Effect of Training, Work Environment and Motivation on Employee Performance at PT Central Proteina Prima Tbk, Medan

Eduar Sinaga[1], Sofiyan[2]

[1,2]Universitas Prima Indonesia, Indonesia

Corresponding Author: Eduar Sinaga

ABSTRACT

The aim of this research is to determine the effect of training, work environment and motivation on employee performance at PT Central Proteina Prima Tbk, Medan. This study uses the quantitative associative method with the sampling method is total sampling, where the number of samples of this study is seventy-three people. The instrument used is a questionnaire to collect data from training, work environment, motivation and employee performance. The data analysis technique in this study used multiple regression analysis, using the classical assumption test, the F test and the t test and the coefficient of determination. The results of the descriptive statistical analysis for the variables of training, work environment, motivation and employee performance were in a good category. The results of the inferential statistical analysis in this study indicate that partially and simultaneously training, work environment and motivation have a positive and significant effect on employee performance at PT Central Proteina Prima Tbk, Medan where the p value for training is sig $0.013 < 0.05$, p value for work environment $0.033 < 0.05$ and p value for motivation $0.000 < 0.05$. The contribution of training to employee performance was 0.174 (17.4%), the contribution of the work environment to employee performance was 0.199 (19.9%), the contribution of motivation to employee performance was 0.315 (31.5%), with a total contribution of training, environment. work and motivation to employee performance amounted to 0.403 (40.3%).

Keywords: Training, Work Environment, Motivation, Employee Performance

INTRODUCTION

Along with the development of times and technology, a company will make efforts to improve the quality of the organization, which is often referred to as change with the aim that the company can survive or compete, especially with the current conditions of information, technology and marketing developments in companies that continue to survive the pattern. The old ones who do not make changes will be crushed by the changes themselves.

Companies need to make optimal use of resources. Many companies today are faced with an accelerating change in science and technology. The acceleration of advances in science and technology, if utilized, will certainly affect the company's ability to continue to grow and develop, and it is also hoped that it can win an increasingly competitive competition. The company's desire to be able to survive and develop is a natural thing. On the other hand, companies that will make changes to certain science and technology must also be accompanied by renewal of employee competencies, be it technical or non-technical.

Organizations must be supported by human resources/employees who are able to compete, in order to be able to compete, of course they have reliable competence in their fields in order to be able to provide the desired results of the company, the performance of these employees is the

parameter or indicator of the company in evaluating the performance of the employees, known as key performance indicators (KPI).

Organizational performance is the final result of work done to achieve the stated organizational goals. Because employees are an important part of carrying out organizational activities, it is necessary to properly and properly manage human resources. For the organization (company), it is necessary to have a strategic way to improve the capabilities of its employees. Good performance is optimal performance, that is, performance that is in accordance with organizational standards to achieve the goals of the organization.

PT Central Proteina Prima is a company engaged in the aquaculture sector, which consists of 3 major business units, namely:
1.Hatchery or warehouse nursery.
2.feed and shrimp production,
3.Export feed and processing products.

Production of food and shrimp is spread in several provinces, one of which is North Sumatra. Spread in various provinces makes PT Central Proteina Prima Tbk, Medan abbreviated as CP Prima Group is a fairly large company with an estimate of the number of employees in 2017 as many as 2500 people for all Divisions. The existing feed production in North Sumatra is located in Industrial Area 2 Medan. With a total production per month reaching 6,000-9,000 tons. Food is distributed to Aceh, North Sumatra, West Sumatra, Riau and Jambi. The existence of feed mills in North Sumatra Province is one of the means to absorb the good workforce which is characteristic of both the nature and also permanent employees.

PT Central Proteina Prima Tbk, Medan, which is located in Industrial Area 2 Medan, is the largest industrial area in North Sumatra, and is equipped with good infrastructure and infrastructure facilities. In companies or factories the food tends to be hot and a little dusty.

The performance of employees of PT Central Proteina Prima Tbk, is assessed by key performance indicators with the following ratings.
1.DM: Do not meet requirements means that the employee's performance is very far from what is expected where the employee's performance does not meet the value of the set target, or the employee commits a violation that results in losses.
2.CR: Close to Requirement means that the employee performance appraisal is still lacking and has not reached the set target or perhaps only 1 of the 5 performance assessments has reached the target, the rest did not reach the target.
3.MR: Meet Requirement also means that employee performance only reaches the set target without added value or more value than all the parameters set.
4.ER: Exeed Requirement Performance with prediket ER shows good performance, where the value obtained based on the KPI exceeds the set standard value, but the excess is only a few percent of the standard value: for example, the production capacity is 70 tons per hour but can produce up to 75 tons per hour.
5.OR: Oustanding Result. KPI with OR assessment is the highest assessment where employees are able to deliver results far exceeding the given target, both assessments set based on targets and personality assessments.

There has been no visible improvement in employee performance from 2016 to 2018, more in MR: meet requirements (enough) this may be influenced by several factors including work environment, motivation, training, company culture, style, leadership and others. On this basis the authors are interested in examining the effect of training, motivation and work environment on employee performance. With this assessment it can be said that the employee performance of PT Central Proteina Prima Tbk, has not provided a more visible performance than the distribution of data on MR still dominates employee performance.

LITERATURE REVIEW

Employee Performance

According to Widodo in Angelia Steelyasinta Pareraway and Friends (2018) performance is the level of achievement of results for the implementation of certain tasks. Simanjuntak also defines individual performance as the level of achievement of one's work results from targets that must be achieved or tasks that must be carried out within a certain period of time. According to Mangkunegara Suprasetyawati (2016), employee performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him. Hasibuan in Rr. Watie Rachmawati (2016) argues that performance is a result of work that can be achieved by a person in carrying out the tasks assigned to him which is based on skill, experience, and seriousness and time. According to Rivai and Sagala Suprasetyawati (2016) the purpose of performance appraisal or performance achievement employees basically include:

a. To know the level of employee performance at this time.

b. The provision of matching rewards, for example, for the provision of scale fees, principal salary, special benefits, financial incentives.

c. Encourage responsibility from employees.

d. To differentiate one employee from another.

Robbins (2006:260) states that there are six indicators to measure individual employee performance, namely:

a. Quality

b. Quantity

c. Punctuality

d. Effectiveness

e. Independence

Training

According to Widodo in Angelia Steelyasinta Pareraway and Friends (2018) training is a series of individual activities to systematically increase skills and knowledge so that they are able to have professional performance in their fields. Training is a learning process that allows employees to carry out their current work according to standards. According to Rachmawati (2008), training is an environmental forum for employees, where they acquire or learn specific attitudes, abilities, skills, knowledge and behaviors related to work. According to Carrel in Prestiasukma (2015), eight main objectives of the training program include:

a. Improve performance

b. Improve employee skills

c. Avoid managerial weariness

d. Solve the problem

e. New employee orientation

f. Promotion preparation and managerial success

g. Improve satisfaction for personnel development needs

Training indicators according to Melmambessy Moses in Widyawati Mashar (2015) include:

a. Type of training

b. Training materials

c. Training time

Work Environment

The definition of the work environment is everything that is around the workers that can affect themselves in carrying out the assigned tasks. According to Saydam in Nela Pima Rahmawanti and Freand (2014) defines the work environment as "the entire work infrastructure around employees who are carrying out work that can affect the work itself, although the work environment is an important factor and can affect employee performance, but currently there are still many companies that do not pay attention to the conditions of the work environment around their company. A working environment condition can be said to be good if the work environment is healthy, comfortable, safe and pleasant for employees to complete their work. The indicators of the work environment according to Sedarmayanti (2009) are as follows:

a. Lighting
b. Air temperature
c. A sound
d. Use of color
e. Space needed
f. Work safety
g. Employee relations

Effect of Training on Employee Performance at PT Central Proteina Prima Tbk, Medan

The results showed that training has an influence on employee performance at PT Central Proteina Prima Tbk, Medan. the more frequent training is held, the employee's performance will increase, and vice versa. This shows that training plays a role in improving employee performance according to the opinion of Dessler (2005), which states that training is a process of teaching employees the skills needed to do their jobs. Rivai (2009) argues that training is a part of education that concerns the learning process to acquire and improve skills outside the existing education system in a relatively short time. The training that has been carried out at PT Central Proteina Prima Tbk, Medan, includes training for machine operators for production, training for marketing teams, training in the accounting department.

The results of this study mean that the training factor, namely the training provided is related to work, the training material is in accordance with the type of work, the employees attend training which is held every year, all employees have the opportunity to take part in training, the training provided is attempted to make employees work more smoothly and safely. , the training instructor mastered the training material well, and the company hopes that after training employees can apply the results of training on the job to provide a good contribution to employee performance at PT Central Proteina Prima Tbk, Medan.

From the results of the study shows that in general the training provided by PT Central Proteina Prima Tbk, Medan according to employees is very often held,

this is evident from the answers of most respondents who agree and strongly agree, that good training aims to provide skills and knowledge for employees who work-related; the training material provided is in accordance with the type of work so as to increase the knowledge and skills of the training participants; every year employees always attend training, so that the training activities held help the trainees improve the quality, knowledge and skills at work; all employees have the opportunity to take part in training, therefore the training participants have the enthusiasm and interest in participating in the training program; training makes employees work more smoothly and safely; instructors master the material well and after training employees can apply the results of training on the job. In this case the instructor really has an adequate classification according to their field, personal and competent, media and equipment as props make it easier for participants to master the training material, there is a question and answer process and simulation that makes it easier for participants to master the material.

Previous research related to training conducted by Mailisa (2014) shows that the training variable has a significant effect on the performance of employees in the Revenue, Budget and Treasury, Asset, Land and Building Tax and BPHTB sectors in the Office of Revenue, Financial Management and Regional Assets of Tanjungpinang City (DPPKAD Tanjungpinang City).

Effect of Work Environment on Employee Performance at PT Central Proteina Prima Tbk, Medan

The results showed that the work environment had an influence on employee performance at PT Central Proteina Prima Tbk, Medan. The work environment plays a role in improving employee performance according to the opinion of Nitisemito (2004), that the factors that affect employee performance in carrying out tasks are the work environment, namely everything around the worker, which can affect him in

carrying out his duties. Sedarmayanti (2008) states that work environment factors in the form of physical conditions of the office include lighting, air temperature, etc. which can increase a conducive atmosphere and work morale affects employee performance. The work environment which includes both the physical environment and the non-physical environment must be managed properly so that it has a maximum impact in the effort to improve performance, work environment factors, namely lighting, temperature, noise, workplace conditions, security units, and the relationship between employees to make a good contribution to employee performance at PT Central Proteina Prima Tbk, Medan.

The results of the study indicate that in general the work environment of PT Central Proteina Prima Tbk, Medan is classified as very high. This is known from the answers of respondents who mostly agree and strongly agree, that a good work environment includes lighting in a very comfortable work place; The temperature in the workplace is ideal, not too hot and not too cold, feel safe working because the security unit is always on guard at the entrance of the company, the work relationship between employees is very good. This proves that through good working conditions will create a work environment for employees to work better. Supporting work facilities, the availability of additional work tools, the work environment is quite comfortable and safe when working on employee performance, further improving the performance shown by employees, so that researchers provide a good assessment of the work environment of PT Central Proteina Prima Tbk, Medan in improving employee performance.

The results of this study are supported by previous research, including research conducted by Ilham Nuryasin (2016), that based on the results of the study, the work environment has an influence on employee performance. Other research including Max Saleleng (2015) states that the work environment affects employee performance in an effort to achieve the objectives of the Agriculture Service of South Sorong Regency. Then Repinus (2017) states that the work environment has a significant effect on employee performance at the Regional Secretariat of Puncak Regency, Papua Province. Then Suhardi (2015) states that the work environment of employees has a significant effect on employee performance.

Effect of Motivation on Employee Performance at PT Central Proteina Prima Tbk, Medan

The results showed that motivation has an influence on employee performance at PT Central Proteina Prima Tbk, Medan. The results showed that in general, motivation was high. It is known from the answers of respondents who mostly agreed and strongly agreed, that the motivation of employees to get a clear status and position in this company; employees work actively because the boss will assess every result that the employee does; employees are willing to help friends who are in trouble, employees voluntarily participate in social activities carried out by the company; superiors provide guidance to employees so that they work more skillfully; employees are responsible for assigned tasks; employees always comply with the work system and regulations in the company, and the rules for promotion and compensation in this company are quite clear, so that researchers provide a good assessment of employee motivation in improving their performance.

Compensation in the form of quarterly incentives and annual bonuses has been implemented at PT Central Proteina Prima Tbk, Medan. The provision of incentives and bonuses is one of the motivations for employees to provide good performance, it's just that the incentive calculation system has not generally accommodated employees' desires, for example the incentive is paid 50% and the rest will be calculated at the end of the year.

The notion of motivation also comes from Hariandja (2002), namely the factors

that direct and encourage a person's behavior or desire to carry out an activity that is expressed in the form of hard or weak efforts. The definition of work motivation according to Manullang (2001) is a factor that encourages employees to take certain actions that lead to certain goals. As'ad (2003) gives the meaning of motivation as someone's desire to encourage activities because they hope that they will lead to a more satisfying situation than the current situation. With motivation, people will be motivated to work hard in order to achieve the desired goals and use their skills and abilities to achieve them (Mc.Clelland cited by Gibson, et al., 1999).

Effect of Training, Work Environment, and Motivation on Employee Performance at PT Central Proteina Prima Tbk, Medan

The results showed that training, work environment, and motivation had an influence on employee performance at PT Central Proteina Prima Tbk, Medan. These results mean that training, work environment, and motivation collectively play a role in improving the performance of employees of PT Central Proteina Prima Tbk, Medan in the sense that employees will provide better or better performance with training programs, work environments and motivation from boss or co-worker. Aspects of training, work environment and work motivation are also the main keys in achieving the expected goals. Employee performance will increase according to expectations if work environment factors and work motivation can be fulfilled properly.

From the answers of respondents, most of whom agreed and strongly agreed, that the work done was in accordance with the given standards, all work given to employees could be completed, all work was completed on time, employees seemed not to delay work, attendance was very important for employees and good cooperation between employees make work lighter, so researchers provide a good

assessment of training, work environment and employee motivation in improving their performance at PT Central Proteina Prima Tbk, Medan.

The results of this study are supported by previous research conducted by Max Saleleng (2015) which proves that the work environment, motivation, training, and compensation both jointly and partially have a positive and significant effect on performance at the Agriculture Service Office of South Sorong Regency. It is advisable for the leadership of the Agriculture Service to make improvements or establish policies regarding work regulations aimed at improving employee performance, by taking into account the influence of the work environment, work motivation, training and compensation as elements that have an impact on employee performance.

Good employee performance must be supported by several factors besides good training and a good work environment. The level of giving good work motivation from superiors to subordinates must also be considered. The source of motivation for a person varies, because no human being is exactly the same as one another. However, the most important thing is that with the training, work environment and motivation of a company, employees will have more knowledge, skills, comfort and strength to achieve what the company wants. For companies that are able to hold training and provide a comfortable work environment, it can motivate employees to work within the organization or company to achieve the goals of the organization or company that make employees excited about carrying out and completing their work. If employees are passionate about work, then their performance will increase.

RESEARCH METHODS

This type of research is quantitative associative research. The research was conducted at PT Central Proteina Prima Tbk, Medan which is located at Jalan Pulau Pinang V No. 1 Kawasan Industri Medan 2

(KIM 2), North Sumatra. The population in this study were all 103 employees of PT Central Proteina Prima Tbk, Medan. After subtracting 30 people for the validity test, so that the number of samples in this study became 103 respondents minus 30 respondents for the validity test, then the sample size was 73 people, sampling is by taking the entire population as a sample (total sampling).

The analysis design used in this study is multiple linear regression analysis. This analysis is to determine the relationship between the independent variable and the dependent variable whether each independent variable is positively or negatively related and to predict the value of the dependent variable if the value of the independent variable has increased or decreased.

RESULT AND DISCUSSION

From the results of research on 73 employees of PT Central Proteina Prima Tbk, Medan, based on the characteristics of respondents in general according to gender, age, education and length of work are as follows:

Table 1. Characteristics Distribution of Respondents at PT Central Proteina Prima Tbk, Medan

Characteristics	Amount	Percentage (%)
Gender		
Male	64	87.7
Female	9	12.3
Total	**73**	**100.0**
Age		
<30 Year	16	21.9
31-40 Year	31	42.5
41-50 Year	18	24.7
>50 Year	8	11.0
Total	**73**	**100.0**
Education		
High School	38	52.1
Bachelor	35	47.9
Total	**73**	**100.0**
Length of Work		
<1 Year	1	1.4
1-5 Year	22	30.1
6-10 Year	20	27.4
>10 Year	30	41.1
Total	**73**	**100.0**

Source: Results of SPSS 21 Data Processing, 2019

From Table 1 above, it can be seen that based on the gender of most of the employees of PT Central Proteina Prima Tbk, Medan are male employees as many as 64 respondents (87.7%). This is according to showing that according to Soeprapto in Muflichatum (2006), the size and endurance of a woman's body is different from that of a man. Men are more capable of completing heavy work that usually cannot be done at all by women, women's activities generally require more hand skills and require less labor.

Based on the age of the majority of respondents aged 31-40 years, as many as 31 people (42.5%). This shows that most of the employees of PT Central Proteina Prima Tbk, Medan is at a productive age. According to the Central Statistics Agency (BPS), it defines the productive age group as those in the age range 15 to 64 years.

Based on the education level of high school/vocational high school and undergraduate did not show a big difference. There were 38 respondents with high school/vocational education (52.1%) and 35 respondents with an undergraduate education (47.9%). This indicates that companies need more employees who have a bachelor's degree (S1) because of the work done at PT Central Proteina Prima Tbk, Medan requires workers who are not only skilled but also have a certain level of knowledge and have good insight with a high level of self-confidence and are considered capable of doing all work related to the product division.

Based on the length of time the respondent worked at PT Central Proteina Prima Tbk, Medan mostly more than 10 years as many as 30 people (41.1%). This shows that the employees of PT Central Proteina Prima Tbk, Medan has had a long working period. Based on these data, the respondent's working period allows for an increase in productivity, because the respondent's working period of less than 10 years is also quite a lot, so it is possible that all respondents are in high spirits in doing work.

Validity and Reliability Test

From the results of the validity test of 30 respondents by comparing the value of

r-count with the value of r-table, it is found that the value of r-count for all tested indicators is positive and is greater than the value of r-table which is 0.361. Because the overall r-count value of all the indicators tested is greater than the r-table value, it can be concluded that all indicator items in this study are declared valid.

The results of the reliability test can be seen as follows:

Table 2. Reliability Test

Variable	Cronbach's Alpha	Information
X_1	0.875	Reliable
X_2	0.810	Reliable
X_3	0.851	Reliable
Y	0.879	Reliable

Source: Results of SPSS 21 Data Processing, 2019

From the results of the reliability test, it shows that the cronbach's alpha value of all tested variables is above 0.60, so it can be concluded that all variables in this study passed the reliability test and were declared reliable with very high criteria.

Research Data Feasibility Test
Normality Test

To see normally distributed data is done by paying attention to the normal probability plot of the residuals. If the data spreads around the diagonal line and follows the direction of the diagonal line, the regression model is normally distributed.
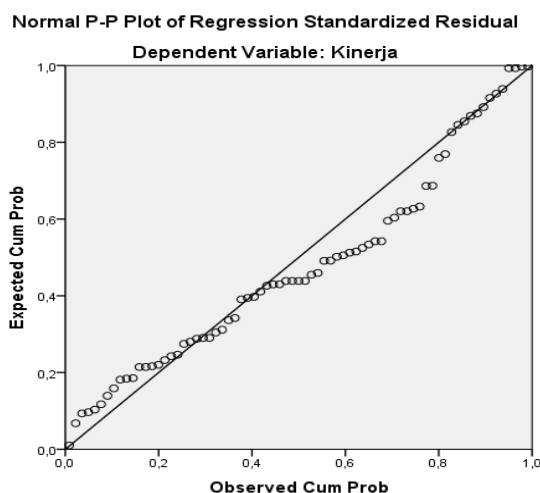

Figure 1. Normality Test
Source: Results of SPSS 21 Data Processing, 2019

From Figure 1, the results of the normality test above show that all existing data are normally distributed, because all the data spreads out in a straight diagonal line, then the data meets the normal assumptions or follows the normality line.

Multicollinearity Test

The multicollinearity test results can be seen in the table below:

Table 3. Multicollinearity Test

Variable	Collinearity Statistics	
	Tolerance	VIF
X_1	0.892	1.121
X_2	0.816	1.226
X_3	0.810	1.234

Source: Results of SPSS 21 Data Processing, 2019

From Table 3, the results of the multicollinearity test above can be concluded that the value of the variance inflaction factor (VIF) of the two variables is training (X_1), work environment (X_2) and motivation (X_3) respectively 1.121; 1,226 and 1,234 are smaller than 10, so it can be concluded that all independent variables used in this study are not correlated between the independent variable and the other independent variables.

Heteroscedasticity Test

The results of the heteroscedasticity test are as follows:
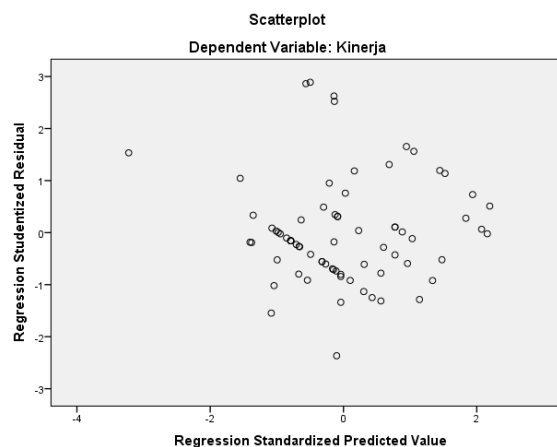
Source: Results of SPSS 21 Data Processing, 2019
Figure 2. Heteroscedasticity Test

Because the dots approach the number 0, they are free from heteroscedasticity.

Multiple Linear Regression Analysis

The results of multiple linear regression analysis can be seen in the table below:

Table 4. Multiple Linear Regression Analysis

	Coefficient (B)	Std Error	t	Sig	Information
Constant	0.270	0.577	0.468	0.641	
X_1 -> Y	0.293	0.115	2.542	0.013	Significant
X_2 -> Y	0.201	0.092	2.175	0.033	Significant
X_3 -> Y	0.451	0.112	4.015	0.000	Significant

Source: Results of SPSS 21 Data Processing, 2019

From the results of multiple linear regression analysis in the table above, the multiple regression line equation is obtained as follows:

$$\hat{Y} = 0.270 + 0.293X_1 + 0.201X_2 + 0.451X_3$$

From this equation, it can be explained that the constant 0.270 or 27% means that if the value of training, work environment and motivation is constant or can be said to be equal to zero, then the level of performance of the employees of PT Central Proteina Prima Tbk, Medan amounted to 27%.

The value of training is 0.293 or 29.3%, meaning that if the value of the work environment and motivation is constant or equal to zero and training has increased by 1%, then the employee's performance level will increase by 29.3%. The t-count for the training variable is 2.542. The t-table value in this study is 1.995, can be searched using the excel program (type=tinv(0.05,df-3-1➔=tinv(0.05.69) then enter. The sig value of the training variable is 0.013 < 0.05) The coefficient is positive, meaning that there is a positive and significant influence between training and employee performance, the more often the company provides training, the more employee performance increases at the company PT Central Proteina Prima Tbk, Medan.

The value of the work environment is 0.201 or 20.1%, meaning that if the value of training and motivation is fixed or equal to zero and the work environment has increased by 1%, then the employee's performance level will increase by 20.1%. The t-value for the training variable is 2.175 and the sig value. The training variable is 0.033 < 0.05). The coefficient is positive,

meaning that there is a positive and significant relationship between the work environment and employee performance, the better the work environment, the more employee performance at PT Central Proteina Prima Tbk, Medan.

The motivation value is 0.451 or 45.1%, meaning that if the value of training and work environment is fixed or equal to zero and motivation has increased by 1%, the employee's performance level will increase by 45.1%. The t-value for the training variable is 4.015 and the sig value. the training variable is 0.000 < 0.05). The coefficient is positive, meaning that there is a positive and significant relationship between motivation and employee performance, the higher the employee's work motivation, the higher the employee's performance at PT Central Proteina Prima Tbk, Medan.

Table 5. Research Hypothesis Results

Variable	F	R	P-Value	Information
X_1 -> Y	-	0.418	0.013	Significant
X_2 -> Y	-	0.446	0.033	Significant
X_3 -> Y	-	0.562	0.000	Significant
X_1, X_2, X_3 -> Y	17.225	0.654	0.000	Significant

Source: Results of SPSS 21 Data Processing, 2019

Based on Table 5, the results of the research hypothesis are proven in this study, namely: partially there is a significant influence between training, work environment and motivation on employee performance with p-value < 0.05, namely 0.013; 0.033 and 0.000. And simultaneously training, work environment and motivation to employee performance with a p-value < 0.05, which is equal to 0.000.

The value of the correlation coefficient is as large as training with employee performance of 0.418 (41.8%). This indicates that there is a moderate

influence between training and employee performance at PT Central Proteina Prima Tbk, Medan. The coefficient value of work environment correlation to employee performance is 0.446 (44.6%). This shows that there is a moderate influence between the work environment and the performance of employees at PT Central Proteina Prima Tbk, Medan. The coefficient of motivation on employee performance is 0.562 (56.2%). This shows that there is a moderate influence between motivation and employee performance at PT Central Proteina Prima Tbk, Medan. And the correlation coefficient value of training, work environment and motivation on employee performance amounted to 0.654 (65.4%). This shows that there is a strong influence between training, work environment and motivation on employee performance at PT Central Proteina Prima Tbk, Medan.

Table 6. Contribution of Training, Work Environment and Motivation to Employee Performance at PT Central Proteina Prima Tbk, Medan

Correlation	R^2
$X_1 \to Y$	0.174
$X_2 \to Y$	0.199
$X_3 \to Y$	0.315
$X_1, X_2, X_3 \to Y$	0.403

Source: Results of SPSS 21 Data Processing, 2019

Based on Table 6, it is known that the contribution of training to employee performance is 0.174 (17.4%); contribution of the work environment to employee performance by 0.199 (19.9%); the contribution of motivation to employee performance is 0.315 (31.5%); and the contribution of training, work environment and motivation to employee performance is 0.403 (40.3%). The significance of all correlations is below 0.05. This shows that there is an effect of the dependent variable on the independent variable either partially or simultaneously (p-value < 0.05).

CONCLUSION AND SUGGESTION
Conclusion
1. Training has effect on employee performance at PT Central Proteina Prima Tbk, Medan.

2. Work environment has effect on employee performance at PT Central Proteina Prima Tbk, Medan.
3. Motivation has effect on employee performance at PT Central Proteina Prima Tbk, Medan.
4. Training, work environment, and motivation have effect on employee performance at PT Central Proteina Prima Tbk, Medan.

Suggestion
1 For The Company
a. Companies should continue the training process to improve the abilities and skills of employees to lead to better performance. Training materials should be tailored to the needs of employees in supporting group and individual abilities, for example training to build solid team work, problem solving training, excellent service training, K3 training in the workplace.
b. It is hoped that the company will pay more attention to the work environment, such as lighting at work locations, repairing ventilation or cooling damaged air, implementing the 5R system (compact, neat, clean, careful, diligent) with the company.
c. The company provides motivation to employees to increase employee morale, one of which is by providing rewards for outstanding employees, such as giving returns or incentives using the calculation method which is paid quarterly.
d. With the opportunity of an already-narrow job promotion simply to replace the retired and resigned ones, compensation in the form of a specific rate may be an alternative.
e. The work appraisal system has been running quite well and is being maintained and improved.
2. For Further Research
a. Furthermore, it is suggested to pay attention to other variables that have an effect on employee performance outside training, work environment and motivation to work, such as communication, leadership style, appreciation and others that can influence employee work.

b.It is also suggested that further research be deepened and completed with open questionnaires so that more information can be collected by the questionnaire itself.

REFERENCES

1. Angelia Steelyasinta Pareraway & Friends. (2018). *Pengaruh Lingkungan Kerja, Pelatihan dan Pemberdayaan SDM terhadap Kepuasan Kerja Karyawan PT PLN (Persero) Wilayah Sulut Fakultas Ekonomi dan Bisnis*. Universitas Sam Ratulangi ISSN 2303-1174.
2. Arikunto, Suharsimi. (2012). *Prosedur Penelitian, Suatu Pendekatan Praktik.* Jakarta: Penerbit Rineka Cipta.
3. Ghozali, Imam. (2005). *Aplikasi Analisis Multivariate Dengan Program IBM SPSS 21 Update PLS Regresi*. Badan Penerbit Universitas Diponegoro, Semarang.
4. Ilham Nuryasin Mochammad Al Musadieq Ika Ruhana. (2016). *Pengaruh Lingkungan Kerja Dan Motivasi Kerja Terhadap Kinerja Karyawan (Studi pada Karyawan Perusahaan Daerah Air Minum (PDAM) Kota Malang).* Fakultas Ilmu Administrasi Universitas Brawijaya Malang. Jurnal Administrasi Bisnis (JAB) Vol. 41 No.1 Desember 2016 administrasibisnis. studentjournal.ub.ac.id.Mailisa.
5. Mailisa. (2014). *Pengaruh Pelatihan, Lingkungan Kerja Dan Motivasi Kerja Terhadap Kinerja Pegawai Pada Dinas Pendapatan Pengelolaan Keuangan Dan Aset Daerah Kota Tanjungpinang*. Jurusan Akuntansi Fakultas Ekonomi Universitas Maritim Raja Ali Haji Tanjungpinang.
6. Mashar Widyawati. (2015). *Pengaruh Pelatihan Terhadap Prestasi Kerja Pegawai Pada Inspektorat Kabupaten Rokan Hulu*. Jurnal Ekonomi dan Bisnis Vol1, No.3, 1-13.
7. Nela Pima Rahmawanti. (2014). *Pengaruh lingkungnan kerja terhadap kinerja karyawan Studi pada Karyawan Kantor Pelayanan Pajak Pratama Malang Utara*. Fakultas Ilmu Administrasi Universitas Brawijaya Jurnal Administrasi Bisnis (JAB). Vol. 8 No. 2.
8. Prestiasukma. (2015). *Pelatihan Sumberdaya Manusia.*
9. Priyatno Duwi. (2009). *Mandiri belajar SPSS (Statistical Product and Service Solution) untuk Analisis Data dan Uji Statistik*. Bagi Mahasiswa dan Umum, Media Kom. Yogyakarta.
10. Rachmawati. Rr. Watie. (2016). *Pengaruh Pelatihan dan Motivasi Kerja terhadap Kinerja Karyawan PT.Bank BJB Kantor Cabang Suci Bandung*. STIE Ekuitas Bank Jabar – Bandung. Jurnal Manajemen dan Pemasaran Jasa. Vol. 9 No.1. 2016.
11. Repinus. (2017). *Pengaruh Lingkungan kerja, Motivasi, Pelatihan dan Kompensasi Terhadap Kinerja Pegawai, Fakultas Ekonomi dan Bisnis Universitas Sam Ratulangi Manado*. Jurnal EMBA ISSN 2303-1174.
12. Robbins, P. Stephen. (2006). *Perilaku Organisasi*. Edisi Sepuluh. Diterjemahkan oleh: Drs. Benyamin Molan. Erlangga, Jakarta.
13. Saleleng Max, & Soegoto Agus Supandi. 2015. *Pengaruh Lingkungan Kerja, Motivasi, Pelatihan Dan Kompensasi, Terhadap Kinerja Pegawai Pada Dinas Pertanian Kabupaten Sorong Selatan (The Effects Of Work Environment, Motivation, Training And Compensation Toward Employee Performance At Department Of Agriculture Of South Sorong Regency)*. Jurnal EMBA Vol.3 No.3 Sept. 2015, ISSN: 2303-11.
14. Sedarmayanti. (2009). *Sumber Daya Manusia dan Produktivitas Kerja.*
15. Suprasetyawati, Mangkunegara. (2016). *Pengaruh Motivasi Kerja dan Pelatihan Kerja Terhadap Kinerja Teller dan Cutomer Service PT. Bank Panin Tbk*. Surabaya Fakultas Ekonomi & Bisnis, Universitas Narotama Surabaya E-ISSN: 2407-7305.

******