

THE EFFECT OF TRAINING AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE WITH MOTIVATION AS AN INTERVENING VARIABLE AT P.T INTRACO AGROINDUSTRY

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ABSTRACT

Employee performance in a company is influenced by training and the work environment. Training is a process of improving employee performance by increasing knowledge, skills and improving existing skills from bad to good and a good work environment affects the running process of an agency and can affect on company productivity. In order to make improvements to employee performance, every employee should need a good and constructive motivation, namely as a driving factor for employee performance. The research location is at PT. Intraco Agroindustry having its address at Jalan Pulau Pinang IV, Kav 600351, Medan Industrial Estate (KIM)-2 Mabar, Deli Serdang, North Sumatra, using 89 samples, which were carried out with validity and reliability tests, classical assumption tests (normality, multicollinearity, heteroscedasticity and linearity) and hypothesis testing (path analysis technique (f test, t test and coefficient of determination) and Sobel test). The results of this study are that training and work environment have a positive and significant effect on employee motivation, training has a positive and significant effect on employee performance, the work environment has no positive and significant effect on employee performance, motivation has a positive and significant effect on employee performance, training has a significant effect on employee performance. positive effect on employee performance through employee motivation and work environment has a positive effect on employee performance through employee motivation on employees of PT. Intraco Agroindustry.

Keywords: Employee Performance, Training, Work Environment and Motivation

INTRODUCTION

A company will not run optimally if it only relies on machines, but must also pay attention to aspects of human resource management. Performance is the result of an employee's work in carrying out his work as determined by the company. Employee performance in a company is influenced by training and work environment. Training is a process of improving employee performance by increasing knowledge, skills and improving existing skills from bad to good. In addition to training, employee performance can be influenced by the work environment, because if the environment of a company is good and pleasant, and supported by good facilities and infrastructure, a good atmosphere will be created between each employee or worker. A good work environment affects the running process of an agency and can affect the productivity of the company. PT. Intraco Agroindustry as a company engaged in the Agri Business in producing fish feed, namely with the main raw materials in the form of fish meal and fine bran which is then processed into fish feed products.

Table 1. Production Performance, 2019

MONTH	FINISH GOOD FLOATING FISH FEED (PIA) (TONS)							TOTAL WORKING TIMES	TON/HOUR
	1.4 MM	2.0 MM	2.2 MM	2.8 MM	3.5 MM	4.0 MM	GRAND TOTAL		
JAN.	19.860	434.310	-	771.235	-	480.455	1,705.860	512	3.332
FEB.	21.600	492.150	-	625.08	22.925	385.880	1,547.635	492	3.146
MAR.	35.880	405.060	-	482.970	26.250	415.950	1,366.110	537	2.544
APR.	30.480	798.810	-	773.520	-	571.960	2,174.770	664	3.275
MAY	43.320	767.160	-	713.680	-	630.080	2,154.240	704	3.060
JUNE	17.850	588.150	-	594.810	21.575	532.060	1,754.445	546	3.213
JULY	28.620	580.080	-	583.050	10.975	523.155	1,725.880	620	2.784
AUGT	40.080	211.710	-	830.700	49.075	661.210	1,792.775	584	3.070
SEPT.	19.920	223.470	-	561.720	17.625	828.555	1,651.290	529	3.122
OCT.	1.770	417.360	-	718.350	-	603.630	1,741.110	632	2.755
NOV.	26.760	375.810	-	441.660	18.550	549.405	1,412.185	593	2.381
DEC.	34.080	471.180	-	712.770	12.000	660.730	1,890.760	706	2.678

Grand Total	320.220	5,765.250	-	7,809.545	178.975	6,843.070	20,917.060	7,119	2.938
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Table. 2. Production Performance, 2020

MONTH	FINISH GOOD FLOATING FISH FEED (PIA) (TONS)							TOTAL WORKING TIMES	TON/HOUR
	1.4 MM	2.0 MM	2.2 MM	2.8 MM	3.5 MM	4.0 MM	GRAND TOTAL		
JAN.	31.020	356.310	-	626.58	-	288.18	1,302.090	606	2.149
FEB.	24.420	252.390	-	589.64	-	311.000	1,177.450	564	2.088
MAR.	29.040	306.000	-	605.810	-	259.290	1,200.140	564	2.128
APR.	30.270	214.380	-	585.780	12.200	345.260	1,187.890	472	2.517
MAY	-	106.950	-	525.720	15.400	192.690	840.760	280	3.003
JUNE	45.780	211.020	-	726.690	50.100	488.385	1,521.975	437	3.483
JULY	27.060	370.800	-	596.310	50.000	301.500	1,345.670	588	2.289
AUGT	31.080	297.300	-	587.850	51.900	378.060	1,346.190	442	3.046
SEPT.	22.350	331.440	-	773.380	-	483.215	1,610.385	506	3.183
OCT.	32.550	487.380	-	749.700	29.700	361.950	1,661.280	558	2.977
NOV.	49.590	211.140	-	834.390	-	576.360	1,671.480	564	2.964
DEC.	27.510	178.560	-	760.380	-	321.030	1,287.480	475	2.710
Grand Total	350.670	3,323.670	-	7,962.230	209.300	4,306.920	16,152.790	6,056	2.667

Based on Table. 1 and Table 2, it is known that there is a decrease in the production performance of Finish Good Floating Fish Feed (PIA) (Tons) in 2020. This can be seen from the average productivity or average output produced from the feed printing machine (tons/hour). , which is as much as: 2.667 tons/hour.

THEORITICAL BASIS

Performance

Performance is the realization that a person achieves to carry out the tasks and work assigned to him. Performance or work performance is a result or level of success of what is done by employees in carrying out the responsibilities given to them for a certain period of time by taking into account work standards, goals or targets that have been previously determined so that there is uniformity in the level of performance. Employee performance is work performance that reflects the comparison between work results and predetermined standards.

Training

Training is an activity that is closely related to increasing knowledge, attitudes as well as skills and behaviors that must be provided to employees. Training consists of planned ways to change certain attitudes, knowledge and skills through learning experiences to achieve effective performance in one or more knowledge, skills and abilities. activities, skills, attitudes and social behavior. Training is a company activity that aims to improve and develop employee attitudes, behaviors, skills, and knowledge in accordance with company expectations

Training is something that can support the success of the company in achieving its goals to create employee performance in achieving company success. The term training is used to indicate any process of skills or abilities and abilities of employees, so that they become better in adapting to the conditions of the work environment they are engaged in.

Work environment

The work environment is something that is around workers in the form of components that are very important for the work of workers and can affect the fulfillment of the responsibilities given. The work environment is divided into two, namely physical and non-physical, the work environment affects employee performance, this is supported and strengthened by several theories that explain the relationship between a good work environment and the performance produced by employees. The work environment is something that will affect workers directly or indirectly will be able to affect productivity. If the work environment is good and satisfying, it can improve the performance of the workers.

Motivation

Motivation is the spirit that arises in carrying out work. Employee motivation consists of good and bad motivation. Good motivation is when doing work in accordance with what is desired to achieve the goals and objectives so that it can be realized immediately, while poor motivation can occur due to unbalanced compensation so that employees do not have the enthusiasm to carry out their work responsibilities in the company. Motivation is anything that creates enthusiasm or work motivation so that the strength or weakness of the employee's work motivation will determine their performance. The importance of motivation because motivation is the thing that causes, distributes, and supports human behavior so that they want to work hard and enthusiastically achieve optimal results.

RESEARCH METHODS

The population used in this study were all employees who work at PT. Intraco Agroindustry. The research population is 115 employees. As for what is used in the study as a sampling technique, namely simple random sampling by means of samples from members of the population taken at random without regard to the level in the members of the population. The research design that the researcher uses is an associative quantitative method with a causal relationship. The research method in this study uses a descriptive research method with a quantitative approach. This approach has the aim of providing a description in the form of an explanation of the events or events that occur which are assessed in the form of numbers. The quantitative approach is a step to measure the variables that exist in the study, namely the X and Y variables and then search for the relationship between these variables.

This study uses 2 (two) independent variables namely, Training (X1) and Work Environment (X2) and the dependent variable, namely, Employee Performance (Y) and the intervening variable, namely, Motivation (Z). The operational definition for the measurement of each variable used in the study, the researcher will describe as follows:

Table 3: Variable Operational Definition

Variable	Description	Indicators	Measurement
Employee Performance (Y)	Performance is the result of employee behavior by using skills and abilities to complete tasks and obligations in accordance with the work schedule of an organization which will later be able to affect the quality of the workload of the company.	1. Quantity of work, 2. Quality of work, 3. Worker efficiency 4. Work discipline, 5. Initiative, 6. Accuracy, 7. Leadership, 8. Honesty, Creativity	Likert Scale
Training (X1)	Training is an activity related to increasing knowledge, attitudes and skills and behavior that must be given to employees.	1. Instructor 2. Participants 3. Material 4. Method	Likert Scale
Work Environment (X2)	The work environment is something that is around workers in the form of components that are very important for the work of workers and can affect the fulfillment of the responsibilities given	1. <i>The facilities to do work</i> 2. <i>Comfortable work place</i> 3. <i>Safety Absence of noise</i>	Likert Scale
Motivation (Z)	Motivation is a conscious effort from within in the form of behavior in influencing someone to lead in order to achieve an organizational goal. The concept of needs, drives, goals and rewards, is a process in the emergence of one's motivation	1. <i>Need for achievement</i> 2. <i>Need for affiliation</i> 3. <i>Need for power</i>	Likert Scale

The instrument that the researcher uses is a list of questionnaires. Analysis of the instrument in the implementation of this research will be carried out using the SPSS version 25.00 program on a computer, namely by carrying out the following tests: Validity and Reliability Test. The data analysis by using Path Analysis and Sobel Test.

RESEARCH RESULT

Research Result Description

Table 4. Statistical Analysis Description

		Statistics			
		X1	X2	Y	Z
N	Valid	89	89	89	89
	Missing	0	0	0	0
Mean		23.7640	31.6966	31.7753	31.6966
Median		24.0000	32.0000	32.0000	32.0000
Mode		24.00	30.00 ^a	32.00	28.00
Std. Deviation		3.52917	4.22225	3.69813	4.18711
Variance		12.455	17.827	13.676	17.532
Range		16.00	22.00	18.00	22.00
Minimum		14.00	18.00	22.00	18.00
Maximum		30.00	40.00	40.00	40.00
Percentiles	25	22.0000	28.5000	30.0000	28.0000
	50	24.0000	32.0000	32.0000	32.0000
	75	26.0000	35.0000	34.0000	35.0000

a. Multiple modes exist. The smallest value is shown

Remarks:

X1 : Training
X2 : Work Environment
Y : Employee Performance
Z : Motivation

Classical Assumption Test

a. Normality Test

Table 5. Normality Test Result

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		89
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3.13814237
Most Extreme Differences	Absolute	.092
	Positive	.066
	Negative	-.092
Test Statistic		.092
Asymp. Sig. (2-tailed)		.063 ^c
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

Source : SPSS Data Processing Results (2021)

Based on table 5. above, it can be seen if the value is significant in Asymp. Sig (2-tailed) is 0.063 and greater than 0.05. Thus the assumptions or requirements for normality in the regression model have been met.

b. Multicollinierity Test

Table 6. Multicollinierity Test Result

Coefficients ^a			
Model		Collinearity Statistics	
		Tolerance	VIF
1	Training (X1)	0.947	1.056
	Work Environment (X2)	0.947	1.056

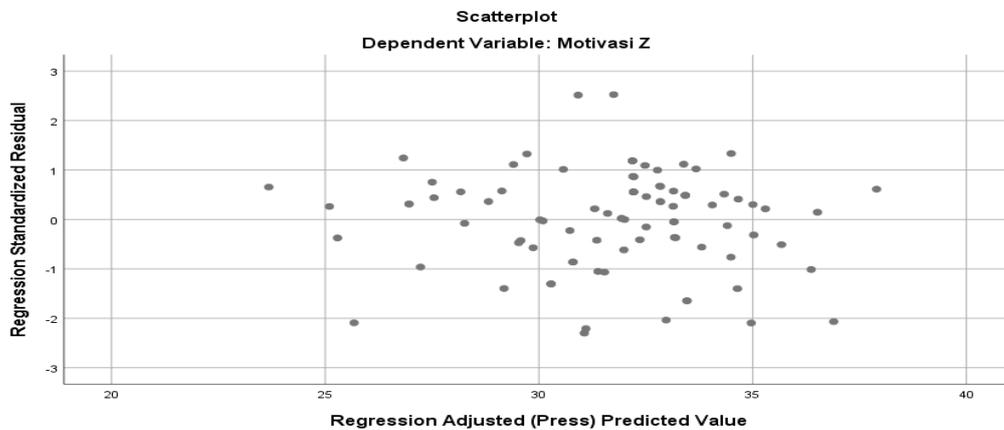
a. Dependent Variable: Motivation (Z)

Source : SPSS Data Processing Results (2021)

In table 6. it is found that the TOL (tolerance) value is above 0.10 and the VIF (variance inflation factors) value is below 10.

c. Heteroscedasticity Test

Figure 1. Heteroscedasticity Result Test



Source : SPSS Data Processing Results (2021)

Based on Figure 1, using a scatter plot, it can be seen that the points are spread above and below the zero point and do not form a certain pattern.

d. Linearity Test

Table 7. Motivation and Training Linearity Test Result

			Sum of Squares	df	Mean Square	F	Sig.
Motivation (Z) * Training (X1)	Between Groups	(Combined)	663.759	16	41.485	3.398	.000
		Linearity	543.237	1	543.237	44.495	.000
		Deviation from Linearity	120.522	15	8.035	.658	.816
	Within Groups		879.050	72	12.209		
Total		1542.809	88				

Table 8. Motivation and Work Environment Linearity Test Result

			Sum of Squares	df	Mean Square	F	Sig.
Motivation (Z) *Work Environment (X2)	Between Groups	(Combined)	898.115	16	56.132	6.269	.000
		Linearity	274.984	1	274.984	30.711	.000
		Deviation from Linearity	623.131	15	41.542	4.639	.000
	Within Groups		644.694	72	8.954		
Total		1542.809	88				

Judging from the significant value in the data above that training on motivation is (0.000 < 0.05), work environment on motivation is (0.000 < 0.05).

Path Analysis,

First Regression Model Hypothesis Test

The equation obtained for the structural sub-structure 1 is:

$$Z = 0.524X1 + 0.302X2$$

Table 9. First Regression Model F Test Result

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	676.190	2	338.095	33.551	.000 ^b
	Residual	866.619	86	10.077		
	Total	1542.809	88			
a. Dependent Variable: Motivation(Z)						
b. Predictors: (Constant), Work Environment(X2), Training(X1)						

Source : SPSS Data Processing Results (2021)

Based on Table 9, the F value of the study was 33,551 with a significant value of 0.000 (less than 0.05). While F table using 95% confidence level, = 5%, df 1 = 2, and df 2 = 86 is 3.10. so $F_{count} > F_{table} = 33,551 > 3.10$. it can be concluded that training and work environment together have a significant effect on motivation at PT. Intraco Agroindustry.

Table 10. First Regression Model t Test Result Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std.Error	Beta		
(Constant)	7.441	3.098		2.402	.018
Training (X1)	.622	.099	.524	6.310	.000
Work Environment (X2)	.299	.082	.302	3.632	.000
a. Dependent Variable: Motivation (Z)					

Ssource : SPSS Data Processing Results (2021)

a) Partial test for the Training variable (X1) obtained t count of 6.310 with a significance of 0.000 (less than 0.05). While the t table with df = 86 is 1.66277. so $t_{count} > t_{table}$. So it can be concluded that training (X1) has a significant effect on motivation (Z) at PT. Intraco Agroindustry.

b) Partial test for the Work Environment variable (X2) obtained tcount of 3,632 with a significance of 0.000 (less than 0.05). While the t table with df = 86 is 1.66277. so $t_{count} > t_{table}$. So it can be concluded that the work environment (X2) has a significant effect on motivation (Z) at PT. Intraco Agroindustry.

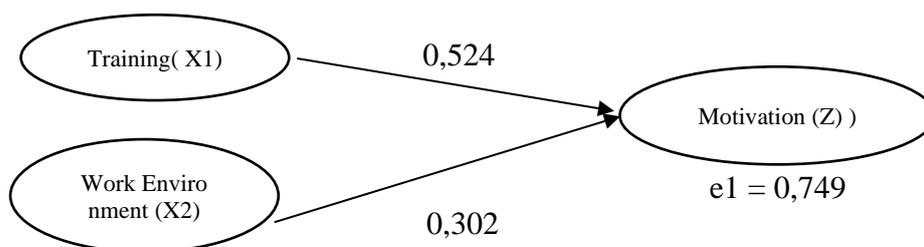
Table 11. Coefficient of Determination Test Results (R2) First Regression Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Sig. F Change
1	.662 ^a	.438	.425	3.174	.438	.000

a. Predictors: (Constant), Work Environment(X2), Training (X1)

b. Dependent Variable: Motivation(Z)

Figure 2. Path Diagram of the First Regression Model



Second Regression Model Hypothesis Test

The equation obtained for the structural sub-structure 2 is:

$$Y = 0.361X1 - 0.128X2 + 0.635Z$$

Table 12. Second Regression Model F Test Result

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	880.338	3	293.446	77.183	.000 ^b
	Residual	323.168	85	3.802		
	Total	1203.506	88			
a. Dependent Variable: Employee Performance (Y)						
b. Predictors: (Constant), Motivation (Z), Work Environment(X2), Training(X1)						

Based on Table 12, the research F value is 77,183 with a significant value of 0.000 (less than 0.05). While F table using 95% confidence level, = 5%, df 1 = 3, and df 2 = 85 is 2.71 . so $F_{count} > F_{table} = 77.183 > 2.71$. it can be concluded that training, work environment and motivation together have a significant effect on employee performance at PT. Intraco Agroindustry.

Table 13. Second Regression Model t Test Result Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std.Error	Beta		
(Constant)	8.580	1.966		4.365	.000
Training (X1)	.378	.073	.361	5.168	.000
Work Environment (X2)	-.112	.054	-.128	-2.069	.042
Motivation (Z)	.561	.066	.635	8.463	.000
b. Dependent Variable: Employee Performance (Y)					

Source : SPSS Data Processing Results (2021)

a) Partial test for the Training variable (X1) obtained t count of 5,168 with a significance of 0.000 (less than 0.05). While the t table with df = 85 is 1.66298. so t count > t table. So it can be concluded that Training (X1) has a significant effect on Employee Performance (Y) at PT. Intraco Agroindustry.

b) Partial test for the Work Environment variable (X2) obtained t count of -2.069 with a significance of 0.042 (less than 0.05). While the t table with df = 85 is 1.66298. so t count < t table. So it can be concluded that the Work Environment (X2) has no significant effect on Employee Performance (Y) at PT. Intraco Agroindustry.

c) Partial test for motivation variable (Z) obtained t count of 8,463 with a significance of 0.000 (less than 0.05). While the t table with df = 85 is 1.66298. so t count > t table. So it can be concluded that motivation (Z) has a significant effect on employee performance (Y) at PT. Intraco Agroindustry.

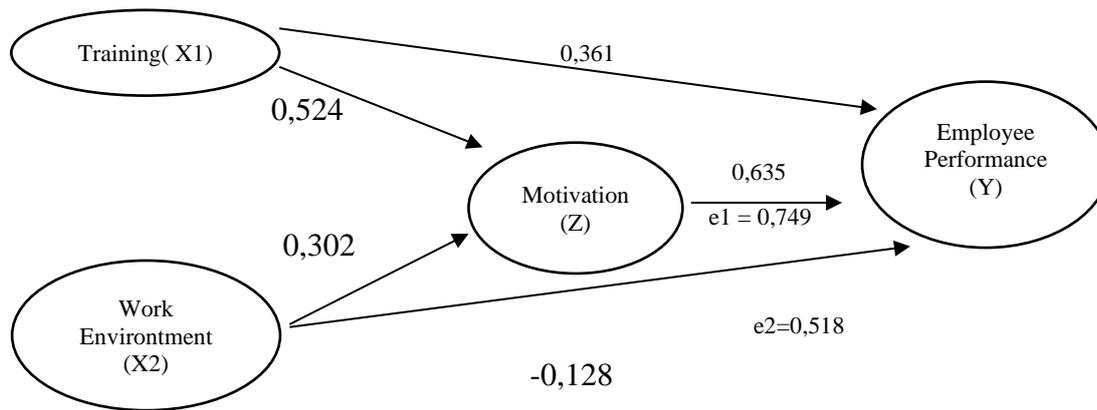
Table 14. Coefficient of Determination Test Results (R2) Second Regression Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Sig. F Change
1	.855 ^a	.731	.722	1.950	.731	.000

a. Predictors: (Constant), Motivation(Z),Work Environment(X2), Training(X1)

b. Dependent Variable: Employee Performance(Y)

Figure 3 : Path Diagram of the Second Regression Model



Sobel Test

a). The training variable (X1) obtained has a direct influence on employee performance (Y) and also has an influence through the intervening variable (motivation (Z)) on the employee performance variable (Y). Based on the calculation, the t count value obtained is greater than the value in the t table, which is $61.84 > 1.663$. This shows that there is an influence of the Motivation variable in mediating the effect of Training (X1) on Employee Performance (Y) through the Motivation variable (Z).

b). The Work Environment Variable (X2) obtained has a direct influence on Employee Performance (Y) and also has an influence through the intervening variable (Motivation (Z)) on the Employee Performance variable (Y). Based on the calculation, the t count obtained is greater than the value in the t table, which is $52.58 > 1.663$. This shows that there is an influence of the Motivation variable in mediating the influence of the Work Environment (X2) on Employee Performance (Y) through the Motivation variable (Z).

DISCUSSION

1.Effect of Training (X1) on Motivation (Z).

Based on the results of multiple linear regression analysis, it can be seen that the training variable (X1) indicates that there is a positive and significant influence on motivation (Z) at PT. Intraco Agroindustry. Based on data analysis in this study, it can be seen that there is a positive and significant effect of training on motivation, so H1 is accepted.

Seeing the results of the research survey that has been carried out is important and very good if the training program is given to employees at PT Intraco Agroindustry. The positive and significant influence shows the effect of training can encourage employee motivation to be more active and provide more results at work. From the many aspects that can encourage or motivate employees, it turns out that training for employees at PT Intraco Agroindustry is able to encourage their motivation to work.

2. Effect of Work Environment (X2) on Motivation (Z).

Based on the results of multiple linear regression analysis, it can be seen that the Work Environment variable (X2) shows that there is a positive and significant influence on Motivation (Z) at PT. Intraco Agroindustry. Based on the analysis of the data in this study, it can be seen that there is a positive and significant effect of the work environment on motivation, so H2 is accepted.

Seeing the results of the research survey that has been carried out is important and very good if a comfortable and safe work environment is provided to employees at PT Intraco Agroindustry. The positive and significant influence shows the effect of a good work environment can encourage employee motivation to be more active and provide more results at work. From the many aspects that can encourage or motivate employees, it turns out that a good environment at P.T Intraco Agroindustry is able to encourage their motivation to work.

3. Effect of Training (X1) on Employee Performance (Y).

Based on the results of multiple linear regression analysis, it can be seen that the Training variable (X1) shows that there is a positive and significant influence on Employee Performance (Y) at PT. Intraco Agroindustry. Based on data analysis in this study, it can be seen that there is a positive and significant effect of training on employee performance, so H3 is accepted.

Seeing the results of the research survey that has been carried out is important and very good if the training program is given to employees at PT Intraco Agroindustry. The positive and significant influence shows the effect of training can encourage employee performance to be more active and provide more results at work. From the many aspects that can encourage or improve employee performance, it turns out that training for employees at PT Intraco Agroindustry is able to encourage their performance at work.

4. Effect of Work Environment (X2) on Employee Performance (Y).

Based on the results of multiple linear regression analysis, it can be seen that the Work Environment variable (X2) shows that there is no positive but significant effect on Employee Performance (Y) at PT. Intraco Agroindustry. Based on data analysis in this study,

it can be seen that there is no positive and significant effect of the work environment on employee performance, so H4 is not accepted.

Seeing the results of the research survey that has been carried out is important and in paying attention to the work environment, because a good, safe and comfortable work environment is able to realize company goals and encourage employee performance to be more active and provide even more results at work.

5. The Effect of Motivation (Z) on Employee Performance (Y).

Based on the results of multiple linear regression analysis, it can be seen that the Motivation variable (Z) shows that there is a positive and significant influence on Employee Performance (Y) at PT. Intraco Agroindustry. Based on the data analysis in this study, it can be seen that there is a positive and significant influence of motivation on employee performance, so H5 is accepted. Seeing the results of the research survey that has been done is important in providing motivation, because if the boss provides good motivation and builds then the performance carried out by the employees will also increase so as to provide even more results at work.

6. The Effect of Training (X1) on Employee Performance (Y) Through Motivation (Z).

Based on data analysis in this study, it can be seen that there is a positive effect of training (X1) on employee performance (Y) PT. Intraco Agroindustry through motivation (Z) as an intervening variable, so H6 can be accepted.

Seeing the results of the research survey that has been done is important in providing motivation, because if the boss provides good motivation and builds then the performance carried out by the employees will also increase so as to provide even more results at work. The training provided by the company is able to affect the performance produced by the employees of Pt. Intraco Agroindustry, If the company often provides training, the performance of the employees will also be increasing because with the skills training of employees will also increase and the training provided by the company on a regular basis. Proper work can lead to work motivation which can later have an impact on employee performance.

7. Effect of Work Environment (X2) on Employee Performance (Y) Through Motivation (Z).

Based on the analysis of the data in this study, it can be seen that there is a positive effect of the work environment (X2) on the performance of employees (Y) of PT. Intraco Agroindustry through motivation (Z) as an intervening variable, so H7 can be accepted.

The work environment variable (X2) directly affects, meaning that the work environment at PT. Intraco Agroindustry is considered capable of influencing employee performance and the work environment also indirectly affects employee performance through employee motivation of PT. Intraco Agroindustry and the resulting relationship between the work environment variable (X2) and employee performance (Y) is positive. Looking at the results of the research survey that has been done, if the work motivation is better, it will be able to affect the work environment so as to improve employee performance.

CONCLUSION

1. Training has a positive and significant effect on employee motivation at PT. Intraco Agroindustry, This means that if training is increased, the motivation of employees at work will also increase. The higher the value of knowledge obtained by employees during training, it will greatly affect employee motivation.
2. The work environment has a positive and significant effect on the motivation of the employees of PT. Intraco Agroindustry. This means that by increasing the conditions of the work environment, both physical and non-physical, this will increase employee motivation at work.
3. Training has a positive and significant effect on employee performance at PT. Intraco Agroindustry, this shows that the employees of PT. Intraco Agroindustry is in dire need of quality training, especially in terms of knowledge. The higher the value of knowledge obtained by employees during training, it will greatly affect employee performance.
4. Work environment has no positive and significant effect on employee performance at PT. Intraco Agroindustry, this shows that the work environment must be paid more attention, because if the work environment is not good it can affect the work activities of employees and can cause employees to be less enthusiastic in doing their jobs so that it can result in decreased employee performance.
5. Motivation has a positive and significant effect on employee performance at PT. Intraco Agroindustry, this shows that motivation in the company must always be improved because the better the motivation given, the more enthusiastic employees will be in doing work so that it has an impact on good performance.
6. Training has a positive effect on employee performance through employee motivation at PT. Intraco Agroindustry, this shows that the training that has been provided so far is both technically and in practice and is still needed types of training that are soft skills (personal development).
7. Work environment has a positive effect on employee performance through employee motivation on employees of PT. Intraco Agroindustry, this shows that motivation is able to mediate the influence of the work environment on employee performance, employees have also realized what their duties and obligations must be carried out so that they do it well.

SUGGESTION

1. The training that provided by the company should be more directed to the development process and should always be updated to make employees more enthusiastic in participating in the training. The provision of training materials should not only be of a technical or technological type, but also of a personal development type. It is hoped that the management will have efforts to provide maximum encouragement for training activities carried out by carrying out training activities on an ongoing basis so as to improve the quality of work of employees.

2. It is expected that the company makes improvements to the work environment, not only physical, but also non-physical, such as building harmonious working relationships among employees. This can also be improved by conducting trainings that are soft skills, including: communication (communication skills), team building, supervisory management or out bound training.

3. To improve employee performance, it can be done by providing motivation, which aims to make employees enthusiastic and creative at work. Companies not only provide incentives, but also have to fulfill other basic needs such as complete work facilities and working room conditions.

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