THE INFLUENCE OF TRAINING AND COMPENSATION ON EMPLOYEE PERFORMANCE IN WILD TIGER PRAWN FARMS IN TANGGAMUS

Yo Fanni[1*], Iskandar[2]
[1,2]Faculty of Economics and Business, Universitas Bandar Lampung
E-mail: [1)] yofannii@gmail.com, [2)] Iskandar@ubl.ac.id

Abstract

Human resources play a crucial role in the success of a company. Therefore, it is essential for companies to provide effective training and fair compensation to enhance employee performance and ensure the smooth functioning of the organization. The objective of this study is to examine the impact of training and compensation on employee performance in wild tiger prawn farm. The research sample consisted of 30 employees, and the entire population was included using Non-Probability Saturation sampling technique. Data collection was done through a questionnaire system, and the analysis was conducted using multiple linear regression with the assistance of SPSS version 25. Various tests such as validity, reliability, normality, multicollinearity, and heteroscedasticity were performed to analyze the data. The hypothesis testing included simultaneous, partial, and R2 determination coefficient tests. The findings revealed that Training (X1) has a positive influence on Employee Performance (Y), and Compensation (X2) also has a positive impact on Employee Performance (Y). Moreover, the study concluded that both Training and Compensation have a positive effect on employee performance. This research holds both theoretical and practical implications, contributing to the field of human resource management and providing valuable insights for companies in making informed decisions.

Keywords: Compensation, Employee performance, Human Resources Management, Training

1. INTRODUCTION

Human Resource Management refers to the efforts made by a company to effectively handle its workforce. According to Dessler (2015), it involves various aspects such as recruitment, training, performance evaluation, employee compensation, ensuring their well-being, fostering positive relationships, and addressing equality issues within the organization. On the other hand, Sutrisno (2014) argues that HR management is about recognizing the significance of employees in achieving organizational goals and utilizing different functions and activities to ensure their efficient and fair utilization for the benefit of society, the organization, and individuals. To acquire competent and high-quality human resources, employee training programs play a vital role. As stated by Priansa (2015), training is a well-planned initiative to enhance knowledge, skills, and attitudes that align with the organization's needs.

According to Snell & Bohlander (2013), training is an essential aspect of an organization's approach to enhancing individual knowledge and performance in handling job responsibilities. It serves as a means to provide learning opportunities to members, with a focus on short-term performance improvement. Additionally, Hasibuan (2017) emphasizes the significance of compensation in shaping a supportive and competitive work environment, highlighting its importance alongside employee training.

To achieve high performance, it is crucial for every company leader to motivate their employees by offering guidance and support in their work. This approach greatly assists employees in gaining a clear understanding of their job responsibilities (Alam & Nurhalimah, 2021). Performance is typically measured by the tangible outcomes and the level of productivity that employees can attain while fulfilling their duties and obligations to the company.

Wild tiger prawn farm (*tambak udang windu alam*) is one of the businesses in the field of shrimp farming and to have competent human resources wild tiger prawn farm provides job training and compensation programs in order to improve the performance of employees, for example the training provided is to conduct training with instructors who are competent in their fields and will be given basic knowledge material on how to cultivate shrimp, care for ponds to the types of feed used, while for compensation wild tiger prawn farm provides salaries, incentives, bonuses, health benefits, holiday allowance and facilities.

This research focuses on two types of variables: independent and dependent. Previous research included three variables: independent, dependent, and intervening, with nonsignificant results. Therefore, the researcher is interested in investigating this aspect by changing variables to obtain different research results. The novelty of this research lies in exploring different variables and studying an object that has not been previously researched. Based on field data and observations, the researcher found that employee performance has improved due to the adequate training and compensation provided by wild tiger prawn farm. The research aims to explain the impact of training on employee performance, the impact of compensation on employee performance, and the combined impact of training and compensation on employee performance at wild tiger prawn farm.

2. LITERATURE REVIEW

2.1. Employee Training

Every company has its own unique employee training program, which is designed to help employees excel in their work and enhance their abilities. According to Simamora (2014), employee training is a well-planned initiative by the company to enhance knowledge, skills, and work attitudes. Through the learning process, employees are able to maximize their functions and responsibilities in their respective positions. Mangkunegara (2011) further explains that training involves various aspects and indicators, such as instructors who are responsible for teaching and providing training, participants who are the employees undergoing training, training materials delivered by instructors, methods used to develop participants' skills, and the goals that need to be achieved through the training process.

2.2. Compensation

Compensation refers to the remuneration provided to employees in exchange for their contributions to the company. This can come in the form of goods, cash, or transfers (Arianty et al., 2016). If a company fails to offer adequate compensation, employees may be more likely to leave, making it challenging for the company to find suitable replacements. According to Afandi (2018), the indicators of compensation include salary, which is a monetary reward given as a token of appreciation for the employee's

performance. Incentive salary, on the other hand, is given when an employee meets or exceeds their targets. Hari Raya allowance is another employee right regulated by Indonesian regulations, typically given during Eid al-Fitr. Health benefits are provided to support employee healthcare costs, while facilities such as housing, three meals a day, and vehicles are given to motivate employee performance.

2.3. Employee Performance

To determine whether or not the company is running well, it can be seen from the performance of employees, if employees do not carry out their duties effectively the company will take longer to achieve its goals and vice versa if employees work well the company will be faster to achieve its goals. According to Mangkunegara (2011) there are 5 indicators that affect employee performance as follows: quality is the result of the work that has been carried out by employees, work quantity is how long employees do their work, each employee must have punctuality in order to be able to do other work quickly, effectiveness is how much success or how well the work is done and employees must be able to have independence in order to solve problems at work.

2.4. Hypothesis

The hypothesis serves as a rough estimate or initial response to the questions raised in formulating research problems (Juliandi & Manurung, 2014). Taking into account the problem formulation and the conceptual framework provided, the researcher establishes the hypothesis as follows:

H1: Training has a positive impact on employee performance at wild tiger prawn farm
H2: Compensation has a significant impact on employee performance at wild tiger prawn farm.
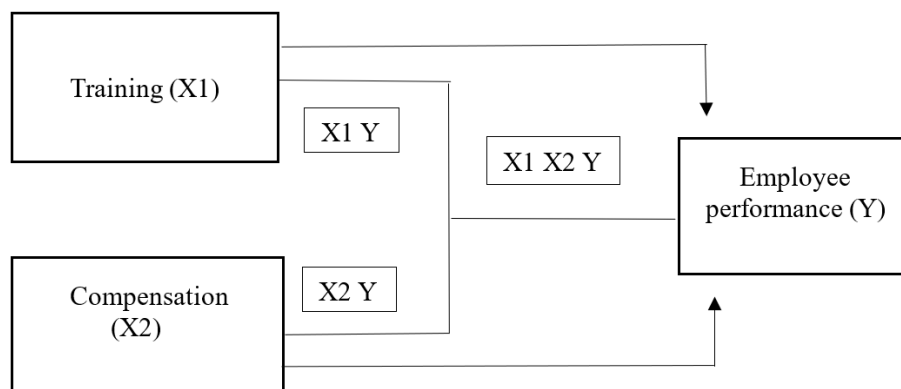**H3:** Training and compensation have a significant impact on employee performance at wild tiger prawn farm.

Figure 1. Conceptual Framework

3. RESEARCH METHODS

This research was conducted at wild tiger prawn farm, located in the Kelumbayan Pekon Umbar, Tanggamus district. The study took place for approximately 1 month from October to November 2023. The population consisted of all the objects or subjects with specific characteristics determined by the researcher for analysis and conclusion. The sample represented a portion or representative of the population based on the characteristics present in the population (Sekaran & Bougie, 2016). The population in this study was the employees of wild tiger prawn farm, totaling 30 individuals. The research utilized a non-probability technique called saturation sampling. Saturation sampling involved taking samples comprehensively from the entire population (Sastrohadiwiryo, 2019). Regarding data collection activities, the researcher used the primary data collection technique through questionnaires. A questionnaire was a data collection technique conducted through written questions addressed to the employees of wild tiger prawn farm. This research employed a quantitative research analysis method, which involved measuring in numerical form using statistical methods (Sugiyono, 2016). The analysis technique used by the researcher was multiple linear regression analysis.

In the analysis process, multiple linear regression analysis included testing instruments such as validity tests, reliability tests, classical assumption tests (normality test, multicollinearity test, and heteroscedasticity test), and hypothesis tests, including simultaneous tests (F test), partial tests (t test), and determination coefficient (R^2) tests. Autocorrelation tests were not used in this research because it utilized primary data in the form of questionnaires and did not involve a time-series data model. The study then proceeded with the analysis and interpretation to explain the conclusions and recommendations.

3.1. Variable Analysis of Job Training (X1), Compensation (X2) and Employee Performance (Y)

The results of the variable statements of Training, Compensation, and Employee Performance at wild tiger prawn farm can be seen in the table below:

High value = 50
Low value = 10
Category = 5

$$I = \frac{HV - LV}{C}$$

$$I = \frac{50 - 10}{5} = 8$$

This means that it can be concluded that the division score is:

Table 1. Interval Data

Interval	Category
42-50	Strongly Agree
34-41	Agree
26-33	Neutral
18-25	Disagree
10-17	Strongly Disagree

Source: Processed Data 2023

3.2. Frequency Distribution of Training Score (X1) Based on Respondents' Statements

Table 2. Frequency Distribution

Interval	Category	F	%
42-50	Strongly Agree	21	70
34-41	Agree	7	23.3
26-33	Neutral	2	6.7
18-25	Disagree	0	0
10-17	Strongly Disagree	0	0
	Total	30	100

Source: Processed Data 2023

The overwhelming majority of 70% who strongly agreed demonstrates a high level of satisfaction and confidence in the training program. This suggests that the training variables are successfully addressing the needs and requirements of the employees, enabling them to perform their tasks efficiently and effectively. It also implies that the training program is likely contributing to the overall success and productivity of the wild tiger prawn farm.

The 23.3% of respondents who agreed with the training variables further reinforces the positive perception of the training program. While not as strong as the percentage of those who strongly agreed, this group still acknowledges the effectiveness and value of the training variables. Their agreement suggests that they have experienced positive outcomes from the training and recognize its importance in their work.

The small percentage of 6.67% who remained neutral indicates that there are a few respondents who neither strongly agree nor disagree with the training variables. This could be due to various reasons such as lack of personal experience with the training program or a neutral stance towards the importance of training in general. However, it is worth noting that this percentage is relatively low compared to the majority who expressed positive views.

Based on the results of the answers to the Training questionnaire on the wild tiger prawn farm, the grouping score is obtained:

Table 3. Interval

Interval	Category
84-100	Strongly Agree
68-83	Agree
52-67	Neutral
36-51	Disagree
20-35	Strongly Disagree

Source: Processed Data 2023

3.3. Recapitulation of Research Based on Training Indicators (X1)

Table 4. Indicator Research Results

No	Statement	Max score	Real score	Percentage	Criteria
1.	Instructors work professionally in training	150	133	88.7%	Strongly Agree
2.	Training is guided by the appropriate instructor	150	137	91.3%	Strongly Agree
3.	Employees feel that their current job is balanced with their skills	150	128	85.3%	Strongly Agree
4.	Training makes employees feel better at doing their jobs.	150	131	86.7%	Strongly Agree
5.	Training materials are prepared according to job interests.	150	131	86.7%	Strongly Agree
6.	The material provided made me quickly understand the job I had	150	142	94.7%	Strongly Agree
7.	The training attended by employees uses training methods that are in line with the material provided	150	130	86.7%	Strongly Agree
8.	The aim of training is to develop work abilities	150	132	88%	Strongly Agree
9.	Training motivates employees to improve their performance	150	131	86.7%	Strongly Agree
10.	The training methods provided by the company are interesting	150	126	84%	Strongly Agree

Source: Processed Data 2023

3.4. Frequency Distribution of Compensation Score (X2) Based on Respondents' Statements

Table 5. Frequency Distribution

Interval	Category	F	%
42-50	Strongly agree	16	53.3
34-41	Agree	12	40
26-33	Neutral	2	6.7
18-25	Disagree	0	0
10-17	Strongly Disagree	0	0
	Total	30	100

Source: Processed Data 2023

Based on the data in table 4 of the 30 research respondents who stated that the variable Compensation at wild tiger prawn farm "strongly agree" as many as 16 people or approximately 53.3%, who chose "agree" a total of 12 people or approximately 40%, who stated "neutral" as many as 2 people or around 6.7%, then those who chose "disagree" and "strongly disagree" did not exist. This data is dominated by a strongly agreed value of the Compensation variable with a percentage of 53.3%.

3.5. Recapitulation of Research Based on Compensation Indicators (X2)

Table 6. Indicator Research Results

No	Statement	Max score	Real score	Percentage	Criteria
1.	The salary given is always delivered on time by the company.	150	129	86%	Strongly Agree
2.	The salary I get is balanced with the obligations submitted by the company.	150	125	83.3%	Strongly Agree
3.	The incentives that employees receive are balanced with good work results.	150	132	88%	Strongly Agree
4.	Incentives are given according to employee work performance.	150	132	88%	Strongly Agree
5.	The company distributes bonuses fairly to employees.	150	129	86%	Strongly Agree
6.	Employees get allowances and holiday leave	150	135	90%	Strongly Agree
7.	The compensation received by employees is satisfactory.	150	128	85.3%	Strongly Agree
8.	The benefits provided increase my work enthusiasm.	150	125	83.3%	Strongly Agree
9.	The company pays attention to meeting employee needs and facilities.	150	133	88.7%	Strongly Agree
10.	The company provides health facilities for all employees	150	128	85.3%	Strongly Agree

Source: Processed Data 2023

3.6. Frequency Distribution of Employee Performance Score (Y) Based on Respondents' Statements

Table 7. Frequency Distribution

Interval	Category	F	%
42-50	Strongly agree	17	56.7
34-41	Agree	11	36.7
26-33	Neutral	2	6.7
18-25	Disagree	0	0
10-17	Strongly Disagree	0	0
	Total	30	100

Source: Processed Data 2023

Based on table 6 of 30 research respondents who stated that the variable Employee Performance at wild tiger prawn farm who chose "strongly agree" was 17 people or approximately 56.7%, who chose "agree" was 11 people or approximately 36.7%, who chose "neutral" was 2 people or around 6.7%, then those who chose "disagree" and "strongly disagree" did not exist. The data obtained is dominated by a strongly agreed value of the Employee Performance variable with a percentage of 56.7%.

3.7. Recapitulation of Research Based on Employee Performance Indicators (Y)

Table 8. Indicator Research Results

No	Statement	Max score	Real score	Percentage	Criteria
1.	Employees can complete work with better quality than predetermined standards	150	130	86.6%	Strongly Agree
2.	The quality of my work is in accordance with the skills that the employees have.	150	129	86%	Strongly Agree
3.	Employees are able to do every job carefully and neatly	150	127	84.6%	Strongly Agree
4.	The work carried out by employees is in accordance with the objectives determined by the company.	150	128	85.3%	Strongly Agree
5.	Employees always complete the work given by their superiors well	150	129	83.3%	Strongly Agree
6.	Employees can complete work on time	150	131	87.3%	Strongly Agree
7.	Employees always come and go home at the appointed time.	150	129	86%	Strongly Agree
8.	I always maximize my energy and thoughts or concentration extensively for effective work.	150	128	85.3%	Strongly Agree

No	Statement	Max score	Real score	Percentage	Criteria
9.	I can work independently so I can perform my job functions well.	150	133	88.6%	Strongly Agree
10.	I have high work engagement and responsibility when carrying out tasks related to my work	150	127	84.6%	Strongly Agree

Source: Processed Data 2023

4. RESULTS AND DISCUSSION
A. Result
4.1. Validity Test

According to the validity test, the variable statement items possess significance because the Pearson Correlation (r-value) value exceeds the threshold of 0.361 (r-value > r-table). This indicates a strong positive correlation between the statement items and the variable being measured. The r-value is a statistical measure that quantifies the strength and direction of the relationship between two variables. In this case, the r-value being greater than the threshold suggests that there is a significant and meaningful relationship between the statement items and the variable being studied. This finding is important because it suggests that the statement items are reliable indicators or predictors of the variable, and can be used to make accurate inferences or predictions about the variable. It also implies that changes in the statement items are likely to be associated with changes in the variable, making them valuable for understanding and analyzing the phenomenon under investigation. Overall, the significance of the statement items, as indicated by the r-value exceeding the threshold, highlights their importance and usefulness in the context of the study.

4.2. Reliability Test

Table 9. Reliability Test Result

Variable	Cronbach's Alpha	N of item	Description
Training	0,941	10	reliable
Compensation	0,933	10	reliable
Employee performance	0,946	10	reliable

Source: Processed Data 2023

Based on the table, the Cronbach's alpha value for the training variable is 0.941, then the compensation variable is 0.933, which means that the Cronbach's Alpha value is> 0.8 so the instruments of the two variables above are declared reliable.

4.3. Normality Test

Table 10. Normality Test Result

Tests of Normality						
	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	Df	Sig.	Statistic	Df	Sig.
Unstandardized Residual	0,127	30	0,200*	0,952	30	0,186
*. This is a lower bound of the true significance.						
a. Lilliefors Significance Correction						

Source: Processed Data 2023

Based on the table, it is stated that the significant value of Shapiro Wilk is 0.186> 0.05, which means that the data is spread normally.

4.4. Multicollinearity Test

Table 11. Multicollinearity Test Results

Coefficients[a]			
Model		Collinearity Statistics	
		Tolerance	VIF
1	Training (X1)	.770	1.298
	Compensation (X2)	.770	1.298
a. Dependent Variable: Y			

Source: Processed Data 2023

According to the provided table, the multicollinearity test reveals that the Tolerance value for the Job Training variable and the Compensation variable is greater than 0.10, while the VIF value is less than 10.0. This indicates that the Tolerance agreement between these two variables satisfies the criteria for passing the multicollinearity test. In other words, the tolerance value is above 0.10 and the VIF value remains below 10.0, confirming the absence of multicollinearity symptoms in the study.

4.5. Heteroscedasticity Test

Table 12. Heteroscedasticity Test Results

Correlations			X1	X2	Unstandardized Residual
Spearman's rho	X1	Correlation Coefficient	1.000	.515**	.102
		Sig. (2-tailed)	.	.004	.590
		N	30	30	30
	X2	Correlation Coefficient	.515**	1.000	.058
		Sig. (2-tailed)	.004	.	.761
		N	30	30	30
	Unstandardized Residual	Correlation Coefficient	.102	.058	1.000
		Sig. (2-tailed)	**.590**	**.761**	.
		N	30	30	30
**. Correlation is significant at the 0.01 level (2-tailed).					

Source: Processed Data 2023

Based on the data above, it can be seen that the correlation value between training and compensation with unstandardized residuals has a sig value> 0.05, so there are no symptoms of heteroscedasticity in the study.

4.6. Hypothesis Test

4.6.1. Partial Test (t Test)

Table 13. Partial Test Results (t test)

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	.341	1.177		.290	.774
	X1	.762	.027	.847	28.732	.000
	X2	.223	.026	.249	8.447	.000
a. Dependent Variable: Y						

Coefficients^a

Source: Processed Data 202

This indicates that both training and compensation have a strong positive impact on employee performance at the wild tiger prawn farm. The significant values being less than 0.5 suggest that there is a very low probability that the relationship between these variables and employee performance is due to chance. Additionally, the t-values being greater than the t-table value of 2.051 further support the significance of these relationships.

The Training Variable (X1) has a coefficient of 0.678, indicating that for every unit increase in training, there is a 0.678 unit increase in employee performance. This suggests that providing more training opportunities to employees can lead to a significant improvement in their performance.

Similarly, the Compensation Variable (X2) has a coefficient of 0.432, indicating that for every unit increase in compensation, there is a 0.432 unit increase in employee performance. This suggests that offering higher compensation packages can also have a significant positive impact on employee performance..

4.6.2. Simultaneous Test (F Test)

Table 14. Simultaneous Test Results (F Test)

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	823,803	2	411,901	733,401	0,000^b
	Residual	15,164	27	0,562		
	Total	838,967	29			
a. Dependent Variable: Y						
b. Predictors: (Constant), X2, X1						

ANOVA^a

Source: Processed Data 2023

Based on the results of the calculation of the table, the results of the F significance test (F test) together from the Training (X1) and Compensation (X2) variables on Employee Performance show Fvalue 733.401, and the significance value <0.05 and the Ftable value = 2.96, so that Fvalue> Ftable (733.401> 2.96) has a significance level of p-value = 0.000 <0.05 from these results it can be concluded that Training (X1) and Compensation (X2) simultaneously have a significant positive effect on Employee Performance (Y).

4.6.3. Coefficient of Determination R^2
Table 15. Test Results of the Coefficient of Determination R2'

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,991[a]	0,982	0,981	0,749
a. Predictors: (Constant), X2, X1				

Source: Processed Data 2023

Based on table 16, it is identified that the coefficient of determination (R^2) obtained is 0.982, which means 98.2% of the influence of Training (X1) and Compensation (X2) on Employee Performance (Y).

4.6.4. Multiple Linear Regression Test
Table 16. Multiple Linear Regression Test Results

Coefficients[a]					
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	0,341	1,177		0,290	0,774
X1	0,762	0,027	0,847	28,732	0,000
X2	0,223	0,026	0,249	8,447	0,000
a. Dependent Variable: Y					

Source: Processed Data 2023

Based on the table, the multiple linear regression equation in this study can be made, namely:

$$Y = 0.341 + 0.762 + 0.223 + e$$

According to the multiple linear regression equation above, it can be explained that:

a. A constant value of 0.341 indicates that when the Training and Compensation value is 0, the employee performance is 0.341.

b. The Training variable has a regression coefficient of 0.762, which means that if there is an increase of one unit in training, the employee performance will increase by 0.762 units, assuming that other independent variables remain constant. Similarly, the Compensation variable has a regression coefficient of 0.233, indicating that if there is an increase of one unit in compensation, the employee

performance will increase by 0.233 units, assuming other independent variables remain constant.

B. Discussion
1) Effect of Training on Employee Performance

The findings from the partial testing (t test) provide strong evidence that training has a positive impact on the performance of employees at the wild tiger prawn farm. The t-values of 28.732 obtained from the t test are significantly greater than the t-table value of 2.051, indicating a strong relationship between training and employee performance.

Furthermore, the significance level of 0.000, which is less than the commonly accepted threshold of 0.05, further supports the conclusion that training has a significant impact on employee performance. This means that there is a very low probability that the observed relationship between training and performance is due to chance. The results of this study suggest that the more training employees receive, the better their performance at the wild tiger prawn farm. This highlights the importance of investing in training programs for employees in order to enhance their skills and abilities.

Training plays a crucial role in building employee confidence, as it provides them with the knowledge and skills necessary to carry out their duties effectively. By developing their skills, employees are better equipped to handle the challenges and demands of their job, leading to improved performance. These findings are consistent with previous research conducted by Mutholib (2019), which also found a significant impact of training on employee performance. This adds further credibility to the current study's findings and suggests that training is a key factor in improving employee performance across different contexts.

As such, the findings from the partial testing (t test) provide strong evidence that training has a positive impact on the performance of employees at the wild tiger prawn farm. These findings highlight the importance of investing in training programs to enhance employee skills, confidence, and overall performance.

2) The Effect of Compensation on Employee Performance

Based on the partial testing (t test) results, it is clear that the Compensation variable (X2) has a significant impact on employee performance (Y). This is evident from the t test results, where the t-value of 8.447 is greater than the t-table value of 2.051, with a significance value of 0.000, which is less than 0.05. Therefore, it can be concluded that the Compensation variable (X2) significantly affects the Employee Performance variable (Y).

This implies that good compensation plays a crucial role in motivating employees to enhance their performance at the wild tiger prawn farm. When employees are adequately compensated, they are more likely to be satisfied and motivated, leading to increased productivity and better performance. This finding is consistent with previous research that has shown a positive relationship between compensation and employee performance.

Consequently, the researcher's hypothesis can be accepted, as it aligns with the empirical evidence gathered from the t test analysis. The hypothesis stated that there

would be a significant relationship between compensation and employee performance, and the results support this claim.

However, that this study contradicts the findings of a previous research conducted by Katidjan et al (2017), which suggested that compensation has an effect on employee performance but is not significant. This discrepancy could be due to various factors, such as differences in sample size, industry, or methodology. It highlights the need for further research to explore the relationship between compensation and employee performance in different contexts.

Hence, the partial testing results indicate that compensation has a significant impact on employee performance at the wild tiger prawn farm. Adequate compensation is crucial for motivating employees and enhancing their performance. This finding supports the researcher's hypothesis and contributes to the existing body of knowledge on the topic. However, it is important to consider the limitations of this study and the contrasting findings from previous research.

3) Effect of Training and Compensation on Employee Performance

Based on the results of simultaneous testing (f test) shows that Training (X1) and Compensation (X2) together have a significant positive impact on Employee Performance (Y) which proves the hypothesis can be accepted. This means that the increase in training and compensation given will improve employee performance at wild tiger prawn farm, otherwise if the training and compensation provided are not appropriate or inadequate it will have a bad impact on employee performance which can cause wild tiger prawn farm to fail to run its operations properly because training and compensation are activities that can motivate employee performance. This supports previous research conducted by Mutholib (2019).

The results of the simultaneous testing (f test) indicate that both Training (X1) and Compensation (X2) have a significant positive influence on Employee Performance (Y) at wild tiger prawn farm. This means that increasing the level of training and compensation provided to employees will enhance their performance. This finding supports the hypothesis that was tested and confirms that the relationship between training, compensation, and employee performance exists at wild tiger prawn farm.

This finding is important as it highlights the importance of providing adequate and appropriate training and compensation to employees. If the training and compensation provided are insufficient or inappropriate, it can have a negative impact on employee performance. This can potentially lead to operational failures at the farm, as employees may not have the necessary skills or motivation to perform their tasks effectively. This finding aligns with previous research conducted by Mutholib (2019), which also found that training and compensation have a positive impact on employee performance. This further strengthens the validity of the current study's findings.

5. CONCLUSION

The research findings indicate that training is a key factor in improving employee performance. Through training, employees acquire new skills, knowledge, and competencies that enable them to perform their tasks more effectively and efficiently. Training helps employees stay updated with the latest industry trends and advancements,

allowing them to adapt to changing work environments and technologies. It also boosts their confidence and motivation, leading to higher job satisfaction and productivity.

Similarly, compensation plays a significant role in influencing employee performance. Adequate and fair compensation not only attracts and retains talented individuals but also serves as a motivator for employees to perform at their best. When employees feel that their efforts are recognized and rewarded, they are more likely to be engaged, committed, and dedicated to their work. Compensation can include not only monetary rewards but also non-financial benefits such as recognition, promotions, and opportunities for growth and development.

However, the research findings suggest that the combined effect of training and compensation is even more powerful in enhancing employee performance. When employees receive proper training and are adequately compensated, they are more likely to feel valued and supported by the organization. This leads to increased job satisfaction, higher levels of engagement, and a stronger commitment to achieving organizational goals. The synergy between training and compensation creates a positive work environment that fosters continuous learning, growth, and performance improvement.

Based on these insights, it is evident that companies need to prioritize and effectively manage their training and compensation programs. They should invest in providing regular and relevant training opportunities to their employees, ensuring that they have the necessary skills and knowledge to excel in their roles. Additionally, companies should establish fair and competitive compensation structures that align with industry standards and reflect employees' contributions and performance levels.

By implementing well-executed training and compensation programs, companies can reap numerous benefits. They can expect to see improved employee performance, increased productivity, reduced turnover rates, and enhanced overall company operations. Moreover, these programs contribute to creating a positive organizational culture that attracts and retains top talent, fosters innovation and creativity, and ultimately drives business success.

REFERENCES

Afandi, P. (2018). Manajemen sumber daya manusia (Teori, konsep dan indikator). *Riau: Zanafa Publishing*, *3*.

Alam, I. A., & Nurhalimah, T. P. A. (2021). *Pengaruh Disiplin Motivasi Dan Pelatihan Terhadap Kinerja Karyawan Pasda Pt. Bank Rakyat Indonesia (Persero) Kalianda*.

Arianty, N., Bahagia, R., Lubis, A. A., & Siswadi, Y. (2016). Manajemen sumber daya manusia. *Medan: Perdana Publishing*.

Dessler, G. (2015). Manajemen sumber daya manusia. *Jakarta: Salemba Empat*.

Hasibuan, R., Ilyas, M., Hertati, L., Saputra, E., Anggun, B., Lestari, H., Kustina, K. T., & Ristiyana, R. (n.d.). *Sistem akuntansi*.

Juliandi, A., & Manurung, S. (2014). *Metodologi Penelitian Bisnis, Konsep dan Aplikasi: Sukses Menulis Skripsi & Tesis Mandiri*. Umsu Press.

Katidjan, P. S., Pawirosumarto, S., & Isnaryadi, A. (2017). Pengaruh kompensasi, pengembangan karir dan komunikasi terhadap kinerja karyawan. *MIX: Jurnal Ilmiah*

Manajemen, 7(3), 224241.

Mangkunegara, A. A. A. P. (2011). *Manajemen sumber daya manusia perusahaan*.

Mutholib, M. (2019). Pengaruh Pelatihan Kerja dan Kompensasi Finansial Terhadap Kinerja. *Liabilities (Jurnal Pendidikan Akuntansi)*, 2(3), 222–236.

Priansa, D. J. (2015). *Perencanaan dan Pengembangan Manajemen Sumber Daya . Alfabeta*.

Sastrohadiwiryo, S. (2019). *Bumi Aksara. Manajemen Tenaga Kerja Indonesia., 172–185*.

Sekaran, U., & Bougie, R. (2016). *Research methods for business: A skill building approach*. john wiley & sons.

Simamora, H. (2014). *Manajemen Sumber Daya Manusia . Bagian Penerbitan Sekolah Tinggi Ilmu Ekonomi YKPN*.

Snell, S., & Bohlander, G. (2013). Managing Human Resources. South-Western. *Australia, Cengage Learning*, 305.

Sugiyono, S. (2016). Metode Penelitian Kuantitatif, Kualitatif, dan R&D Cetakan ke-23. *Bandung: CV Alfabeta*.

Sutrisno, E. (2014). Manajemen Sumber daya manusia, kencana. *Jurnal Ilmu Dan Riset Manajemen*, 3(10).

Copyrights