The Effect of Training on Motivation and Productivity of Micro Small and Medium Enterprises in Kombur, Boven Digoel Regency

Yustina Warum¹*, Djabir Hamzah², Sumardi³ Rusianty Amat Sugio

¹ Officer in Boven Digoel Regency: yustinawarum23@gmail.com
² Faculty of Economics and Business, Hasanuddin University: djabirh@gmail.com
³ Faculty of Economics and Business, Hasanuddin University: sumardilasise@gmail.com
⁴ University of Western Australia: rusianty.amatsugio@gmail.com

* Correspondence author: yustinawarum23@gmail.com

Abstract

Research objectives to know and analyze the impact of training on motivation, to know and to analyse the impact of training on productivity, to know and analyze the impact of motivation on productivity, to know and to analyze the impact of training on the productivity of micro, small and medium enterprises (MSMEs) in the district of Kombur in Boven Digoel Regency if mediated by motivation. The research method uses a quantitative approach to using the analysis of the pathway (path). Population and samples amounted to 89 respondents with a total sampling of the sampling techniques where the number of samples was equal to the population. Data processing method using smart PLS 3. The results of the study showed that the training variables were partially positive and significant to the motivation and business productivity. The motivation variable positively and significantly affects business productivity.

Keywords: training; motivation, small business productivity.

INTRODUCTION

The essence of the development that has been and will be carried out by the Government is a series to the progress that is expected to make the country better. The changes carried out are not only tangible in physical form, but also concerning changes that are carried out through attitudes, behaviors and values in the life of society. Development of science and technology that is very fast and modern, has had a positive impact on various companies engaged in industry, sales and services (Pahlawan et al., 2019).

Human resources Management (HRM) is a very important thing in achieving an increase in the economy of a country. Today's human resource problems still remain the center of attention for a government to survive in the era of globalization accompanied by increasingly stringent levels of business competition. Therefore, every local government in its operational activities wants that the objectives set can be achieved just in time and to achieve that goal then it takes good management of human resources owned by an area that will be the wheel of economic drive.

The importance of management of human resources is due to the human factor as the main perpetrator in each economic activity of the region. The better human resources that are owned will be the better economic level that can be achieved, and vice versa, the lower the quality of the human resource then the lower the result will be achieved, because regardless of the sophisticated facilities and infrastructures owned by without being supported by qualified human resources, it will inhibit the achievement of the goal of increasing the economy.

The existence of SMES has undoubtedly been able to survive and become the economic drivers of Indonesian society. The implementation of these field activities must be supported by
training and motivation in order to improve the productivity of the work of one and the employees who work on the part. This is done in the effort to solve various problems faced by improving and empowering various businesses in the field of SMES whose existence is very influential in the economic progress of Indonesia (Putri and Wariant, 2017).

From the research that has been done by Putri and Wariant (2017), there are some conclusions that the training that has been given in the form of training on the procedure of Menyablon and sewing clothes positive effect on the productivity of employees' work and the motivation sentence that has been positively influential also on the productivity of employee work. Employee Work day by day becomes increasingly better and employees are satisfied with the awards given, whether in the form of objects or sentences of praise.

Training is required to improve a person's productivity in creating products that are able to compete in the international world. The motivation sentence is one of the psychologically encouraging that plays an important role in enhancing a good personality in carrying out a job. With the two forms of treatment, it is expected to encourage a person to improve their working productivity. According to Sunarto (2005:13) motivation can be said to be a behavior that has a purpose. Motivating is to encourage employees to participate in completing the tasks or responsibilities that have been given. The training is expected to give knowledge to the community on how to develop the products while giving motivation to increase the productivity of the business. The results of the research of Sukriani, N. (2017) found that the training has significant effect on performance for MSME. Therefore, the Ministry of Cooperatives and Micro, Small and Medium Enterprises (MSMES) continue to provide programs with relation to the human resources strengthening in order to accelerate welfare development in Papua and West Papua.

With the support from the government in the form of training, the community in the district increasingly motivated to increase the productivity of the business they are involved. The training was conducted during 2019 as many as 19 times to improve the skills and features of SME owners in innovation and product marketing capabilities.

On the basis of the given background above, the study analyse the impact of training and motivation to the business productivity in the district of Kombut in Boven Digoel Regency. Motivation is assumed to mediate training and business productivity.

LITERATURE REVIEW

Training Concept

There is extensive literature discussing training and they have come the definition of training. Darojat (2015:75) said that: "Training is one of the factors that need to be a concern by a leader in the business of obtaining a program that is desirable both for profit and business that is of service".

From the opinion of the experts above it can be concluded that training is a program that is expected to provide stimulation or stimulus to a person to be able to improve the skills in a particular job and acquire general knowledge and understanding of the overall work environment and organization.

Suparyadi (2015:185) Training can be defined as follows: "Training as a systematic learning process that includes mastery of knowledge, improving skills and changing attitudes and behaviors to improve employee performance".

Thus, the training contains three important aspects that need to be embodied in the implementation, namely mastery of knowledge, increased skills and the occurrence of attitudes and behavior changes. Changes in attitudes and behaviors are very important, because knowledge mastery and increased skills become meaningless when employees' attitudes and behaviors do not change in better directions and improve their performance.

Training indicators according to Mangkunegara (2013:62), including:

1. Types of Training
Based on analysis of the needs of the training program that has been done, it needs to be done training of employee performance and working ethics for the lower and middle level.

2. Training Objectives
The objectives of the training must be concrete and can be measured, therefore the training to be held aims to improve work skills so that participants are able to achieve maximum performance and increased understanding of participants to the work ethic that should be applied.

3. Material
Training materials can be: management, scriptwriting, working psychologically, work communication, discipline and work ethics, work leadership and work reporting.

4. Used Methods
The training methods used are training methods with participatory techniques such as group discussions, conferences, simulations, role-playing (demonstration) and games, training in the classroom, test, teamwork and study visit (Comparative study).

5. Qualifying Participants
The trainees are employees of the company who qualify the requirements such as permanent employees and staff who are given leadership recommendations.

6. Trainer qualification
7. A instructor who will provide training materials must qualify for the requirements, among others: having expertise related to training materials, able to generate motivation and able to use participatory methods.

8. Time (number of sessions).
The number of training materials sessions consist of 67 material sessions and 3 opening and closing sessions of job training. Thus the number of training sessions there are 70 sessions or equivalent to 52.2 hours. The more frequent officers get the training, the more inclined skills and skill of the officers.

Motivation Concept
Authors have the same definition of motivation. Sunyoto (2015:11) says that: "Motivation is a force resulting from one's desire to satisfy his needs, for example: hunger, thirst and thirst". Hasibuan (2014:143) motivation is the provision of driving force that creates the excitement of one's work so that they will cooperate, work effectively, and integrate with all its efforts to achieve satisfaction. In this case the aim to be the driver of micro, small and medium enterprises (MSMES) are reliable and successful.

Slight the same, Wibowo (2014:110) suggests that work motivation is the result of a collection of internal and external forces that cause workers to choose the appropriate acting path and use certain behaviors. Ideally, this behavior will be directed toward achieving organizational objectives. Meanwhile motivational indicators are:

1. Engagement. Engagement is a community promise to demonstrate the level of enthusiasm, initiative, and effort to continue
2. Commitment. Commitment is a level in which people bind with organisations and demonstrate organizational citizenship action.
3. Satisfaction. Satisfaction is a reflection of the fulfillment of psychological contracts and fulfill expectations in the workplace.
4. Turnover. Turnover is a reduced number of SME actors or want to stop entrepreneurial.

From the above opinions it can be concluded that motivation is an encouragement to act on a series of human behavioral processes taking into account the direction, intensity and persistence of achieving the objectives. While the elements contained in the motivation include elements of generating, directing, maintaining, indicating intensity, continuous and the presence of objectives

Small Business Productivity Concept
Small business play important role in the development of a region. This temping many
Researchers to solve the problem faced by SMEs (Aswan, 2017; and Toaha, M., Maupa, H., Brasit, N., Taba, I., & Aswan, A. (2019). According to Endang Purwanti (2013) in his research, the development of small-medium enterprises is the ability of a small entrepreneur to socialize himself to the needs of market share so that there is an improvement in the life of an entrepreneur. The development of business for micro Small and medium enterprises as success in trying that can be seen the increasing number of sales because of the ability of entrepreneurs in achieving existing business opportunities, innovating, the breadth of the market that is mastered, able to compete, have a high motivation, has a wide access to the institutions of financial institutions both banks and non.

Monga in Winardi (2003) states that productivity is creating wealth through the creation of knowledge applications to be provided products and services that meet the needs of the users and who are consistent with the objectives of social, environmental and economic Community concerned. There are two vital aspects of productivity, namely effectiveness and efficiency, effectiveness related to the achievement of the expected objectives while efficiency is related to how well the various resources or inputs are combined (Winardi, 2003). In this research the productivity index that we are going to measure is productivity in terms of the level of acceptance of small-medium enterprises divided existing production factors. For more critical productivity is expressed through the income level of small industrial entrepreneurs.

According to Suharto Prwoirokusumo in Kara Research (2013), the small business characteristics are as follows:

1. Small business is usually managed by the owner so it is called owner-manager who usually act as a leader who gives direction to some staff who are not too many and do not specialise in running the business. They are called team management that usually come from family members, relatives, or close friends.
2. Small businesses usually only have a product line single does not diversify business, the volume of business is relatively small.
3. Decision making responsibilities are usually held by one person and give less authority to others.
4. The relationship between management and employees is very close.
5. Organizations are usually without functional specialization.
6. In the reporting system is also not multilevel.
7. Lacks long-term plans.
8. Usually not go public.
9. More oriented to survival to safeguard the owner's equity rather than maximum profit.
10. Not dominant in the market.

Another researcher, Endang Purwanti (2013) mentioned that the SME development indicators are existing entrepreneurial characteristics, ease and great working capital used, pricing strategy, promotion of products, business development.

**Conceptual Model**

Based on the literature study, the conceptual model in this study can be seen as:

![Conceptual Framework of Training, Motivation and Business Productivity](image)

**Figure 1**: Conceptual Framework of Training, Motivation and Business Productivity

**RESEARCH METHOD**
Location and Research Design

Research location is located in the district of Kombut District Boven Digoel. The research uses a quantitative approach using a questionnaire that intends to explain the position of the examined variables and the relationship between one variable and the other (Sugiyono, 2010). This research was intended to test hypotheses that were previously formulated. This research will explain the causal relationship between variables through the hypothesis testing. In this study, the analysis method used is path analysis using Smart PLS 3.2.8 program.

Population or Samples

The population of this study is all micro, small and medium enterprises (MSMES) in the district of Kombut of Boven Digoel District amounting to 89. The sampling technique used is the technique of total sapling. Total sampling is a sampling technique in which the number of samples is equal to the population (Sugiyono, 2016). The reason for taking the total sampling as according to Sugiyono (2016) The number of population less than 100 whole population was used as research samples. The samples taken from this study were 89.

Data Collection Method

Data collection is done in various settings according to Sugiyono (2016) namely:

a) documentation. The required documentation is a variety of documents that show or describe important data and information related to the study.

b) Questionnaire. Provide questionnaires to Respondent (sample). This questionnaire is prepared in the form of written inquiries given to respondents.

Data Analysis Method

The method of data analysis in this research is to use the results of the dissemination of questionnaire and then perform several testing techniques consisting of descriptive analysis, validity test, reusability test, and hypothesized test directly and hypothesis test indirectly using Smart Software PLS 2.3.8.

1) Descriptive analysis
   Descriptive analysis is used to analyze the data by clicking or spreading the collected data as it is without intent to make a conclusion that applies to the public or generalization by looking at the average respondent's response to each indicator/statement and the average response variable.

2) Validity test
   The validity test can be seen from the outer loading value to measure the level of the indicator accuracy used to measure the construct or dimensions through the measurement of the magnitude of correlation between the latent variables. To measure convergent validity in individual testing item reliability is used standardized loading factor which illustrates the magnitude of correlation between each indicator with its construction. The value of loading factor above 0.70 expressed as an ideal size or valid as an indicator that measures the construct, but the value above 0.50 is still acceptable while the value below 0.50 should be removed from the model (Kurniawan and Yamin, 2011).

3) Reusability Test
   The reusability test can be used to test the quality of the research compiler variables by looking at the value of Cronbach's alpha where the limit value of 0.7 and above means acceptable and above 0.8 and 0.9 means very satisfying.

4) Hypothesis test
   Hypothesis testing is performed by looking at the value of the path coefficient and the specific indirect influence value on the results of the Bootstrapping Smart PLS calculation data.
EMPIRICAL RESULTS

Validity and Reliability Test

**Table 1.** Validity Test

<table>
<thead>
<tr>
<th>Indicators and variables</th>
<th>Original Samples (o)</th>
<th>T statistic</th>
<th>P values</th>
</tr>
</thead>
<tbody>
<tr>
<td>X1.1</td>
<td>0,891</td>
<td>22,319</td>
<td>0,000</td>
</tr>
<tr>
<td>X1.2</td>
<td>0,898</td>
<td>23,090</td>
<td>0,000</td>
</tr>
<tr>
<td>X1.3</td>
<td>0,839</td>
<td>36,988</td>
<td>0,000</td>
</tr>
<tr>
<td>X1.4</td>
<td>0,836</td>
<td>23,372</td>
<td>0,000</td>
</tr>
<tr>
<td>X1.5</td>
<td>0,742</td>
<td>13,750</td>
<td>0,000</td>
</tr>
<tr>
<td>Y1.1</td>
<td>0,793</td>
<td>9,280</td>
<td>0,000</td>
</tr>
<tr>
<td>Y1.2</td>
<td>0,833</td>
<td>20,341</td>
<td>0,000</td>
</tr>
<tr>
<td>Y1.3</td>
<td>0,898</td>
<td>25,848</td>
<td>0,000</td>
</tr>
<tr>
<td>Y1.4</td>
<td>0,815</td>
<td>20,505</td>
<td>0,000</td>
</tr>
<tr>
<td>Y1.5</td>
<td>0,835</td>
<td>15,453</td>
<td>0,000</td>
</tr>
<tr>
<td>Y2.1</td>
<td>0,905</td>
<td>38,993</td>
<td>0,000</td>
</tr>
<tr>
<td>Y2.2</td>
<td>0,945</td>
<td>86,340</td>
<td>0,000</td>
</tr>
<tr>
<td>Y2.3</td>
<td>0,881</td>
<td>24,479</td>
<td>0,000</td>
</tr>
<tr>
<td>Y2.4</td>
<td>0,919</td>
<td>36,723</td>
<td>0,000</td>
</tr>
</tbody>
</table>

Source: Outer Loading Smart PLS (2020)

Based on Table 1 above shows that the variable of training, motivation, and productivity of micro and medium enterprises of each customer has had the value of loading (original sample) above 0.5 and categorized already very well (valid) for subsequent hypothesis testing.

**Table 2.** Reliability Evaluation

<table>
<thead>
<tr>
<th>Variable</th>
<th>Cronbach Alpha</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training</td>
<td>0,857</td>
</tr>
<tr>
<td>motivation</td>
<td>0,897</td>
</tr>
<tr>
<td>Productivity</td>
<td>0,839</td>
</tr>
</tbody>
</table>

Source: Smart PLS (2020)

Based on the above table can be seen that each Cronbach Alpha research variable consisting of a training variable of 0897, motivation of 0857, and business productivity of 0939. All variables have a Cronbach's alpha value greater than 0.7 so that the construct in this research is expressed as reliable or valid.

Path Analysis Results

In this study conducted bootstrapping calculations for hypothesis testing using Smart PLS 3.2.8 to see direct influence and indirect influence (mediation)

**Table 3.** Direct influence

<table>
<thead>
<tr>
<th>Variable</th>
<th>Original Samples</th>
<th>T statistic</th>
<th>P values</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training - Motivation</td>
<td>0,818</td>
<td>15,318</td>
<td>0,000</td>
</tr>
<tr>
<td>Training - Productivity</td>
<td>0,813</td>
<td>16,693</td>
<td>0,000</td>
</tr>
<tr>
<td>Motivation - Productivity</td>
<td>0,142</td>
<td>2,312</td>
<td>0,021</td>
</tr>
</tbody>
</table>

Source: Smart PLS (2020)

Effect of Training on Motivation

Training influence on motivation showed the value of coefficient 0813 (positive), the T-value of the statistic is 16,693 which is greater than 1.66 and P Values i.e. 0.000 which is smaller than 0.05. It can be said that the training affects positively significantly against motivation so that in this case the research hypothesis was received.

Effect of Training on the Productivity of Small and Medium Enterprises.

The effect of training on the productivity of small and medium enterprises (MSMES) shows the coefficient value of 0142 (positive), the statistical T value of 2,312 which is greater than 1.66 and P Values which are 0.021 smaller than 0.05. This can be said that the training was positively influential
in the productivity of small and medium enterprises (MSMES) so that in this case the research hypothesis was received.

**Impact of Motivation on the Productivity of Small and Medium Enterprises**

The motivation effect on small and medium enterprises (MSMES) productivity shows the coefficient value of 0.618 (positive), the statistical T value of 15.318 which is greater than 1.66 and P Values which are 0.000 smaller than 0.05. This can be said that the training was positively influential in the productivity of small and medium enterprises (MSMES) so that in this case the research hypothesis was received.

Indirect effects (mediation) can be seen from the bootstrapping calculation result on the specific indirect effect section that the results can be seen in the following table:

**Table 4. Indirect influence**

<table>
<thead>
<tr>
<th>Variable</th>
<th>Original Samples</th>
<th>T statistic</th>
<th>P values</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training-motivation-productivity</td>
<td>0.666</td>
<td>9.308</td>
<td>0.000</td>
</tr>
</tbody>
</table>

Source: Smart PLS (2020)

According to the table above, you can know the training influence on motivation and productivity of small and medium enterprises (MSMES) shows the coefficient value 0.666 (positive), the value of the statistical T is 9.308 which is greater than 1.66 and P Values i.e. 0.000 smaller than 0.05. It can be said that training is positively and significantly influential in the productivity of small and medium enterprises (MSMES) if mediated by motivation so that in this case the research hypothesis was received.

**DISCUSSION**

Based on statistical test results for training variables It was concluded that partial training had a positive and significant influence on motivation. It shows that if training is improved it will increase motivation. The results showed a respondent's response to training and motivation which showed the average response of high/good respondents even though there were still those demonstrating a hesitant response and disagree about the motivation that is currently perceived towards training. Based on the results of interviews with one of the small and medium enterprises (MSMES) in the district of the regency of Diogel district commander who found said that for training related to motivation shows that the motivation in entrepreneurial is very lacking, but with some training held by the local government, making small and medium enterprises (MSMES) in the Comer District is more universal and motivated to return in running its business.

The results of this research is supported by the theory of Hasibuan in Yunior (2018), i.e. training activities can build and cultivate creativity in the increasing expertise of the skills concerned about the field of students and coaches so that it relates to increased work productivity. One of the most decisive strategic efforts to improve its existence and ability is training. Training is a necessity of an institution and a necessity in all areas, because the more educated and the practice of it, the higher the motivation of work.

The results were also supported by Yunior Research (2018) under the title of training influence on the motivation of employee work at the Hall of Education and Social welfare training of Regional V Sulawesi in Makassar. The results of the analysis showed that the training was important and significant to the motivation of employee employees at the Hall of Education and Social welfare training of Regional V Sulawesi in Makassar City

Based on statistical test results for training variables on small and medium business productivity, it was concluded that partial training had a significant influence on business productivity. Based on these results, indicating if the training is improved it will increase the productivity of small and medium enterprises. The results showed the respondents ’ response to training and productivity, which showed the average response of high/good respondents although there were still those showing the response of hesitation, disagreeing and strongly disagreeing of the
productivity currently perceived to the training. Based on the results of interviews with several small and medium enterprises (MSMES) in the district of the municipality of the Digoel regency, found to say that for training related to productivity shows that before the production of small and medium enterprises, very few products are produced with the quality of products that are less quality at a low price, but with some training held by the local government to make small and medium enterprises (MSMES) in the Comer district to make the productivity of small and medium enterprises increase as the income increases and the quality of products that are produced better.

It is supported by the theory that is presented by Sastrohadiwiryo (2005), namely the expected benefit of organizing training for a company include: 1) improvement of work skills, 2) reduction of employment delay, security, and labor transfer, 3) reduction in the incidence of labor accidents, damage and improvement of maintenance to work tools, 4) increased working productivity, 5) increased working proficiency, 6) increased sense of responsibility. According to him the importance of training as outlined, is not solely for the community concerned but also the benefits for the local government. Because with increasing ability or skills of the community. The work productivity of SMES (small and medium enterprises) is increasing, meaning the government in question will benefit.

This research is in line with the theory presented by Endang Purwanti (2013) In his research, the development of small-medium enterprises is the ability of a small entrepreneur to socialize himself to the needs of market share so that there is an improvement in the life standards of an entrepreneur. The development of business for micro Small and medium enterprises as success in trying that can be seen the increasing number of sales because of the ability of entrepreneurs in achieving existing business opportunities, innovate, the breadth of markets that are mastered, able to compete, have a high motivation, have a wide access to the institutions of financial institutions both banks and non banks so as to increase their business financing that develops through the This result is supported by the research of Lestari & Sriathi (2012) with the title of research on the influence of work training, physical work environment and the motivation to work productivity of employees at PT. TASPEN (PERSERO) branch office Denpasar. Analysis results show that training has a positive and significant effect on employee productivity if in mediation by motivation

**CONCLUSION**

Based on the results of this study can be concluded as follows: 1) The training variables are partially positive and significant to the motivation of the district commissioner of Boven Digoel, which means that the better training given to the business actors will increase their motivation. 2) The training variables are partially positive and significant to the productivity of micro, small and medium enterprises (MSMES) in the district of the regency of Boven Digoel, which means that the better training given to the business actors will increase the productivity of farming. 3) The motivation variable has a positive and significant effect on the productivity of micro, small and medium enterprises (MSMES) in the district commissioner of Boven Digoel, which means that the better motivation given to the business actors will increase the productivity of farming. 4) The training variables are positively and significantly influential towards the productivity of micro, small and medium enterprises (MSMES) in the district of Kombut Boven Digoel if mediated by motivation, which means the better training given to the business actors will increase the productivity of farming if in mediation by motivation.

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