



The Effect Of Training And Work Environment On The Performance Of Warehouse Employees At PT Shopee International Indonesia Bekasi Branch

Subur Trianto^{1*}, Isep Amas Priatna²

Universitas Pamulang, Tangerang Selatan, Banten, Indonesia

Subur.triant09@gmail.com, dosen01629@unpam.ac.id**ABSTRACT**

This research aims to determine the partial and simultaneous influence of training and work environment on employee performance warehouse PT Shopee International Indonesia Bekasi Branch. The method used in this research is quantitative with a descriptive associative approach and a saturated sampling technique with a population and sample of 56 respondents. The analytical methods used include linear regression analysis, correlation coefficient analysis, coefficient of determination analysis, and Hypothesis Testing as a means of proving the hypothesis. The correlation coefficient between training and work environment on employee performance is at the level of 0.816, so the level of correlation between variables is defined as strong. Hypothesis testing obtained a value of $0.000 < 0.05$ thus showing that there is a partially positive and insignificant influence between the work environment on employee performance at PT Shopee International Indonesia Bekasi Branch. The results of this research are training (X1) and work environment (X2) with the regression equation $Y = 7.022 + 0.224X1 + 0.570X2$ which can be interpreted as training and the work environment having a positive effect on employee performance. Partial or simultaneous hypothesis testing obtained $f_{count} > f_{table}$ ($53,430 > 3.17$) and significant < 0.05 ($0.000 < 0.05$), so H_0 is rejected and H_a is accepted, meaning that training (X1) and work environment (X2) have a positive and insignificant effect on employee performance. The results of the Determination coefficient analysis which were tested together had an influence of 0.656 or 65.6% while the remaining 34.4% was influenced by other factors.

Keywords: Training, Work Environment, Employee Performance**INTRODUCTION**

PT Shopee Internasional Indonesia is a company engaged in delivery services. PT Shopee Internasional Indonesia is known for its Shopee app. Shopee is available as an e-commerce-based mobile application to facilitate online shopping activities without having to open the website on a computer. Shopee entered the Indonesian market at the end of May 2015 and only began operations in late June 2015.

Shopee is a subsidiary of Singapore-based Garena. PT Shopee has established a warehouse in Bekasi to handle customer orders. As a company, PT Shopee aims to provide the best possible service, quickly and accurately. As a company, PT Shopee expects its employees to perform well and work quickly.

Performance is the level of achievement or actual results of an individual, calculated periodically in terms of both quality and quantity, based on

predetermined targets, standards, and criteria, as a result of the authority and responsibility of a job within a company or organization. Employee performance is one of the main factors influencing a company's progress. The better employee performance, the easier it is to achieve company goals. However, declining employee performance can lead to setbacks for the company, as was experienced by PT Shopee Internasional Indonesia, Bekasi Branch.

The employee performance data of PT Shopee Internasional Indonesia for 2022-2023 can be seen in the following table.

Table 1. Employee Performance Data of PT Shopee International Indonesia Bekasi Branch

Employee Performance Assessment	Target	Realization		
		2022	2023	2024
Quantity of Work	100%	81%	69%	61%
Quality of Work	100%	73%	71%	62%
Cooperation	100%	84%	70%	59%
Responsibility	100%	83%	62%	60%
Initiative	100%	73%	71%	57%
Average	100%	79%	69%	60%
Information	Very good	Good	Pretty good	Not good

Source: PT Shopee Internasional Indonesia Bekasi Branch 2025

Note: < 50% = Bad, 51-60% = Not Good, 61-70% = Fair, 71-80 = Good, 81-100% = Very Good

Based on Table 1.4 above, it shows that overall employee performance is in the unsatisfactory criteria. This can be seen from the fact that none of the period's achievements met the company's targets. That performance assessments from 2022 to 2024 continued to decline in almost all elements, where in 2022 the average realized value was 79% which was described as good, then in 2031 it decreased again with an average realized value of 69% which was described as quite good, finally in 2024 it decreased again with an average realized value of 60% which was described as less good. Therefore, the company is dissatisfied with employee performance because the presentation of achievements continues to decline.

METHOD

Based on its nature, there are two types of research: quantitative and qualitative. According to Sugiyono (2020:44), quantitative research is a deductive, objective, and positive research method that incorporates numbers and quantification in data collection and analysis. Qualitative research is an inductive method for observing the behavior of social phenomena to discover the essence of the event. Based on the definition of each type of research, this research is categorized as quantitative research because the conclusions to be drawn are based on quantitative data obtained from measuring research variables using a Likert scale and then analyzed using a type of statistical method.

RESEARCH RESULT

Table 2. Results of the t-Test (Partial) of Variable X1 against Y
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15,489	3,326		4,657	.000
	Training	.514	.074	.685	6,919	.000

a. Dependent Variable: Employee Performance

Source: Data processed by SPSS v.26 2025

Based on table 4.25 above, by using the t-distribution table sought at $\alpha = 5\%$ 2-sided test, with df (degree of freedom) $n-2$ or $56-2 = 54$, the t-table obtained is 2.004, based on the test results of variable X1 against Y, the t-count value is obtained $> t\text{-table}$ ($6.919 > 2.004$) and the value (sig) $0.000 < 0.05$ that training (X1) has a partial positive and insignificant effect on employee performance (Y).

Table 3. Results of the t-Test (Partial) of Variable X2 against Y
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9,877	3,066		3,221	.002
	Work environment	.760	.081	.786	9,338	.000

a. Dependent Variable: Employee Performance

Source: Data processed by SPSS v.26 2025

Based on table 4.26 above, by using the t-distribution table sought at $\alpha = 5\%$ 2-sided test, with df (degree of freedom) $n-2$ or $56-2 = 54$, the t-table obtained is 2.004, based on the test results of variable X1 against Y, the calculated t-value is obtained $> t\text{-table}$ ($9.339 > 2.004$) and the value (sig) $0.000 < 0.05$ that the work environment (X2) has a partial positive and insignificant effect on employee performance (Y).

Table 4. F-Test Results (Simultaneous)
ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	464,405	2	232,202	53,340	.000b
	Residual	230,720	53	4,353		
	Total	695,125	55			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Work Environment, Training

Source: Data processed by SPSS v.26 2025

From table 4.27 above, the calculated F value is greater than the F table of 3.17 with a significance value smaller than the probability value of 0.000 by looking at the F table, namely the degree of $df_1 = k-1$ (4-1) and $df_2 = nk$ (56-3) = 53 at a significance level of 0.05, the calculated F value is $> F$ table or $53,340 > 3.17$ and significant < 0.05 ($0.000 < 0.05$), then H_0 is rejected and H_a is accepted, which means that the training variable (X1), work environment (X2) simultaneously has a positive and insignificant effect on the employee performance variable (Y) at PT Shopee International Indonesia Bekasi Branch.

DISCUSSION

Training (X1)

Based on the partial hypothesis test, training (X1) has a significant positive effect on employee performance (Y), the calculated t-value $> t$ -table ($6.919 > 2.004$) is 46% of the training (X1) influence on employee performance (Y) and the remaining 54% is influenced by other factors, with the regression equation value being $Y = 15.489 + 0.514 X_1$. These results indicate that the constant value is 15.489, which indicates that the training variable is considered constant, so the change in employee performance is 15.489.

Work environment (X2)

Based on the partial hypothesis test, the work environment (X2) has a significant positive effect on employee performance (Y), the calculated t-value $> t$ -table ($9.339 > 2.004$) is 51% and the remaining 39% is influenced by other factors, with the regression equation value being $Y = 9.877 + 0.760 X_2$. These results indicate that the constant value is 9.877, which indicates that the work environment variable is considered constant, so the change in employee performance is 9.877.

Employee Performance (Y)

Based on the hypothesis test that simultaneously training (X1), work environment (X2) simultaneously have a significant positive effect on employee performance variables (Y) obtained F-count value $> F$ -table or $53,340 > 3.17$ with a significance value of $0.000 < 0.05$. The magnitude of the simultaneous influence of training (X1), work environment (X2), has a contribution to employee performance (Y) of 65.6% and the remaining 34.4% is influenced by other factors, with the regression equation above having $Y = 7.022 + 0.224X_1 + 0.570X_2$. States that if the independent variable is considered constant because it has a positive value, then it has a good effect on the level of employee performance at PT Shopee International Indonesia Bekasi Branch.

CONCLUSION

The influence of the training variable (X1) on employee performance (Y) is shown by a simple linear regression equation, namely $Y = 15,489 + 0.514 X_1$. This is proven by the calculated t ($6,919 > t$ table 2,004), this is also strengthened by the ρ value $< \text{Sig.}0.05$ or ($0.000 < 0.05$).

The influence of work environment variables (X2) on employee performance (Y), is shown by a simple linear regression equation $Y = 9.877 + 0.760 X_2$. This is proven by the calculated t value ($9.338 > t$ table 2.004), this is also strengthened by the ρ value $< \text{Sig.}0.05$ or ($0.000 < 0.05$).

The simultaneous influence of training and work environment on employee performance is shown by the multiple linear regression equation $Y = 7.022 + 0.224X_1 + 0.570X_2$. The correlation coefficient value of 0.817 means that the independent variable with the dependent variable has a strong level of relationship with a determination coefficient of 0.656 or 65.6%. And the hypothesis test obtained F-values ($53.340 > 3.17$), this is also strengthened by the probability of significance ($0.000 < 0.05$). Thus H_{03} is rejected and H_{a3} is accepted. This means that there is a significant simultaneous influence between training (X1) and work environment (X2) on employee performance (Y).

REFERENCES

- Algifari, F. (2020). *Karinding Attack: Transformasi Kesenian Tradisional Karinding Di Kota Bandung (2008-2017)* (Doctoral dissertation, Universitas Pendidikan Indonesia).
- Andi Supangat. (2020). *Statistika Untuk Ekonomi dan Bisnis*. Bandung: Penerbit Pustaka
- Arikunto, S. (2021). *Penelitian tindakan kelas: Edisi revisi*. Bumi Aksara.
- Barthos, Basir.(2021).*Manajemen Sumber Daya Manusia Suatu Pendekatan Makro*,PT BumiAksara, Jakarta.
- Elfrianto (2020). *Pelatihan Manajemen Sumber Daya Manusia Dalam Rangka Peningkatan Mutu Lulusan*. Jurnal EduTech. 2(2), 46-58.
- Ghozali, I. (2020) "*Aplikasi Analisis Multivariate dengan Program IBM SPSS 26 Update PLS Regresi*", Semarang: Universitas Diponegoro.
- Handoko, T. H. (2020). *Manajemen*. Yogyakarta : BPFE.
- Hasibuan, M. (2020) "*Manajemen Sumber Daya Manusia*", Edisi Revisi, Jakarta: Bumi Aksara.
- Larasati, S. (2019). "*Manajemen Sumber Daya Manusia*", Yogyakarta: CV Budi
- Mangkunegara, A. (2021). "*Manajemen Sumber Daya Manusia*", Bandung: Remaja Rosdakarya.
- Mangkuprawira, S. (2019). *Strategi peningkatan kapasitas modal sosial dan kualitas sumber daya manusia pendamping pembangunan pertanian*. In Forum penelitian agro ekonomi (Vol. 28, No. 1, pp. 19-34).
- Nasir dkk. (2020). *Manajemen Sumber Daya Manusia: Pengadaan dan Retensi SDM di Perguruan Tinggi Swasta (Teori Dan Praktek)*. Bandung: Alfabeta.
- Rivai, Veithzal dan Ella Jauvani Sagala. 2019. *Manajemen Sumber Daya Manusia untuk Perusahaan : Dari Teori ke Praktik*. Edisi Kedua. Cetakan Kelima. PT. Rajagrafindo Persada. Jakarta.
- Santoso, S. (2019). *Konsep dasar dan Aplikasi SEM dengan AMOS 24*. Elex Media Komputindo
- Sedarmayanti. (2021) . *Manajemen Sumber Daya Manusia reformasi Birokrasi dan Manajemen Karyawan Negeri Sipil*, Bandung: PT Refika Aditama.

- Siagian, Sondang. (2019). *Kita Meningkatkan Produktivitas Kerja*. Cetakan Kedua. Rineka Cipta. Jakarta.
- Simamora, H. E. (2019) *Strategi Peningkatan Kinerja Balai Penelitian dan Pengembangan Lingkungan Hidup dan Kehutanan Aek Nauli di Sumatera Utara*. (Doctoral dissertation, Bogor Agricultural University (IPB)).
- Siswanto, B. (2021). *Pengantar Manajemen*. Bumi Aksara.
- Sugiyono. 2019. *Metode Penelitian Bisnis*. Cetakan Keenambelas. CV Alfabeta. Bandung.
- Supardi, E. (2020). *Pengembangan Karir Kontribusinya Terhadap Kinerja Pegawai*. Jurnal Geografi Gea, 9(1).
- Sutrisno, H. E. (2019). *Budaya Organisasi*. Prenada Media.
- Triton, B. P. (2020). *Paradigma Baru Manajemen Sumber Daya Manusia*. Yogyakarta: Tugu Publisher.