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## The relationship of training and morale to productivity of work members of Paspampres in Group A

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### ABSTRACT

Work productivity is the ability of a labor in production compared to the input used, a workforce can be said to be productive when able to produce goods or services in accordance with the expected in the time right. The purpose of this research is to find out and analyze the influence of training on the work productivity of Paspampres members in Group A and to find out and analyze the influence of work morale on the work productivity of Paspampres members in Group A and to know and analyze the influence of training and morale together. on the work productivity of Paspampres members in Group A. This research method using correlation to see how big the influence of free variables and bound variables. Multiple Regression Analysis Testing the hypothesis in this study using multiple regression analysis. The population of this research are members of Paspampres at Group A which amounted to 535 people and made the sample in this study as many as 84 people. Each respondent is given questions using Likert scale. From the results of this study obtained as follows: 1) Training affects the work productivity of Paspampres Members in Group A, training will also increase the work productivity of Paspampres Members in Group A; 2) Work enthusiasm affects the work productivity of Paspampres Members in Group A, the higher the work spirit, the higher the work productivity of Paspampres Members in Group A; 3) Training and work spirit affect the work productivity of Paspampres members in Group A, increasing training and working spirit together will increase the work productivity of Paspampres members in Group A. Regarding the y variable for members of the Paspampres group because work productivity is low, it is certain that the security of VVIP will be threatened. This research is only limited to the effect of training and morale on the work productivity of Paspampres members in Group A. In the future, research needs to be carried out with objects or organizations that are different from those currently being studied. In this case, the research that the author is researching has never been done on the military in Indonesia, which always gives good performance results under conditions under pressure that always remains enthusiastic and productive in carrying out work duties.



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## Introduction

Paspampres are selected TNI soldiers from the army, navy, air force and have been well selected and have intelligence, physique, self-defense and shooting abilities above the average of other TNI soldiers. Paspampres have the main task of carrying out direct physical security at close range at any time and anywhere to the President of the Republic of Indonesia, the Vice President of the Republic of Indonesia, and State Guests at the level of the Head of State or Government and their families, as well as special protocol duties at state

ceremonies, carried out both at the Presidential Palace and at the Presidential Palace. outside the Presidential Palace in order to support the main tasks of the TNI.

The author carried out this research to increase the work productivity of members of the Paspampres group A, this is because the task of the members of Grub A is to guarantee the security and safety of the President of the Republic of Indonesia and his family directly, the author in this case who serves in the Paspampres agency sees a decrease in work productivity Paspampres members in Group A are caused by several factors, namely training and work spirit, this is based on the results of initial interviews with 20 Paspampres members in Group A who have low work productivity, for the training factor due to lack of knowledge possessed by members of Paspampres Group A and lack of innovation and there are still doubts in carrying out their duties and responsibilities. For the work spirit factor, there are still some members of Grub A who are late for the morning call and have physical abilities that are below the standard of the Indonesian President's security forces.

The purpose of this research is to analyze the influence of training on the work productivity of Paspampres members in Group A, to find out and analyze the influence of work morale on the work productivity of Paspampres members in Group A and to find out and analyze the effect of training and morale together - equally on the work productivity of Paspampres Members in Group A. So with this research, it is hoped that it can increase knowledge both among academics (students) and the general public, especially with regard to training, work spirit and work productivity and for practice, especially for Paspampres leaders, this research can provide input to increase the work productivity of its members through increased training and morale so that members of the Paspampres group A in carrying out their duties can be more optimal and have zero accidents.

From the results of the interpretation of the data that the authors carefully produce research that is supported by previous research as follows. The results of this study are in line with the research conducted by Halim (2012), which also concluded that training has a significant effect of 70.5 percent on employee work productivity According to Hasibuan (2006) with the increase in skills, knowledge, insight, and attitudes of employees on their duties through training programs that have been implemented in the agency can increase the work productivity of these members. It is hoped that the higher the frequency of implementing training programs, the higher the productivity of its members.

Thus it can be said that training has an influence on work productivity. The results of research such as that conducted by Sihombing (2012) concluded that there is a positive influence between work morale and employees. According to Malay SP. Hasibuan (2008) which states that morale is the desire and sincerity of a person to do a good job and be disciplined to achieve maximum productivity. Thus, it can be said that work enthusiasm has an influence on work productivity. This is in line with the opinion According to Payaman J. Simanjuntak (1985:30) the factors that affect the work productivity of company employees are those concerning the quality and physical abilities of employees which include: level of education, training, work motivation, work ethic, mental and physical abilities of employees. Thus it can be said that productivity is influenced by training and morale. The better the training and morale, the higher the work productivity of its members.

## Method

This research method uses a quantitative approach using a correlational design, so this study aims to determine the relationship of a variable with other variables Aaron et al (2021). The relationship between one and several other variables is expressed by the magnitude of the correlation coefficient and statistical significance. Quantitative approach is research that refers to the presentation of data in the form of numbers or quantitative figures (scoring) using statistics.

In this study, to obtain the number of samples from the population in Grub A Paspampres used the Solvin formula as follows: (Slovin in Umar, 2004:49). The population of this research are members of Paspampres at Group A which amounted to 535 people and made the sample in this study as many as 84 people. Each respondent is given questions using Likert scale

The instrument that researchers used in this study was a questionnaire. In this case the author uses the questions asked and the answers have been provided. So that respondents just choose among the alternative answers that have been provided. The choices provided consist of five options or five alternative answers. For Strongly agree with a score of 5 that information every event describe in the statement must exist or occur. For agree with a score of 4 that Each event described in the statement is more likely to occur than to occur. For hasitate with a score of 3 that Any event described in the statement can occur. For disagree with a score of 2 that Every event described in the statement is more likely to not occur than to occur, and for strongly disagree with a score of 1 that Every event described in the statement did not happen at all.

## Results and Discussions

### Data Analysis Technique

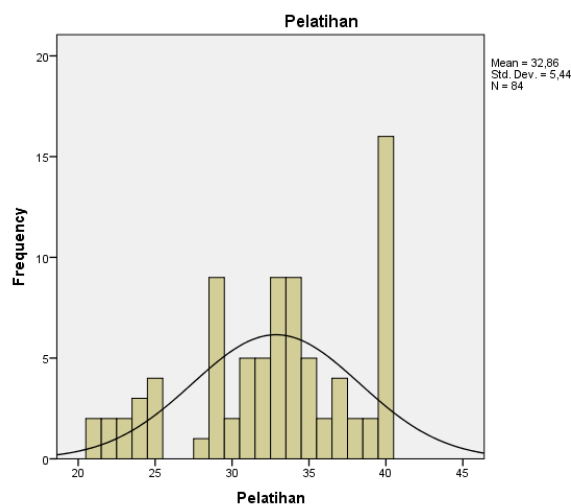
#### Descriptive Training Variable (X1)

Based on the results of calculations with the help of SPSS for Windows computers, it can be seen the frequency distribution of respondents' answers regarding the training aspect. The highest frequency score is 40 with 16 respondents or 19%, the second highest frequency score is 29, 33 and 34 with 9 respondents or 10.7%, while the remaining frequency of answers is less than 10%.

**Table 1.** The frequency distribution of respondents' answers regarding the training aspect

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21	2	2,4	2,4	2,4
	22	2	2,4	2,4	4,8
	23	2	2,4	2,4	7,1
	24	3	3,6	3,6	10,7
	25	4	4,8	4,8	15,5
	28	1	1,2	1,2	16,7
	29	9	10,7	10,7	27,4
	30	2	2,4	2,4	29,8
	31	5	6,0	6,0	35,7
	32	5	6,0	6,0	41,7
	33	9	10,7	10,7	52,4
	34	9	10,7	10,7	63,1
	35	5	6,0	6,0	69,0
	36	2	2,4	2,4	71,4
	37	4	4,8	4,8	76,2
	38	2	2,4	2,4	78,6
	39	2	2,4	2,4	81,0
	40	16	19,0	19,0	100,0
	<b>Total</b>	<b>84</b>	<b>100,0</b>	<b>100,0</b>	

To clarify the distribution of the training variable data (X1), it can be seen from the following figure:



**Figure 1.** Histogram of Training Variable Frequency Distribution (X1)

Based on the tables and figures, it can be said that in general the training for Paspampres in Group A can be classified in either category.

#### Description of the Variable Morale (X2)

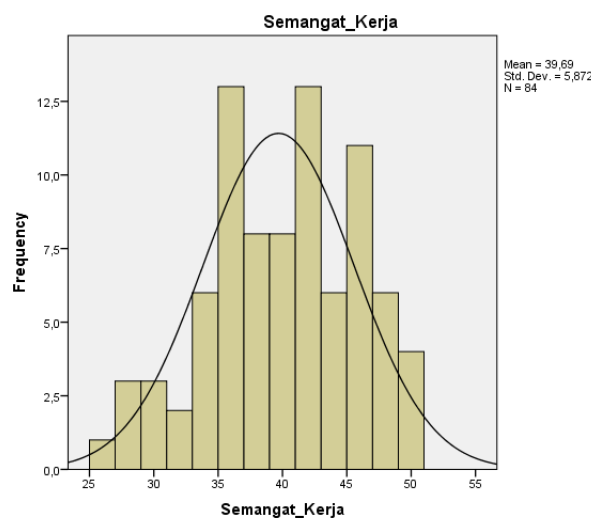
Based on the results of calculations with the help of SPSS for Windows computers, it can be seen the frequency distribution of respondents' answers regarding aspects of work spirit. The highest frequency is at a score of 36 with 11 respondents or 13.1%, the second highest frequency score is at a score of 46 and 42 with 7 respondents or 8.3%, while the remaining frequency of answers is less than 8%.

**Table 2.** Variable Frequency Distribution of Morale

**Spirit at work/Morale**

		Frequency	Percent (%)	Valid Percent	Cumulative Percent (%)
Valid	26	1	1,2	1,2	1,2
	27	1	1,2	1,2	2,4
	28	2	2,4	2,4	4,8
	30	3	3,6	3,6	8,3
	31	2	2,4	2,4	10,7
	33	4	4,8	4,8	15,5
	34	2	2,4	2,4	17,9
	35	2	2,4	2,4	20,2
	36	11	13,1	13,1	33,3
	37	2	2,4	2,4	35,7
	38	6	7,1	7,1	42,9
	39	4	4,8	4,8	47,6
	40	4	4,8	4,8	52,4
	41	6	7,1	7,1	59,5
	42	7	8,3	8,3	67,9
	43	3	3,6	3,6	71,4
	44	3	3,6	3,6	75,0
	45	4	4,8	4,8	79,8
	46	7	8,3	8,3	88,1
	47	2	2,4	2,4	90,5
	48	4	4,8	4,8	95,2
	50	4	4,8	4,8	100,0
<b>Total</b>		<b>84</b>	<b>100,0</b>	<b>100,0</b>	

To clarify the distribution of the data on the morale variable (X2), it can be seen from the following figure:



**Figure 2:** Histogram of Variable Frequency Distribution of Morale (X2)

Based on the tables and figures above, it can be said that in general the morale of the members of Paspampres in Group A can be classified in a good category.

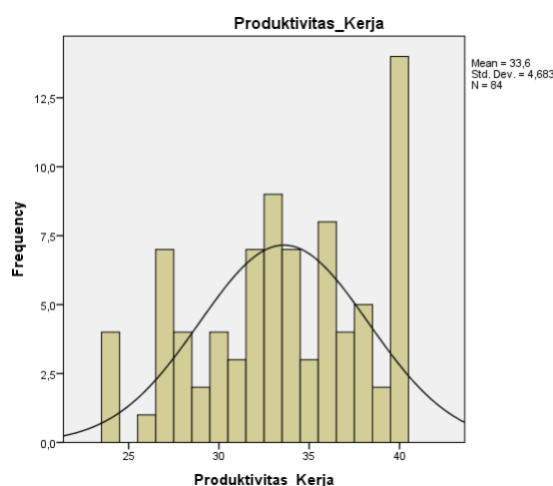
#### **Description of Work Productivity Variable (Y)**

Based on the results of calculations with the help of SPSS for Windows computers, it can be seen the frequency distribution of respondents' answers regarding aspects of work productivity. The highest frequency is at a score of 40 with 14 respondents or 16.7%, the second highest frequency score is at a score of 33 with 9 respondents or 10.7%, while the remaining frequency of answers is less than 10%.

**Table 3.** Work Productivity Variable Frequency Distribution

Work Productivity					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	24	4	4,8	4,8	4,8
	26	1	1,2	1,2	6,0
	27	7	8,3	8,3	14,3
	28	4	4,8	4,8	19,0
	29	2	2,4	2,4	21,4
	30	4	4,8	4,8	26,2
	31	3	3,6	3,6	29,8
	32	7	8,3	8,3	38,1
	33	9	10,7	10,7	48,8
	34	7	8,3	8,3	57,1
	35	3	3,6	3,6	60,7
	36	8	9,5	9,5	70,2
	37	4	4,8	4,8	75,0
	38	5	6,0	6,0	81,0
	39	2	2,4	2,4	83,3
	40	14	16,7	16,7	100,0
Total		84	100,0	100,0	

To clarify the data distribution of the work productivity variable (Y), it can be seen from the following figure:



**Figure 3:** Histogram of Work Productivity Variable Frequency Distribution (Y)

### Data Interpretation

The results of the research on the Effect of Training on the Work Productivity of Paspampres Members in Group A. To determine the effect of training on the work productivity of Paspampres members in Group A, regression analysis. Results Based on calculations using SPSS Version 23.0, the following results were obtained:

**Table 4.** Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,575 <sup>a</sup>	,330	,322	3,856

a. Predictors: (Constant), Training  
b. Dependent Variable: Work productivity

From the Model Summary table,  $R = 0.575$  and  $R\text{ Square} = 0.330$ , indicating that 0.330 or 33% of Paspampres members' work productivity in Group A is influenced by the training variable.

In ANOVA, the value of  $F = 40,434$  with  $p = 0.000$ . Therefore  $p < 0.05$ ; then the regression can be used to predict the work productivity of Paspampres members in Group A.

**Table 5.** ANOVA

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	601,140	1	601,140	40,434	,000 <sup>b</sup>
	Residual	1219,098	82	14,867		
	Total	1820,238	83			

a. Dependent Variable: Work productivity  
b. Predictors: (Constant), Training

Table 6. Coefficients

		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	T	Sig.
1	(Constant)	17,341	2,591		6,694	,000
	Training	,495	,078	,575	6,359	,000

a. Dependent Variable: Work Productivity

From the table above, it can be seen that the regression equation for the effect of training on the work productivity of Paspampres members in Group A is:

$$Y = 17.341 + 0.495 X$$

This means that for each additional training variable answer score of 1, the work productivity of Paspampres members in Group A will increase by 0.495 to  $17.341 + 0.495 = 17.836$ .

Thus, it can be stated that training that is carried out well in the Paspampres environment in Group A has a positive influence on the work productivity of Paspampres members in Group A, it will also increase the work productivity of Paspampres members in Group A. Thus it can be said that training has an influence on work productivity.

#### The Influence of Work Spirit on the Work Productivity of Paspampres Members in Group A

To determine the effect of work morale on the work productivity of Paspampres members in Group A, regression analysis was used. Based on the results of calculations using SPSS Version 23.0, the following results were obtained:

Table 7. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,467 <sup>a</sup>	,218	,209	4,166

a. Predictors: (Constant), Morale  
b. Dependent Variable: Work Productivity

From the Model Summary table,  $R = 0.467$  and  $R \text{ Square} = 0.218$ , indicating that 0.218 or 21.8% of Paspampres members' work productivity in Group A is influenced by the work spirit variable.

Table 8. ANOVA

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	397,411	1	397,411	22,903	,000 <sup>b</sup>
	Residual	1422,827	82	17,352		
	Total	1820,238	83			

a. Dependent Variable: Work Productivity  
b. Predictors: (Constant), Morale

In ANOVA, the value of  $F = 22,903$  with  $p = 0.000$ . Therefore  $p < 0.05$ ; then the regression can be used to predict the work productivity of Paspampres members in Group A.

Table 9. Coefficients

		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	T	Sig.
1	(Constant)	18,805	3,124		6,020	,000
	Morale	,373	,078	,467	4,786	,000

a. Dependent Variable: Work Productivity

From the table above, it can be seen that the regression equation for the effect of morale on the work productivity of Paspampres members in Group A is:

$$Y = 18,805 + 0,373 X$$

This means that for every addition to the answer score for the work spirit variable by 1, work productivity will increase by 0.373 to  $18.805 + 0.373 = 19.178$ . Thus, it can be stated that the morale of the Paspampres in Group A has a positive influence on the work productivity of Paspampres members in Group A, or in other words, the greater the morale that is built, the more work productivity of Paspampres members in Group A will increase. Thus, it can be said that work enthusiasm has an influence on work productivity.

#### The Effect of Training and Morale on the Work Productivity of Paspampres Members in Group A.

To determine the effect of training and morale on the work productivity of Paspampres members in Group A, multiple linear regression tests were used. Based on the calculation results, it is known that the regression equation is as follows:

**Table 9. Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,684 <sup>a</sup>	,467	,454	3,460
a. Predictors: (Constant), Morale, Training				
b. Dependent Variable: Work Productivity				

From the Model Summary table, it is found that the value of  $R = 0.684$  and  $R \text{ Square} = 0.467$ , indicating that 0.467 or 46.7% of work productivity is influenced by the variables of training and work spirit.

**Table 9. ANOVA**

	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	850,389	2	425,194	35,511	,000 <sup>b</sup>
	Residual	969,849	81	11,973		
	Total	1820,238	83			
a. Dependent Variable: Work Productivity						
b. Predictors: (Constant), Morale, Training						

In ANOVA, the value of  $F = 35.511$  with  $p = 0.000$ . Therefore  $p < 0.05$ ; then the regression can be used to predict the work productivity of Paspampres members in Group A.

**Table 10. Coefficients**

Model	Unstandardized Coefficients		Standardized Coefficients		T	Sig.
	B	Std. Error	Beta			
1 (Constant)	7,345	3,194			2,299	,024
Training	,437	,071	,507		6,151	,000
Morale	,300	,066	,376		4,563	,000
a. Dependent Variable: Work productivity						

From the table above, it can be seen that the regression equation between training and morale on the work productivity of Paspampres members in Group A is:

$$Y = a + b_1 X_1 + b_2 X_2$$

$$Y = 7,345 + 0,437 X_1 + 0,300 X_2$$

This equation means that: Every 1 increase in the training variable score has an effect on increasing the work productivity of Paspampres members in Group A by 0.437 scores with the assumption that the morale variable is constant. Every 1 increase in the score of the work spirit variable has an effect on increasing the work productivity of Paspampres members in Group A by 0.300 scores with the assumption that the training variable has a constant value.

Judging from the coefficient of determination above, it is known that the level of diversity is 47.7%. This means that the work productivity of Paspampres members in Group A is caused by the diversity of training factors and work enthusiasm which are important factors in increasing the work productivity of Paspampres members in Group A, where 52.3% of Paspampres members' work productivity in Group A is influenced by factors other factors that were not analyzed in this study such as work environment, work motivation, discipline, competence and many other factors. Thus it can be said that productivity is influenced by training and morale. The better the training and morale, the higher the work productivity of its members.

Paspampres leaders must carry out training preferably by paying attention to the materials and methods that will be given to their members. By providing more training on what is specific about the core of the work in accordance with the field of members who will be trained to be more useful for increasing. It is necessary to foster a harmonious relationship between the leadership and its members. This is necessary so that members are more enthusiastic in carrying out their duties. It is necessary to foster cooperative relationships between members in carrying out tasks so that there is no envy and individual feeling. Thus, the given task can be completed with pleasure. The need for improvement of physical environment facilities which include; lighting, air circulation, color, sound, layout, cleanliness and security. Thus, in the implementation of duties and obligations will get better work results. The need for other research, especially in military organizations (Paspampres) on mental health is faced with the performance of Paspampres members, this is because Paspampres always produces good performance in conditions that are full of pressure on tasks.

## Conclusions

The conclusions of this study that training has a positive and significant impact on the work productivity of Paspampres members in Group A, in other words, the better the training, the higher the work productivity of Paspampres members in Group A. Morale has a positive and significant impact on the work productivity of Paspampres members in Group A, in other words, the better the morale, the higher the work productivity of Paspampres members in Group A. Training and morale have a positive and significant impact on the work productivity of Paspampres members in Group A, in other words, the better the training and morale, the higher the work productivity of Paspampres members in Group A. The most important thing from this research that can be used as the basis for further research, especially in military organizations (Paspampres) shows that decreased training and decreased morale do not affect the work productivity of Paspampres members because if work productivity decreases, it will be fatal to the security and safety of the president Republic of Indonesia and family, this is because work productivity in the Paspampres environment is not limited by time or working hours, because they must be ready to serve under any conditions, even the lives of members of the Paspampres Grub A are at stake (Life Shield). The author suggests that further research, especially in military organizations, can be examined in terms of the performance of members of the Indonesian military which can later be a good benchmark for practitioners and academics to more deeply understand organizational culture in the TNI which can later be applied to other organizations to improve performance. and employee productivity. The author suggests research. Work productivity is faced with the influence of other variables on military organizations and organizations other than the military.

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