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The Influence of Job Training, Motivation, and Work Environment on Employee Performance at PT. Telekomunikasi Indonesia, Tbk Kediri City

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ARTICLE INFO	ABSTRACT
	This investigation intends to determine and anatomize the effect of job training, motivation, and work environment on employee performance at PT Telekomunikasi Indonesia, Tbk Kediri City. A key element in a company's success is employee performance. Job training, motivation, and a positive work environment are necessary for effective employee performance. Data gathering techniques include distributing questionnaires and performing direct talks with 50 permanent employees of PT. Telekomunikasi Indonesia, Tbk Kediri City. Analyzing data found that job training, motivation, and work environment affect employee performance at PT. Telekomunikasi Indonesia, Tbk Kediri City. This study has a noteworthy impact on job training, motivation, and work environment on employee performance. This research contributes science to human resources. The results can be applied to PT. Telekomunikasi Indonesia, Tbk Kediri City, to optimize job training, motivate employees, and improve a good work environment, so that it can affect employee performance and achieve company success. In further research, it's hoped that they will research broader and different research objects. Thus, the results attained will benefit numerous parties.

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Introduction

Humans are social beings who cannot live alone but must interact with each other to survive (Wardhana, 2022). It can be seen in everyday life at home, in society, and in the workplace. A company is a location where people gather and work together to achieve company goals by utilizing the resources that they own effectively and efficiently (Ghifara et al., 2022). The company has a special strategy to reduce differences in employee potential, namely job training as the main strategy to improve employee performance. According to (Prasetyo, 2020), training should continue to be provided and in progress for each employee, even from the beginning of employee placement, so that when facing the prevailing work methods, employees are not surprised and can easily adapt. Besides that, the training must be tailored to the job requirements that an employee will be performing. Old employees must also receive training provided more effectively to halt a decline in worker performance (Loestefani et al., 2022).

The application of job training can be improved by paying attention to competent instructors or speakers (Rahmawati et al., 2023). Another study carried out by (Cahyaningrum et al., 2024) also specified that the supply of training materials must be by technological developments so that they can support employee performance. Improving employee performance is not only done through training but can also be done by motivating employees. According to (Kristanti & Pangastuti, 2019), improving employee performance can be done by implementing employee work motivation. Leaders can provide additional training, provide rewards for those who are, and take an approach to optimizing their performance by carrying out special activities that can build a sense of family between employees (Mendo et al., 2023).

Increasing work motivation toward the performance of someone who works well can intensify indicators of motivational needs; for example, there is a guarantee of job promotion, salary increases for employees, as well as rewards for outstanding employees (Ryandono et al., 2019). The employee's work environment must also support the employee. According to (Wijaya et al., 2021), creating a comfortable and conducive work environment can support employee performance. Another study conducted (Prasetyo, 2020) also stated that a healthy and cozy work environment, as well as work safety, are absolute as each employee, numerous facilities and infrastructure allowing the creation of improved working conditions must be provided (Muhaimin et al., 2023).

PT. Telekomunikasi Indonesia, Tbk Kediri City, East Java, is a BUMN company providing network services and telecommunications services. It is experiencing fierce competition in maintaining the quality of its product sales. The following is one of the sales results of PT Telekomunikasi Indonesia, Tbk Kediri City, namely Indibiz, from July to November 2023.
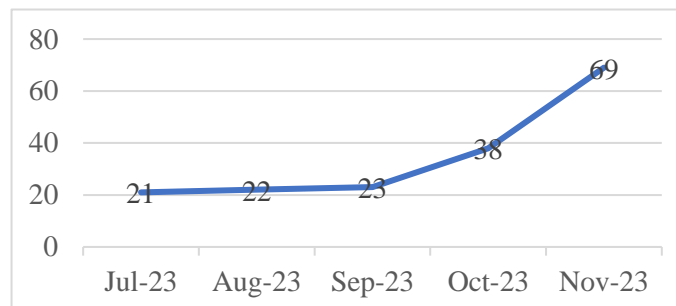

Figure 1. Sales Result Data of Indibiz PT Telekomunikasi Indonesia, Tbk Kediri City
Source: Telekomunikasi Indonesia Tbk Kediri

Figure 1 shosws that the sales of Indibiz PT. Telekomunikasi Indonesia, Tbk Kediri City, experiences ups and downs/unstable. It can be seen that from July to September there was a continuous decline in sales. But PT. Telekomunikasi Indonesia, Tbk Kediri City, can stabilize its sales again in October and November.

PT. Telekomunikasi Indonesia, Tbk, delivers training programs to increase employees' performance. Some employees have a certain quantity of training that has to be finished in a specific amount of time. The training program is made periodically over a certain period so that employees can understand and apply the program. PT. Telekomunikasi Indonesia, Tbk, also implements motivation programs in various forms, such as giving rewards at every event and providing opportunities for employees who meet good criteria within the company. Usually, these rewards are given in the form of cash, goods, or appreciation certificates. This company, which operates in the telecommunications sector, also implements a culture of joint morning assembly once a week when every Automatic Telephone Central (STO) sector office also participates in carrying out this activity. This activity is carried out to carry out work evaluations, provide work motivation, and appreciate employee performance. This activity is not only to discuss performance but also to create a harmonious work environment for each employee, where they can exchange opinions and ideas and increase nearby positions.

Several past studies have had an impact on employee performance. (Tae et al., 2021) studied the influence of work stress and work motivation on employee performance. The findings of the research revealed that work stress and motivation had a joint influence on employee performance. So by reducing work stress and increasing work motivation and performance, someone who works well can increase motivational needs indicators, such as guarantees of promotion, salary increases for employees, and awards for exemplary employees. (Kristanti & Pangastuti, 2019) examined the influence of work stress, work motivation, and work environment on employee performance.

Research shows that improving employee performance, increasing employee work motivation, and creating a comfortable work environment can improve employee performance. As a result, its research complements previous research on employee performance. Based on this explanation, the author is looking to conduct a study titled: The Influence of Job Training, Motivation, and Work Environment on Employee Performance at PT. Telekomunikasi Indonesia, Tbk Kediri City.

Literature review

Job Training

Training is the most important element in human resource development to improve employee work capabilities and organizational productivity. According to Gomes (1995: 197) in (Rosalia et al., 2021), job training is an endeavor to enhance work performance in the job responsibility. Both company goals and individual worker goals must be the guidelines in designing training. According to (Nurul Ichsan & Nasution, 2021), training aims to improve employee skills through technology upgrades, minimize learning time for new employees to become proficient, and assist with operational concerns, and prepare employees for promotions. Training relates to a company's systematic attempts to support learning for employees' job-related competencies, knowledge, skills, and behaviors, allowing employees to master the knowledge, skills, and behaviors emphasized during the training and apply them in everyday life (Fauziana et al., 2022); (Juliansyah et al., 2021). Rivai (2018:173) in (Sinambela et al., 2021), added that requirements need to be taken into account in-depth and have a role in job training, namely cost efficiency, required program

materials, learning principles, exactness, suitability facility, abilities, and choices of job training participants, competence, and preferences of trainers.

Motivation

Motivation is a spirit that pushes someone to accomplish a job with all their might and efficiently to reach the company's aims (Adinda et al., 2023). As also explained (Kristanti et al., 2023), motivation is a drive that exists inside a person to perform activities to achieve aims. This drive enables one to work more deliberately toward those goals (Wardhana, 2023). If that happens to an employee, the employee will work according to the goals desired by the company in his/her way. With good motivation, every employee who tasks enthusiastically and enjoys doing it has better employee performance. This is due to motivation, one of the main elements in an employee's attitude. The difference between one employee and another lies not only in their ability to work but also their desires.

Motivation in the form of motivation will cause someone to have a reason to achieve goals, both consciously and unconsciously (Iman, Sukmana, et al., 2022). In addition, motivation in the form of motivation also causes someone to act and behave according to the general realm that the person must go through. According to Robbins (2015) in (Yuliantini & Santoso, 2020), indicators that can be used to measure motivation are intrinsic factors and extrinsic factors. Intrinsic factors are motivational factors that exist within a person, namely progress, recognition, responsibility, and achievement (Febriyanti et al., 2022). In contrast, extrinsic factors are motivational factors obtained from outside a person, namely supervision, work rewards, company policies, and working conditions.

Work Environment

(Sihaloho & Siregar, 2019) , claim that one of the locations where workers perform their everyday tasks the most frequently is at work environment. According to ((Sedarmayanti, 2001); (Rosalia et al., 2021)) work environments are two types: physical work environments and non-physical work environments. According to ((Sedarmayanti, 2009:26); (Sembiring, 2019)), The physical work environment is all physical conditions that exist surrounding the workplace that affect employees directly and indirectly, while the non-physical work environment is a state related to work relationships; whether it's relationships with supervisors, coworkers, or subordinates, it can have an impact on employee performance. The work environment can influence somebody completing assignments given.

The work environment can also influence employee attitudes and behavior. If workers perceive their workplace as enjoyable and convenient, it can indirectly influence employee performance. The work environment can also influence employee attitudes and behavior. If employees feel a pleasant work environment, then the employee will feel comfortable and at home in the workplace, which can indirectly affect employee performance. According to Budianto (2007) in (Asnawi et al., 2022), indicators of the work environment are: a) lighting, sufficient lighting levels in the employee's workspace can comfortable workplaces; b) air temperature, the temperature of a worker's employee workspace not hot or not cold an enjoyable environment to work; c) noise, degree employee sensitives that have impact employee environment; d) movement space, working position between one employee and another and can also be in the form of work tools like cabinets, tables, and chairs, etc; e) capabilities work, a condition can create a feeling of safety and calm within carrying out labor.

Employee performance

According to Estiningsih (2018) in (Cahyaningrum et al., 2024), employee performance refers to an employee's labor in achieving the anticipated success of the company and minimizing losses. Employee performance determines labor while the quantity and quality are in agreement with the company for the responsibilities given to him. This agrees with Mangkunegara's assessment (Suyarti, 2022), which asserts that an employee's performance is the result of the quality and quantity of work liability that he has completed. For a company, performance is crucial, particularly employee performance, which can help the business reach its objectives. According to (Atongdem & Combert, 2019), each performance indicator is measured based on certain standard criteria. The standard criteria are as follows: a) Quantitative (how much), quantitative measures are the easiest to compile and measure, namely by simply calculating how many units of performance output must succeed within a certain period; b) Qualitative (how good), describes how good or how complete the goals that are predetermined must be achieved; c) Timeliness Criteria, that establishes the time limit for producing a product, making something, or presenting something. The application of performance measurement is needed as a standard to determine whether employee performance meets the expected targets.

Hypothesis Formulation

The Influence of Job Training on Employee Performance

Job training is an effort to introduce and develop worker performance in their responsibilities or something related to their work, with broader development and scope and more focused on individuals to achieve new skills and abilities for both current and future work. As explained in earlier research carried out by (Prasetyo, 2020); (Yudha et al., 2024); (Pratiwi et al., 2022); and (Cahyaningrum et al., 2024), job training has a significant effect on employee performance. Based on the findings of earlier research, the following hypothesis can be submitted:
H1: Job training has a significant effect on employee performance.

The Influence of Motivation on Employee Performance

Motivation is a spirit that pushes someone to accomplish a job with all their might and efficiently to reach the company's aims (Adinda et al., 2023). With good motivation, every employee who tasks enthusiastically and enjoys doing it has better employee performance (Qosim et al., 2023). This is due to motivation, one of the main elements in an employee's attitude. As explained in earlier research carried out by (Prasetyo, 2020); (Wijaya et al., 2021); (Iman, Wardhana, et al., 2022); and (Manurung & Achmad Tarmizi, 2023), motivation has a significant influence on employee performance. Based on the findings of earlier research, the following hypothesis can be submitted:
H2: Motivation has a significant effect on employee performance.

The Influence of Work Environment on Employee Performance

The work environment is one of the locations where workers most often carry out their daily activities. Work environments are two types: physical work environments and non-physical work environments. The work environment can influence somebody completing assignments given. The work environment can also influence employee attitudes and behavior. If employees feel a pleasant work environment, then the employee will feel comfortable and at home in the workplace, which can indirectly affect employee performance. The work environment can also affect employee attitudes and behavior. As

explained in earlier research carried out by (Kristanti & Pangastuti, 2019); (Wardhana, 2021); (Rahman et al., 2022); (Rahmawati et al., 2023); and (Cahyaningrum et al., 2024), the work environment has a significant influence on employee performance. Based on the findings of earlier research, the following hypothesis can be submitted:

H3: The work environment has a significant effect on employee performance.

The Influence of Job Training, Motivation, and Work Environment on Employee Performance

Improving the performance of employees is not solely affected by job training; it nevertheless can also be affected by motivation and the work environment. As explained in the research of (Rahmawati et al., 2023), improving employee performance can be done through work quality, namely improving performance so that employees are serious about carrying out their work. The implementation of training can be improved by paying attention to competent instructors or presenters and improving the work environment in lighting by improving lighting so as not to disturb employees while working. (Wijaya et al., 2021) also explained that by improving job training by adjusting methods and materials for training participants, increasing motivation by giving rewards more often, and improving a welcoming workplace that enhances worker performance (Mafruchati et al., 2024). As explained in earlier research carried out by (Ryandono et al., 2022) and (Rahmawati et al., 2023), job training, motivation, and work environment have a significant influence on employee performance. Based on the findings of earlier research, the following hypothesis can be submitted:

H4: Job training, motivation, and work environment have a significant effect on employee performance.
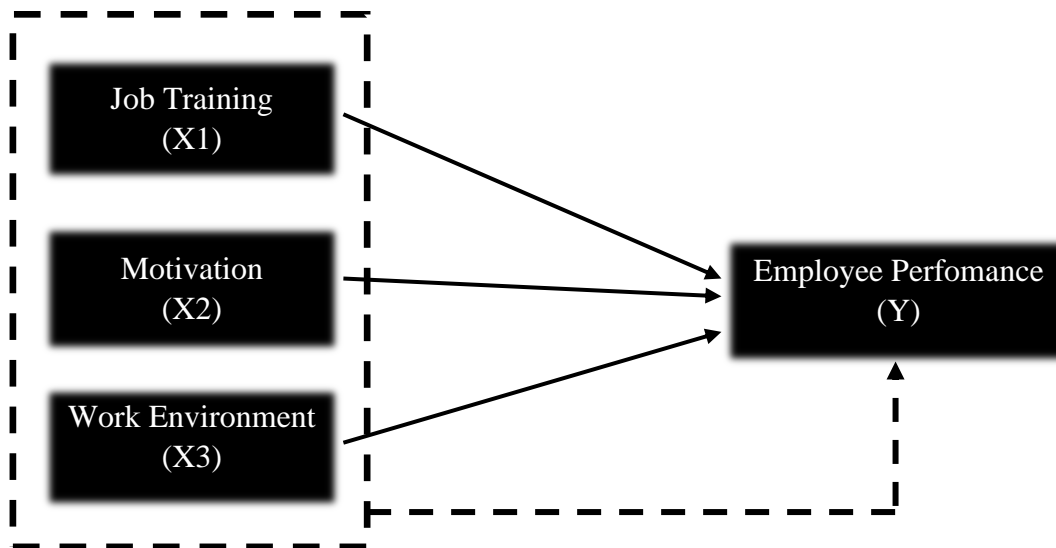
Following is the research framework:

Figure 2. Model variables

Source: Arranged by authors (2024)

H1: Job training has a significant effect on employee performance
H2: Motivation has a significant effect on employee performance.

H3: The work environment has a significant effect on employee performance.
H4: Job training, motivation, and work environment have a significant effect on employee performance.

Methodology

Data comes from permanent workers at PT. Telekomunikasi Indonesia, Tbk Kediri City replies. Population is the total number of items according to the study characteristics ((Cipta, 2018); (Hanifah & Susanti, 2023)). The study's population consisted of permanent workers at PT. Telekomunikasi Indonesia, Tbk Kediri City, totaling 50 people. Samples are a part of the quantity and characteristics that comprise a population (Wong & Wee, 2019). The sample in this research uses a saturated sample or total sample, namely a sampling technique where each person in the population is considered a sample. All of the 100 populations were (Choudhry & Elhorst, 2018)used as research samples. Thus, the experimenters took 50 samples taken from permanent workers of PT. Telekomunikasi Indonesia, Tbk Kediri City. A quantitative methodology for explanatory research is used in this study. According to , the explanatory research method is carried out to show priorities and produce operational definitions of the variables studied and the type of research design that focuses on elucidating how independent and dependent factors relate to one another and impact the hypothesis.

The data collection technique uses questionnaires. According to (Putri et al., 2023), a questionnaire is a method of gathering data in which participants are provided with a list of written questions to complete. Testing in this study, uses a) tests of validity, b) tests of reliability, c) classical assumptions, which consist of testing normalcy, multicollinearity, heteroscedasticity, and autocorrelation; d) multiple linear regression; e) coefficient of determination test; f) testing hypotheses, partial tests, and simultaneous tests, with the SPSS statistics model. The data was analyzed using SPSS software. Multiple linear regression to determine how much independent variables, like job training, motivation, and work environment, influence dependent variables, namely employee performance. By using multiple linear regression, this study can evaluate the effect of these variables simultaneously and measure how significant their contribution is in explaining variations in employee performance (Wardhana, Rusgianto, et al., n.d.).

Results and discussion

Results

Test of Validity

According to Ghozali (2016:45) in (Prastiyo, 2019), " "a validity test is used to determine whether a questionnaire is valid or not. A questionnaire is said to be valid if the questions in the questionnaire can reveal something that will be measured by the questionnaire.". Validity testing must be done on each question item; a question is valid if (r table < r count). Research's validity testing is:

Table 1. Test of Validity

Question	R Table	R Count	Information
Job Training (X1)			
X1.1	0,2787	0,656	Valid
X1.2	0,2787	0,738	Valid
X1.3	0,2787	0,732	Valid
X1.4	0,2787	0,810	Valid
X1.5	0,2787	0,782	Valid

Motivation (X2)			
X2.1	0,2787	0,770	Valid
X2.2	0,2787	0,792	Valid
X2.3	0,2787	0,866	Valid
X2.4	0,2787	0,771	Valid
Work Environment (X3)			
X3.1	0,2787	0,821	Valid
X3.2	0,2787	0,869	Valid
X3.3	0,2787	0,781	Valid
X3.4	0,2787	0,742	Valid
X3.5	0,2787	0,816	Valid
Employee Performance (Y)			
Y1.1	0,2787	0,784	Valid
Y1.2	0,2787	0,645	Valid
Y1.3	0,2787	0,722	Valid
Y1.4	0,2787	0,756	Valid
Y1.5	0,2787	0,752	Valid

Source: Researchers' processing of primary data (2024).

According to the validity test in Table 1, r table < r count. Thus, it may be said that each question item and variable are valid.

Test of Reliability

Reliability testing is conducted to determine whether the resulting data is reliable. A variable's research is declared reliable or trusted if Cronbach's alpha > 0,6.

Table 2. Test of Reliability

Variables	Cronbach's Alpha	Information
Job Training (X1)	0,796	Reliable
Motivation (X2)	0,802	Reliable
Work Environment (X3)	0,862	Reliable
Employee Performance (Y)	0,784	Reliable

Source: Researchers' processing of primary data (2024).

According to Table 2's reliability test, Cronbach's alpha > 0,6. Thus, it's claimed that the study variables are reliable.

Test of Normality

The normality test's objective is to determine or not residual values follow a normal distribution. The assessment criteria for the Kolmogorov-Smirnov approach normality test are that Asymp Sig. (2-tailed) score > 0,05 was considered as normal.

Table 3. Test of Normality (Kolmogorov-Smirnov)

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		50
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	1.63606762

Most Extreme	Absolute		.081
Differences	Positive		.074
	Negative		-.081
Test Statistic			.081
Asymp. Sig. (2-tailed)			.200[c,d]

a. Test distribution is Normal.

Source: SPSS 24 output result (2024).

According to the normality test (Kolmogorov-Smirnov) in Table 3, Asymp. Sig.(2-tailed) 0.200 > 0,05, residual value normal distribution.

Test of Multicollinearity

The multicollinearity test's objective is to determine if a correlation is set up with independent variables. An excellent model shouldn't possess a relationship between its independent variables. If the VIF is lower than 10, the model of regression is multicollinearity is free.

Table 4. Test of Multicollinearity

Coefficients[a]			
		Collinearity Statistics	
Model		Tolerance	VIF
1	(Constant)		
	Job Training	.593	1.686
	Motivation	.640	1.563
	Work Environment	.650	1.539

a. Dependent Variable: Employee Performance

Source: SPSS 24 output result (2024).

According to Tables 4 multicollinearity test, the VIF independent variables job training (X1) = 1.686, motivation (X2) = 1.593, and work environment (Y) = 1.539, which is lower than 10. Thus, the independent variables aren't associated with each other. Thus, it's stated that multicollinearity is free.

Test of Heteroskedasticity

The goal of the heteroskedasticity test is to define if there's an inequality of variance between the residuals of different observations in a model of regression. An excellent model of regression implies that heteroscedasticity doesn't do, and to ascertain the existence or lack of heteroscedasticity or not, use a scatter plot graph with criteria that if the points are distributed aimlessly, heteroscedasticity is ineffective.
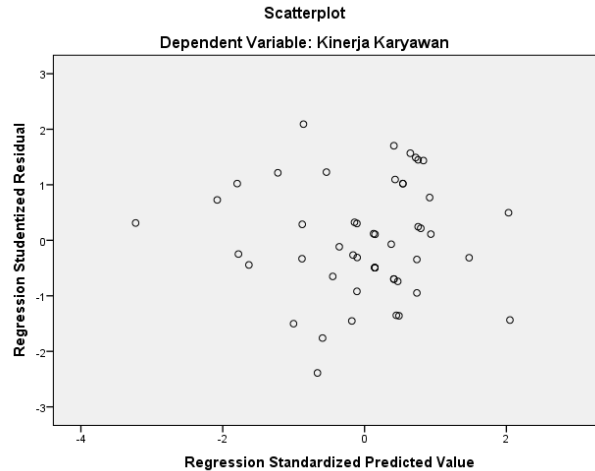
Figure 3. Heteroscedasticity test result

Source: SPSS 24 output result (2024)

According to the heteroskedasticity test in Figure 1, the points are distributed aimlessly. Thus, it's stated that heteroskedasticity doesn't occur.

Test of Autocorrelation

This test is to determine if a correlation is set up between a confounding variable and the former variable within a certain period. An excellent model of regression doesn't possess autocorrelation symptoms. Detecting autocorrelation using Durbin Waston with criteria: (1) When the DW number is less than -2, there is positive autocorrelation; (2) when the DW value is between -2 and +2, there is no autocorrelation; and (3) when the DW value is larger than +2, there is negative autocorrelation.

Table 5. Test of Autocorrelation

Model Summary^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.612^a	.374	.333	1.68858	1.802

a. Predictors: (Constant), Work Environment, Motivation, Job Training

b. Dependent Variable: Employee Performance

Source: SPSS 24 output result (2024)

According to the autocorrelation test in Table 5, the analysis results show a DW figure of +1.802. This means that this research model doesn't have an autocorrelation problem.

Multiple Linear Regression

Multiple linear regression is employed to identify the relationship between variables X (variable independence) by variables Y (variable dependence).

Table 6. Multiple Linear Regression

Coefficients^a					
	Unstandardized Coefficients		Standardized Coefficients		
Model	B	Std. Error	Beta	t	Sig.
1 (Constant)	11.182	2.531		4.418	.000

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Job Training	.340	.146	.354	2.338	.024
Motivation	-.362	.148	-.357	-2.451	.018
Work Environment	.432	.126	.495	3.418	.001

a. Dependent Variable: Employee Performance

Source: SPSS 24 output result (2024)

From Table 6 multiple linear regression, it might be explained:

Y = α + β1 X1 + β2 X2 + e

Y = 11,182 + 0,340 X1 - 0,362 X2 + 0,432 X3 + e

1. The positive value of 11.182 is the constant value. The presence of a positive sign signifies a one-way effect among the independent and dependent variables. The indicated employee performance value is also 11,182 if all variables of independent, consisting of job training (X1), motivation (X2), and work environment (X3), possess the value of 0% or remain unchanged.
2. Variable job training (X1) features a positive coefficient of regression value of 0,340. If independent variables are held constant, variable employee performance will advance by 0,340, and variable job training will advance by 1%.
3. Variable motivation (X2) features a negative coefficient of regression value of -0,362. If independent variables are held constant, variable employee performance will lessen by 0,362 and variable motivation will advance by 1%.
4. Variable work environment (X3) features a positive coefficient of regression value of 0,432. If independent variables are held constant, variable employee performance will advance by 0,432, and variable work environment will advance by 1%.

R^2 test

The goal of the R^2 (determination coefficient) test is to determine the importance of the variables independent (X), videlicet job training, motivation, and work environment, together with the variables dependence (Y), videlicet employee performance.

Table 7. R^2 test

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.612[a]	.374	.333	1.68858	1.802

a. Predictors: (Constant), Work Environment, Motivation, Job Training

b. Dependent Variable: Employee Performance

Source: SPSS 24 output result (2024)

According to the R^2 test in Table 7, the R^2 test is 0.374, or 37.4%. The conclusion that can be drawn from the R^2 test about the extent to which variables effect job training, motivation, and work environment on employee performance is 0.374 (37.4%).

T-Tests

The t-tests worked to effect partially variable independent (X) and variable dependent (Y). T-tests result in column sig (significance) in the table coefficient. If sig. value < 0.05, there's a significant connection between variable independent and variable dependent.

Table 8. T-tests

		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	11.182	2.531		4.418	.000
	Job Training	.340	.146	.354	2.338	.024
	Motivation	-.362	.148	-.357	-2.451	.018
	Work Environment	.432	.126	.495	3.418	.001

a. Dependent Variable: Employee Performance

Source: SPSS 24 output result (2024)

According to Table 8 T-tests:

1. Testing of Hypotheses: Job Training at Employee Performance
   According to Table 8, sig. value 0,024 < 0,05, so variable job training partially affects employee performance at PT. Telekomunikasi Indonesia, Tbk Kediri City.
2. Testing of Hypotheses: Motivation at Employee Performance
   According to Table 8, sig. value 0.018 < 0.05, so variable motivation partially affects employee performance at PT. Telekomunikasi Indonesia, Tbk Kediri City.
3. Testing of Hypotheses: Work Environment at Employee Performance
   According to Table 8, sig. value 0.001 < 0.05, so variable work environment partially affects employee performance at PT. Telekomunikasi Indonesia, Tbk Kediri City.

F-test

F-test worked to simultaneously effect variables independence (X) and dependence (Y), with model feasibility at an α level of 5% (0.05). The F-test, or ANOVA, is conducted by contrasting the levels of significance set for the study with the probability value from the results of the study.

Table 9. F-test

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	78.361	3	26.120	9.161	.000[b]
	Residual	131.159	46	2.851		
	Total	209.520	49			

a. Dependent Variable: Employee Performance

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

Source: SPSS 24 output result (2024).

According to Table 9 F-test, sig.value 0,000 < 0,05, variable job training, motivation, and work environment simultaneously effect employee performance at PT. Telekomunikasi Indonesia, Tbk Kediri City.

Discussion

The Influence of Job Training on Employee Performance at PT. Telekomunikasi Indonesia,Tbk Kediri City

From the outcomes of data processing multiple linear regression analysis obtained using SPSS 24 for the job training variable, the coefficient β1 is 0.340, which indicates that should there be a rise in job training by 1%, the level of employee performance will rise by 0.340 presuming the consistent treatment of other independent variables. The data processing results for the partial test of job training obtained a T-test significance value of 0.024 <0.05. Thus, it may be said that job training influences employee performance. These results are relevant to previous research by (Prasetyo, 2020); (Wijaya et al., 2021); (Rahmawati et al., 2023); and (Cahyaningrum et al., 2024), which discovered that job training has a significant influence on employee performance. Job training plays a vital role in the management of human resources in companies, especially regarding employee performance, because good training will result in good work performance that benefits both the company and employees; conversely, inadequate training will negatively affect both the company and employees, such that the objectives of the company are not met. So, one could say that H1 is accepted, meaning that job training has a significant effect on employee performance at PT. Telekomunikasi Indonesia, Tbk Kediri City.

The Influence of Motivation on Employee Performance at PT. Telekomunikasi Indonesia, Tbk Kediri City

From the outcomes of data processing multiple linear regression analysis obtained using SPSS 24 for the motivation variable, the coefficient β2 is -0.362, which indicates that should there be a rise in motivation by 1%, the level of employee performance will reduce by 0.362, presuming the consistent treatment of other independent variables. The data processing results for the partial motivation test obtained a T-test significance value of 0.018 <0.05. It can be concluded that motivation influence employee performance. These results are relevant to previous research by (Prasetyo, 2020); (Wijaya et al., 2021); (Tae et al., 2021); and (Manurung & Achmad Tarmizi, 2023), which discovered the motivation has a significant influence on employee performance. Motivation also plays a crucial part in influencing employee performance. Motivation is main driving force that makes employees complete their obligations well according to certain goals (Zakik et al., 2022). Companies need to maintain employee motivation so that it remains in good condition to maintain employee performance in optimal condition. So, one could say that H2 is accepted, meaning that motivation has a significant effect on employee performance at PT. Telekomunikasi Indonesia, Tbk Kediri City.

The Influence of Work Environment on Employee Performance at PT. Telekomunikasi Indonesia, Tbk Kediri City

From the outcomes of data processing multiple linear regression analysis obtained using SPSS 24 for the work environment variable, the coefficient β3 is 0.432, which indicates that should there be a rise in the work environment by 1%, the level of employee performance will rise by 0.432, presuming the consistent treatment of other independent variables. The data processing results for the partial work environment test obtained a T-test significance value of 0.001 < 0.05. Thus, it may be said that the work environment influence employee performance. These results are relevant to previous research by (Kristanti & Pangastuti, 2019); (Prasetyo, 2020); (Wijaya et al., 2021); (Rahmawati et al., 2023); and (Cahyaningrum et al., 2024), which discovered the work environment has a significant influence on employee performance. The function of the work environment on employee performance is a very relevant and significant aspect

in today's work world. A good work environment, both in terms of physical and non-physical, can have a tremendous influence on employee performance. So, one could say that H3 is accepted, meaning that the work environment has a significant effect on employee performance at PT. Telekomunikasi Indonesia, Tbk Kediri City.

The Influence of Job Training, Motivation, and Work Environment on Employee Performance at PT. Telekomunikasi Indonesia, Tbk Kediri City

From the data processing results for the simultaneous test obtained using SPSS 24, the job training, motivation, and work environment test obtained an F-test significance value of $0.000 < 0.05$. Thus, it may be said that job training, motivation, and work environment influence employee performance. These results are relevant to previous research by (Wijaya et al., 2021) and (Rahmawati et al., 2023), who discovered that job training, motivation, and work environment significantly influenced employee performance. Thus, it follows that job training, motivation, and work environment have a significant part in enhancing employee performance. Employee performance will increase if the company can provide good job training and motivate employees to perform more efficiently, accompanied by a proper work environment (Wardhana, Ratnasari, et al., n.d.). So, one could say that H4 is accepted, meaning that job training, motivation, and work environment have a significant effect on employee performance at PT. Telekomunikasi Indonesia, Tbk Kediri City.

Conclusion

In light of the study's conclusions, job training, motivation, and work environment all have an impact on employee performance at PT. Telekomunikasi Indonesia, Tbk Kediri City. First, job training has a significant influence on employee performance. Job training is the key component of human resources development. Job training that is tailored to employee needs, employee skills, and expertise will rise. With increasing employee expertise and abilities, then employee performance can certainly be improved. Second, motivation has a significant influence on employee performance. This demonstrates that workers have quite elevated work motivation, and with this elevated work motivation, employee performance will certainly also increase. Third, the work environment has a significant influence on employee performance. This demonstrates that the business has been successful in creating a welcoming and productive work environment, both internal and external work environments. Upon the realization of a cozy and favorable work environment, employee performance will certainly also increase. In addition, it is important to take into account the limitations of this study, this study uses a specific population, focusing only on permanent employees., so the results of this study may not be fulfilled. Researchers suggest that future authors use various testing methods, develop other variables, and use research objects with a wider scale to gain a broader understanding and generalize more general results.

PT. Telekomunikasi Indonesia, Tbk Kediri City, has been quite good in providing training and maintaining the employee work environment, such as by giving awards or rewards to its employees both directly and indirectly, including salaries, allowances, incentives, and work facilities. However, the company should slightly improve other supporting work facilities so employees feel more comfortable working. Where employees who have worked for a long time at PT. Telekomunikasi Indonesia, Tbk Kediri City, there should be a greater focus on providing work awards such as salaries, incentives, and allowances to maintain good employee performance. Considering that employee performance an significant factor

achieving the company's success, this is within excellent work environment can increase employee work motivation and employee performance.

Author's Contribution

The final manuscript has been contributed to by all authors. The following are the contributions made by each author: Yuke Sepvi Dinata Asiska was in charge of collecting data, the manuscript, images, and the primary ideas. Mrs. Desi Kristanti, as a supervisor, provided good advice and input to the article. Yogi Yunanto is a good guides and advisers for the article. And Whicka Galuh Bagaskara is responsible for compiling the script.

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