpreted, the higher the work motivation based on a good work environment, it does not affect the performance of employees at SMK Negeri 2 Bangli. Other information that can be conveyed, the mediating effect of work motivation variables on the indirect effect of the work environment on employee performance is not a mediation (Unproven Mediation).

Results The overall analysis can be recapitulated the direct effect, indirect effect, and total effect in the following Table 3 presentation.

Table 3
Recapitulation of Direct, Indirect and Total Effects

No	Variable	Live Effect	Indirect Effect	Effect Total
1	Job Training (X1) -> Work Motivation (Y1)	0.807		0.807
2	Job Training (X1) -> Employee Performance (Y2)	0.410		0.410
3	Job Training (X1) -> Work Motivation (Y1) -> Employee Performance (Y2)	0.410	0.807*0.630 (0.508)	0.918
4	Work environment (X2) -> Work Motivation (Y1)	0.056		0.056
5	Work environment (X2) -> Employee Performance (Y2)	-0.114		-0.114
6	Work environment (X2) -> Work Motivation (Y1) -> Employee Performance (Y2)	-0.114	0.056*0.630 (0.035)	-0.079
7	Work Motivation (Y1) -> Employee Performance (Y2)	0.630		0.630

Source: 2022 data, processed

Information The results obtained from Table 3 above provide findings that the increase in the achievement of employee performance results in a given case can be determined directly by job training, work environment, and good work motivation. However, good job training in this case can encourage motivation in the workplace, and ultimately have a greater impact on employee performance. This finding is based on the total effect of Job Training (X1) -> Work Motivation (Y1) -> Employee Performance (Y2) which is 0.918 which is greater than the total effect of Work Environment (X2) -> Work Motivation (Y1) -> Employee Performance (Y2) that is equal to -0.079.

2. Discussion

The effect of job training on work motivation

The results of hypothesis testing indicate that job training has a positive and significant effect on work motivation. This result means that the better job training, the work motivation will increase. The results of this hypothesis test support various concepts and empirical findings that have existed previously that explain job training has a positive and significant impact on work motivation.

Training is an activity to improve the work ability of employees in understanding practical knowledge and its application to improve the skills, skills, and attitudes needed by the organization in achieving goals which are also adapted to the demands of the work to be carried out by an employee. So training and performance have a very close relationship because to be able to achieve high performance is largely determined by the abilities and skills and high knowledge of employees from the training results.

The results of this study support research conducted by Ismail & Maulida (2020) and Meidita (2019) finding that training has a significant effect on work motivation, Darmawan, Supartha & Rahyuda (2017), Raharjo, Hamid & Prasetya (2014), and Ali (2016) also found that training had a positive and significant effect on work motivation.

The influence of the work environment on work motivation

The results of hypothesis testing indicate that the work environment has no effect on work motivation. These results indicate that the conditions of the work environment have no effect on work motivation, statistically it can be explained, variations in data changes in work motivation are not caused by variations in changes in the work environment. The meaning of this finding shows that work motivation is not only shaped by the work environment but there are other factors such as leadership. Good working environment conditions are not enough to build work motivation. The results of this hypothesis test support various concepts and empirical findings that have existed previously that explain the work environment has no effect on work motivation.

In this case the company's management should pay more attention to things that are included in the work environment, an unsatisfactory work environment does not affect employee motivation. This is because the working environment conditions at SMK Negeri 2 Bangli, such as room color, environmental cleanliness, lighting, air exchange, and security guarantees are still lacking, as well as the presence of noises that interfere with employee comfort at work. Not only work environment factors that can affect employee motivation, maybe other factors such as: leadership, rewards, and work culture can play a role in influencing employee motivation at SMK Negeri 2 Bangli. This can be seen in the Outer Loding and Average values in the work environment profile, it can be seen that environmental cleanliness has the lowest Outer Loding and Average values. This indicates that the cleanliness of the SMK Negeri 2 Bangli environment is generally not clean, so employees feel less comfortable when working

The results of this study support the research conducted by Aswati, Rosalia (2009) which states that there is no influence between the work environment and employee motivation.

Effect of job training on performance

The results of hypothesis testing indicate that job training has a positive and significant effect on performance. This result means that the better the job training, the higher the performance. The results of this hypothesis test support various concepts and empirical findings that have existed previously that explain job training has a positive and significant impact on performance.

Training is very necessary for an employee to be able to carry out his duties and functions correctly in accordance with existing work standards in the organization. So if the training can be well received by employees, then the motivation possessed by an employee will increase in carrying out each task given.

The results of this study support research conducted by Adriyan (2018), Paramarta & Astika (2020), and Ismail & Maulida (2020) finding that training has a significant effect on employee performance. Sulaiman (2020) and Husnah & Setyowati (2018) also found that training had a positive and significant effect on employee performance

Effect of work environment on performance

The results of hypothesis testing indicate that the work environment has no effect on performance. This result means that working environment conditions have no effect on performance, statistically it can be explained, variations in data changes in performance are not caused by variations in changes in the work environment. The meaning of this finding shows that performance is not only shaped by the work environment but there are other factors such as work discipline in the company. Good working environment conditions are not enough to build performance. The results of this hypothesis test support various concepts and empirical findings that have existed previously that explain the work environment has no effect on performance.

In this case the company's management should pay more attention to the things that are included in the work environment, so that every employee has a sense of comfort in completing each task. A comfortable and pleasant work environment will form a productive work culture so that every employee is always motivated to give the best performance to complete all tasks according to their role. With a comfortable and safe work environment as well as good facilities and work aids, it will improve employee performance at SMK Negeri 2 Bangli. This can be seen in the Outer Loding and Average values in the work environment profile, it can be seen that environmental cleanliness has the lowest Outer Loding and Average values. This indicates that the cleanliness of the SMK Negeri 2 Bangli environment is generally not clean.

The results of this study support the research conducted by Mamangkey et al., (2015) which found that the work environment had no effect on employee performance.

The effect of work motivation on performance

The results of hypothesis testing indicate that work motivation has a positive and significant effect on performance. This result means that the more work motivation increases, the performance will increase. The results of this hypothesis test support various concepts and empirical findings that have existed previously that explain work motivation has a positive and significant impact on performance.

The results of this study support research conducted by Hidayah & Tobing (2018), Caksana (2019), and Adha, Qomariah & Hafidzi (2019) found that work motivation has a significant effect on employee performance. Jufrizen & Sitorus (2021) and Kharisma (2021) also found that work motivation has a positive and significant effect on employee performance.

V. CONCLUSIONS AND RECOMMENDATIONS

Conclusion

Based on the results of the analysis and discussion that has been carried out in this study, it can be concluded as follows:

1. Job training has a positive and significant effect on work motivation. This result means that the better job training, the work motivation will increase.
2. The work environment does not affect work motivation. These results indicate that the work environment has a positive effect on work motivation and cannot be proven.
3. Job training has a positive and significant effect on employee performance. This result means that the better the job training, the higher the performance.
4. The work environment does not affect employee performance. This result means that the work environment has a positive effect on performance and cannot be proven.
5. Work motivation has a positive and significant effect on employee performance. This result means that the more work motivation increases, the performance will increase.
6. Work motivation as a mediation of the indirect effect of job training on employee performance. These results mean that the increasing work motivation based on good job training will increase employee performance. The mediating effect of work motivation variables on the indirect effect of job training on employee performance is partial mediation.
7. Work motivation does not mediate the indirect effect of the work environment on employee performance. These results mean that the higher the work motivation, which is based on a good work environment, does not affect employee performance. The mediating effect of work motivation variables on the indirect effect of the work environment on employee performance is not a mediation (Unproven Mediation).

Recommendations

Some suggestions that can be given related to the results of this study include:

1. Although all aspects of the indicators in the research variables can be said to be very good, State Vocational High School 2 Banglimust pay attention to several aspects contained in each variable, this is seen from the lowest factor weight in the study
 - c. On the job training variable, SMK Negeri 2 Bangli should pay more attention to employee education so that the training provided is in accordance with the competencies possessed.
 - d. On the work environment variable at SMK Negeri 2 Banglimust pay more attention to environmental cleanliness so that employees feel comfortable while working.
 - e. On variable work motivation at SMK Negeri 2 Bangli should pay more attention giving awards to employees in order to increase employee morale.
2. Suggestions that can be given related to this research are for future research to be able to replicate this research model through a longitudinal approach (from time to time) and allow it to be used in other organizations and expand the scope of the research. In addition, future researchers can modify the research model by adding and developing other indicators and variables. This is based on the fact that the determinant of work training and work environment quite a lot and the conditions of each organization are different from each other.

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