

THE INFLUENCE OF TRAINING AND MOTIVATION ON THE PERFORMANCE OF PKH ASSISTANT IN GORONTALO REGENCY MEDIATED BY REMUNERATION

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ABSTRACT

This study aims to evaluate the extent to which the training provided to the Program Keluarga Harapan (PKH) facilitators can improve their performance, as well as how the motivation possessed by PKH facilitators affects their performance. Additionally, this study also evaluates the role of remuneration in mediating the relationship between training, motivation, and the performance of PKH facilitators. This study uses simple random sampling technique with the population of PKH facilitators. Each member of the population has an equal chance of being selected as a sample. The approach used in this study is Structural Equation Model (SEM) with measurement model using Smart PLS version 3.2.9. The results of the study indicate that motivation and remuneration are important factors influencing the performance of PKH facilitators. However, training does not have a significant impact on performance, either directly or indirectly through remuneration. These findings suggest that to improve the performance of PKH facilitators, greater attention should be given to enhancing motivation and remuneration.

KEYWORDS

Training, Motivation, Performance, Remuneration



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INTRODUCTION

Poverty is a complex problem faced by many countries, including Indonesia. Poverty is not only related to low income, but also includes various dimensions such as poor health, education, and quality of life (World Bank, 2020). According to data from the Central Bureau of Statistics (2021), the poverty rate in Indonesia in March 2021 reached 10.14% or 27.54 million people. To overcome the problem of poverty, the Indonesian government has implemented various poverty reduction programs, one of which is the Family Hope Program (PKH). In general, PKH is a conditional cash assistance program to poor and vulnerable families registered in the Integrated Social Welfare Data (DTKS) ranging from health (pregnant women

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and toddlers), education (school-age children), social welfare (disabilities and the elderly), and other access related to the welfare of Beneficiary Families (KPM).

In 2020, the Ministry of Social Affairs of the Republic of Indonesia focuses the implementation of the Family Hope Program (PKH) on four policies, one of which is Stunting Prevention. Indonesia has the second highest prevalence of stunting in Southeast Asia after Timor Leste with a prevalence rate of 31.8%. Meanwhile, Gorontalo Regency is one of the districts in Gorontalo Province that has a stunting prevalence rate of 30.8% or 308 thousand children under five. This figure is included in the high category of stunting cases in Indonesia. Based on the size of the health problem set by WHO for stunting, Gorontalo Regency is one of the regions in Indonesia that has a fairly high prevalence rate.

The main factor of stunting in Gorontalo Regency is caused by low nutritional intake, especially in the first 1000 days of life, from the fetus until the baby is 2 (two) years old. The cause of stunting is closely related to poverty, the basic assumption is that poverty makes it difficult for mothers and children to get nutritious food at affordable prices along with difficulty getting access to proper sanitation and access to clean water sources. Poverty and stunting are like two sides of a coin, if the poverty rate is high, stunting will also be high. This is in accordance with the SSGI report in 2022 that almost 60% of stunting families in Gorontalo District are families categorized as extreme poor.

The Gorontalo District Government has made regulations to reduce stunting rates by stipulating Gorontalo Regent Regulation Number 2 of 2019 concerning Stunting Handling in Gorontalo District which aims to improve the nutritional status of the community and the quality of human resources in the first 1000 (one thousand) days of life, namely from the fetus until the baby is two years old. The movement aims to increase effectiveness and initiatives by improving coordination and technical support, innovative advocacy, and participatory partnerships in improving nutritional status and public health in Gorontalo District. However, the rate has not decreased because these various efforts have not been matched by the knowledge and behavioral changes of poor families and the role of the Family Hope Program (PKH) facilitators has not been optimal in reducing the stunting rate in the first 1000 days of life.

Thus, the PKH framework is that the poverty chain can be broken by intervening by providing cash assistance to meet daily needs to poor beneficiary families. Stunting prevention through the Family Hope Program (PKH) in the community is carried out by involving the role of PKH facilitators in their respective working areas. PKH Facilitators play an important role in bridging the gap between health service providers and the community by providing access to welfare improvement efforts for Beneficiary Families (KPM), one of which is implementing the Family Development Session (FDS) or also known as the Family

Capacity Building Meeting (P2K2). P2K2 is a mandatory activity for all PKH social assistance recipients to participate in. In P2K2, they get various educational materials, ranging from knowledge about health and nutrition, family financial management, to childcare and education (Ministry of Social Affairs RI, 2020). It is hoped that with P2K2, beneficiary families can learn and understand the materials delivered by Facilitators in a structured manner and can strengthen behavior change for the better. The role of PKH Facilitators in implementing programs in the field directly or indirectly determines the success or failure of program activities in the field (Habibullah, 2011). However, the reality is that PKH Facilitators are often faced with a dilemma between the program that will or is taking place in the field is not in accordance and different from the situation in the field that is happening. Therefore, the complexity in the field often requires PKH facilitators to act wisely and patiently so that the role of the facilitator here is not only as a versatile attribute but the facilitator is required to act as a counterweight and as a listener to the voice of the little people.

So it can be concluded that the success of the PKH program is highly dependent on the performance of assistants in carrying out their duties and responsibilities. Therefore, it is important to pay attention to factors that can affect the performance of PKH assistants, such as education, training and remuneration.

Training is an important factor in improving the competence and skills of PKH facilitators. The formal education of PKH facilitators can affect their ability to understand and carry out mentoring tasks (Rahmawati, 2019). Meanwhile, the training provided can increase the knowledge and skills of PKH facilitators in carrying out mentoring (Sari, 2020).

Remuneration, as a form of compensation for the performance provided, can also be a factor that mediates the influence of education, training, and motivation on the performance of PKH facilitators. Appropriate remuneration can increase job satisfaction and encourage PKH facilitators to work better (Pratama, 2021).

Gorontalo Regency, as one of the PKH implementation areas, needs to pay attention to factors that can improve the performance of PKH facilitators. This study aims to analyze the effect of education and training on the performance of PKH facilitators in Gorontalo Regency, as well as the role of remuneration in mediating this effect.

Previous Research

Table 1. Previous Research

No.	Title	Results
1.	The Effect of Work Discipline, Work Motivation, and Work	The results showed that the variables of work motivation and work environment had a positive and significant effect on the

	Environment on Employee Performance Case Study at PT. XYZ (Fahmi, H.Z., & Wardani, D 2023)	performance of the marketing division, while work discipline did not have a significant effect on the performance of marketing personnel.
2.	Implementation of Grading System on Remuneration through Providing Employee Incentives at Conventional BPRs in Sidoarjo	(The results obtained from the implementation of the remuneration grading system on employee performance through incentives show that marketing and supervisor incentives are 82.70% of the total incentive provision, and collector and remedial incentives are 17.30% of the total incentive provision at BPR Buduran Delta Purnama).
3.	Effect of Training on Employee Performance	(Debby Endayani Safitri 2019) (The result of this study is that there is an effect of training on the performance of employees of PT. Batam).
4.	The Effect of Work Discipline, Work Motivation and Work Culture on Employee Productivity	(Survey on Bank XYZ Bandung Branch Office) (Fenny Aviyanto 2022) Work discipline, work motivation and work culture have a significant influence on work productivity at Bank XYZ Bandung Branch Office simultaneously.
5.	Evaluation of the Family Hope Program (PKH) in Improving Community Welfare in Rambutan District, Tebing Tinggi City (Lestari, Gita: 2019)	The results of the study found that the evaluation of the implementation of the Family Hope Program (PKH) went well, as seen from the process of initial meeting activities, disbursement of assistance, updating KPM data, and verifying the commitment of PKH participants. In addition, the Beneficiary Families (KPM) also really hope that the program will continue in the future, In addition, the data updating process must be further improved and tightened considering that there are still many underprivileged people who have not been touched by PKH assistance.

6.	The Effect of Remuneration with Work Motivation as an Intervening Variable on the Performance of PTN-BH Lecturers (Case Study of Padang State University)	(Aulia Agustin, Suhairi, Vima Tista Putriana) The results of the study concluded that the effect of remuneration on work motivation, the effect of remuneration on lecturer performance and the effect of work motivation on lecturer performance were significant. Other findings obtained from the analysis show that work motivation mediates the effect of remuneration on the performance of UNP lecturers.
7.	The Effect of Training, Work Motivation, and Emotional Intelligence on Employee Performance (Literature Review of Performance Management (Adzansyah ¹ , Achmad Fauzi ² , Ivanida Putri ³ , Nurul Afni Fauziah ⁴ , Salma Klarissa ⁵ , Vivi Bunga Damayanti ⁶ 2023)	(the results of the literature review analysis, it is concluded that training, work motivation and emotional intelligence have a significant influence on employee performance. Training allows organizations or companies to meet goals and targets so that employees can increase their knowledge and skills so that they affect their performance. Meanwhile, work motivation is able to make employees treat their work seriously so that their performance is good. And finally, emotional intelligence owned by employees is able to make employees have good emotional control so that the work done becomes smooth and their performance becomes good.
8.	The Effect of Leadership Style and Remuneration Through Work Discipline on the Performance of State Civil Apparatus at the Surabaya Shipping Polytechnic	(Agus Ramayana 2024) (The test results show that leadership style has a positive and significant effect on work discipline, remuneration has a positive and significant effect on work discipline, leadership style has a positive and significant effect on employee performance, remuneration has a positive and significant effect on employee performance, work discipline has a positive and significant effect on employee performance. Meanwhile, leadership style has no significant effect on performance through work discipline and remuneration has no significant effect on performance through work discipline).

Training is a learning process that enables employees to carry out current work according to standards. According to Gary Dessler (2015: 284) states that Training is the process of teaching new or existing employees the basic skills they need to do their jobs.

Motivation according to Hasibuan (2001: 219) is the provision of driving force that creates a person's work enthusiasm, so that they want to work together, work effectively and integrate with all their efforts to achieve satisfaction. The definition of motivation according to Handoko (1992: 9), namely a force or factor contained in humans, which raises, directs and organizes their behavior. (Siahaan et al., 2015)

Individual performance is influenced by effort (effort), ability (ability) and environmental situations. Subhki and Jauhar (2013). Performance is the quality work achieved by employees in carrying out their duties in accordance with the responsibilities given to them. Mangkunegara (2013). Performance is the willingness of a person or group to carry out an activity and perfect it according to their responsibilities with the results as expected. Sinambela (2016).

According to Deluca (1993) remuneration is the amount of payment given to employees based on the services they have provided. remuneration in the public sector is called performance allowance. According to Presidential Regulation No.37 of 2015 concerning Employee Performance Allowances within the Directorate General of Taxes, performance allowances are given to improve the performance of employees within the Directorate General of Taxes in carrying out functions, duties, and authorities in tax collection in order to support state revenue from the taxation sector based on the achievement of specified tax revenue performance. This study uses remuneration indicators developed by Kawedar (2015), which are based on the achievement of budget realization, length of service, workload, work experience, and employee performance achievements.

RESEARCH METHOD

This study uses a quantitative approach that aims to test the relationship between the variables studied. The research population consists of all Family Hope Program (PKH) assistants in Gorontalo Regency. The sampling technique used the simple random sampling method, providing equal opportunities for each member of the population to be selected as a sample. A total of 102 PKH facilitators were determined as research samples.

Data collection was conducted through various methods. Primary data was obtained through surveys, interviews, and questionnaires. The questionnaires contained a series of statements that measured respondents' level of agreement using a Likert scale with five levels, ranging from strongly disagree (1) to strongly

agree (5). In addition, secondary data was collected from sources such as official reports, scientific publications, and relevant statistical databases.

For data analysis, this study used the Structural Equation Model (SEM) method implemented through the Smart PLS program version 3.2.9. This approach allows testing the relationship between training variables, motivation, remuneration as a mediator, and PKH Facilitator performance as the dependent variable. The analysis was also designed to evaluate the direct and indirect effects between variables, as well as the mediating role of remuneration in the relationship between training and motivation on PKH Facilitator performance.

This research involved a process of variable operationalization to ensure that each variable was measured appropriately according to the definitions used. Independent variables include training and motivation, while the dependent variable is the performance of PKH Facilitators. The remuneration variable is placed as a mediating variable. The operationalization of variables is done by referring to theories and indicators that have been validated in previous studies, so that the results of the analysis can provide an accurate picture of the influence of these variables.

The methodology used to examine the effect of Training and Motivation on the Performance of Family Hope Program (PKH) Facilitators in Gorontalo Regency, with Remuneration as the mediator variable. This study identified four main variables: Training and Motivation as independent variables, Performance as the dependent variable, and Remuneration as the mediator. These variables are operationalized in detail, including operational and conceptual definitions that detail the relevant dimensions and indicators for each variable.

The operational definition of training includes aspects such as instructor qualifications, participant enthusiasm, and the suitability of training methods to the material. Motivation is defined through work enthusiasm, sense of community, and work achievement and productivity. Performance is measured based on individual and organizational performance, as well as the achievement of predetermined goals. Remuneration is operationalized through meeting economic needs, balance and fairness, and increasing work productivity.

The research location was set in Gorontalo District, specifically at the PKH Secretariat Office, which became an important context for data collection. This research uses quantitative data that can be measured and expressed in numbers, allowing for in-depth statistical analysis. Primary data was collected directly from respondents through interviews, questionnaires, and observations, while secondary data was drawn from official reports, scientific publications, and relevant statistical databases.

The sampling method used is Simple Random Sampling, which provides an equal opportunity for each individual in the population to be selected as a sample.

In this study, all PKH Facilitators in Gorontalo Regency were used as the population. Data collection was conducted using survey techniques, interviews, and questionnaires designed to measure the variables studied. The questionnaire distributed to 102 PKH Facilitators used a Likert scale to measure respondents' responses to each question item.

Validity and reliability tests are conducted to ensure that the instruments used are reliable. The validity test measures the extent to which the measuring instrument can reveal the variable being measured, while the reliability test assesses the consistency of the measurement results. The test results show that all variable indicators have validity and reliability values that meet the requirements.

Data analysis was conducted using descriptive analysis to describe the characteristics of respondents and their responses to the variables studied. In addition, multiple linear regression analysis was used to examine the effect of Training and Motivation on PKH Facilitator Performance, with Remuneration as the mediator. Classical assumption tests, including normality, multicollinearity, and heteroscedasticity, were conducted to ensure that the regression model constructed was valid and reliable.

The simultaneous significance test (F test) is used to measure the effect of the independent variables together on the dependent variable, while the individual parameter significance test (t test) tests the effect of each independent variable on the dependent variable separately. The coefficient of determination (R^2) is calculated to assess how much the independent variable contributes in explaining the dependent variable.

The main objective of this research methodology is to understand in depth the complex relationships between Training, Motivation and Performance of PKH Facilitators, and the role of Remuneration in facilitating these relationships. It is expected that the systematic and structured approach of this research will result in meaningful contributions to the development of policies and practices aimed at improving employee performance in the social sector, particularly in programs related to community welfare.

RESULT AND DISCUSSION

Convergent Validity

To test convergent validity, the outer loading value or loading factor is used. An indicator is said to fulfill convergent validity in a good category if the outer loadings > 0.70 . The following is the outer loading value of each indicator on the research variable:

Table 2. The Outer Loadings

Variables	Indicator	Outer Loadings	Description
Training (X1)	X1.1	0,708	<i>Valid</i>
	X1.2	0,737	<i>Valid</i>
	X1.3	0,717	<i>Valid</i>
	X1.4	0,787	<i>Valid</i>
	X1.5	0,821	<i>Valid</i>
	X1.6	0,817	<i>Valid</i>
	X1.7	0,805	<i>Valid</i>
	X1.8	0,809	<i>Valid</i>
	X1.9	0,818	<i>Valid</i>
	X1.10	0,881	<i>Valid</i>
	X1.11	0,819	<i>Valid</i>
	X1.12	0,849	<i>Valid</i>
	X1.13	0,811	<i>Valid</i>
Motivation (X2)	X2.1	0,702	<i>Valid</i>
	X2.2	0,889	<i>Valid</i>
	X2.3	0,888	<i>Valid</i>
	X2.4	0,902	<i>Valid</i>
	X2.5	0,990	<i>Valid</i>
	X2.6	0,922	<i>Valid</i>
	X2.7	0,893	<i>Valid</i>
Remuneration (Z)	Z1	0,878	<i>Valid</i>
	Z2	0,961	<i>Valid</i>
	Z3	0,920	<i>Valid</i>
	Z4	0,832	<i>Valid</i>
	Z5	0,941	<i>Valid</i>
	Z6	0,902	<i>Valid</i>
	Z7	0,839	<i>Valid</i>
Performance (Y)	Y1	0,920	<i>Valid</i>
	Y2	0,910	<i>Valid</i>
	Y3	0,840	<i>Valid</i>
	Y4	0,821	<i>Valid</i>
	Y5	0,879	<i>Valid</i>
	Y6	0,870	<i>Valid</i>
	Y7	0,881	<i>Valid</i>
	Y8	0,755	<i>Valid</i>
	Y9	0,934	<i>Valid</i>

Conclusions The processing results using SmartPLS can be seen in Table 2 above The outer model value or correlation between constructs and variables is > 0.7, so it can be said to be valid.

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Discriminant Validity

Discriminate Validity can be seen through the Average Variance Extracted (AVE) method for each indicator has criteria > 0.5 to be said to be valid.

Table 3. Discriminant Validity Average Variance Extracted (AVE) Method

	Average Variance Extracted (AVE)	Description
Training	0,640	Valid
Motivation	0,771	Valid
Remuneration	0,756	Valid
Performance	0,805	Valid

Source: Primary data processed, 2024

Based on the data in table 3 above, it can be seen that the AVE value of the training variable is $0.640 > 0.5$, for the value of the motivation variable $0.771 > 0.5$, for the remuneration variable $0.756 > 0.5$, and for the performance variable $0.804 > 0.5$. Based on the above results, it can be seen that the AVE value of the training, motivation, remuneration and performance variables is more than 0.5. So that discriminat validity is fulfilled, and can be said to be valid.

Composite reliability test

Composite Reliability is the part used to test the reliability of variable indicators. Variables can be said to fulfill composite reliability if the composite reliability value of each variable is > 0.70 . The following is the Composite Reliability value of each variable:

Table 4. Composite Reliability

	Composite Reliability	Description
Training	0,958	Reliable
Motivation	0,959	Reliable
Remuneration	0,965	Reliable
Performance	0,967	Reliable

Source: Primary data processed, 2024

>Based on the data in table 4 above, it can be seen that the Composite Reliability value of the training variable 0.7 with a value of 0.958, for the motivation variable has a value of 0.7, namely 0.959, for remuneration has a value > 0.7 , namely 0.965, and the performance variable also has a value greater than 0.7, which is 0.967. This shows that each variable has Composite Reliability > 0.70 , indicating that the three variables are reliable.

Cronbach's Alpha

The Composite Reliability reliability test above can be strengthened by using the Cronbach's Alpha value. A variable can be said to be reliable if it has Cronbach's Alpha > 0.70. The following is the Cronbach's Alpha value of each variable.

Table 5. Cronbach's Alpha

	Cronbach's Alpha	Description
Training	0,954	Reliable
Motivation	0,949	Reliable
Performance	0,960	Reliable
Remuneration	0,959	Reliable

Source: Primary data processed, 2024

Based on the data in table 5 above, it can be seen that the Cronbach's Alpha value of the training variable variable > 0.7 with a value of 0.954, for the motivation variable has a value > 0.7, namely 0.949, for the performance variable has a value > 0.7, namely 0.960, and the remuneration variable also has a value greater than 0.7, which is 0.959. This shows that each variable has a Cronbach's Alpha > 0.70, indicating that the four variables are reliable.

Multicollinearity Test

Multicollinearity test is used to determine multicollinearity between variables by assessing the correlation between independent variables. The results of the multicollinearity test are presented in the table below:

Table 6. Multicollinearity Test

Inner VIF Values	VIF	Description
Training □ Remuneration	0,018	Non Multicollinearity
Motivation □ Remuneration	1,313	Non Multicollinearity
Training □ Performance	0,027	Non Multicollinearity
Motivation □ Performance	0,092	Non Multicollinearity
Remuneration □ Performance	0,179	Non Multicollinearity

Source: Primary data processed, 2024

Based on table 6, the results of the collinearity statistic (VIF) to see the multicollinearity test with the outer results of the training variable on remuneration amounted to 0.018. Then the value of the motivation variable on remuneration is 1.313. The value of the training variable on performance is 0.027. The value of the motivation variable on performance is 0.092. The value of the remuneration variable on performance is 0.179. From each VIP < 5, it does not violate the multicollinearity test.

Inner Model Evaluation

Evaluation of this model is carried out using Coefficient Determination (R²), Goodness of Fit Test, and Hypothesis Test (Direct Effect and Indirect Effect), the following is a scheme of the proposed PLS program model:

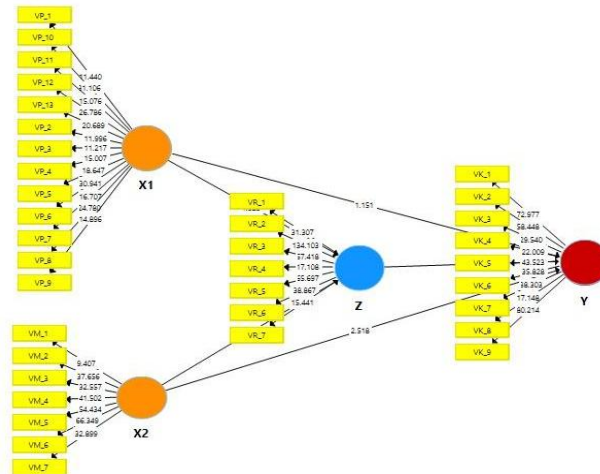


Figure 1. Inner Model Evaluation
Source: Primary data processed, 2024

Coefficient Determination (R²)

The coefficient determination (R-square) is used to measure how much the dependent variable is influenced by other variables. Chin said the R² result of 0.67 and above for the dependent latent variable in the structural model identifies the influence of the independent variable (which affects) on the dependent variable (which is influenced) is in the good category. Meanwhile, if the result is 0.33-0.67, it is in the medium category, and if the result is 0.19-0.33, it is in the weak category.

Based on data processing that has been carried out using smartPLS 3.0, the R-Square value is obtained as follows:

Table 7. Coefficient of Determination

	R Square (R ²)	R Square Adjusted
Performance (Y)	0,655	0,644
Remuneration (Z)	0,653	0,646

Source: Primary data processed, 2024

The R-Square table is used to see the ability of training and motivation variables to explain performance (Y) with a value of 0.655 or 65.5% and is declared to have a medium value. Then R-square is used to see the ability of training and motivation variables to explain remuneration (Z) with a value of 0.653 or 65.3% and is stated to have a medium value.

Goodness of Fit Test

The good of fit assessment is known from the Q-square value. The Q-Square value has the same meaning as the coefficient of determination (R-Square) in regression analysis, where the higher the Q_Square, the better or more fit the model is with the data. The calculation results of the Q-Square are as follows:

$$\begin{aligned} \text{Q Square} &= 1 - [(1 - R21) \times (1 - R22)] \\ &= 1 - [(1 - 0,655) \times (1 - 0,653)] \\ &= 1 - (0,345 \times 0,347) \\ &= 1 - 0,119715 \\ &= 0,88 \end{aligned}$$

Based on the results of the above calculations, the Q-Square value is 0.88 or 88%. This shows the amount of diversity of research data that can be proposed by the research model by 88%, while the remaining 12% is explained by other factors that are outside this study. Thus, from these results, this research model can be declared to have good goodness of fit.

Hypothesis Test

Based on the data processing carried out, the results can be used to answer the hypothesis in this study by looking at t Statistics and P Values. The hypothesis is declared accepted if the P Value <0.05. In this study, there are direct and indirect effects because there are independent variables, dependent variables, and mediating variables. In the smartPLS program, the results of hypothesis testing can be seen through the Path Coefficient Bootstrapping Technique as follows:

Table 8. Hypothesis Test Results through Path Coefficient Bootstrapping Technique

	Original Sample	Sample Mean	Standard Deviation	T Statistic	P Values	Description
Training (X1) → Performance (Y)	0,125	0,144	0,108	1,151	0,0250	Positive and Not significant
Training (X1) → Remuneration (Z)	-0,101	-0,095	0,099	1,025	0,306	Negative and Not Significant
Motivation (X2) → Performance(Y)	0,349	0,324	0,139	2,518	0,012	Positive and Significant
Motivation (X2) → Remuneration(Z)	0,868	0,868	0,073	11,870	0,000	Positive and Significant
Remuneration (Z) → Performance (Y)	0,423	0,437	0,103	4,107	0,000	Positive and Significant
Training (X1) → Remuneration (Z) → performance (Y)	-0,043	-0,042	0,048	0,893	0,372	Negative and Not significant
Motivation (X2) → Remuneration (Z) → performance (Y)	0,367	0,379	0,094	3,884	0,000	Positive and Significant

Source: Primary data processed, 2024

Direct Effect

This study proposes as many as 5 hypotheses. Hypothesis testing using bootstrapping analysis technique. Furthermore, through the results of the P Value value obtained if the P Value value for each variable is <0.05 then it is significant and the variable > 0.05 then it is not significant. Positive influence can be seen through Original Sample. The summary results of direct effect testing are as follows:

Table 9. Direct Effect Test Results

Path Coefficient	Hypothesis	Original Sample	Sample Mean	Standard Deviation	T Statistic	P Values	Description
Training (X1) → Performance (Y)	H1	0,125	0,144	0,108	1,151	0,250	Not significant
Training (X1) → Remuneration (Z)	H2	-0,101	-0,095	0,099	1,025	0,306	Not Significant
Motivation (X2) → Performance(Y)	H3	0,349	0,324	0,139	2,518	0,012	Significant
Motivation (X2) → Remuneration(Z)	H4	0,868	0,868	0,073	11,870	0,000	Significant
Remuneration (Z) → Performance (Y)	H5	0,423	0,437	0,103	4,107	0,000	Significant

Source: Primary data processed, 2024

Based on table 9, the effect of training on performance is 0.125 and P-value > 0.05 of 0.250. So it can be concluded that the direct effect of training on

performance and not significant. So it is not in accordance with the training has a positive effect on performance. **H1 Rejected**

The effect of training on remuneration is -0.125 and P-value > 0.05 of 0.306. So it can be concluded that the direct effect of training on remuneration is negative and insignificant. So it is not in accordance with the training has a positive effect on remuneration **H2 Rejected**

The effect of motivation on performance is 0.349 and P-value < 0.05 of 0.012. So it can be concluded that the direct effect of motivation on performance is positive and significant. So according to motivation has a positive effect on performance. **H3 Accepted**

The effect of motivation on remuneration is 0.868 and P-value < 0.05 of 0.000. So it can be concluded that the direct effect of motivation on remuneration is positive and significant. So according to motivation has a positive effect on remuneration. **H4 Accepted**

The effect of remuneration on performance is 0.423 and P-value < 0.05 of 0.000. So it can be concluded that the direct effect of remuneration on performance is positive and significant. So in accordance with remuneration has a positive effect on performance. **H5 is accepted**

Indirect Effect

Testing the indirect effect of training and motivation variables on performance through remuneration as a mediating variable. The results of the analysis can be seen from the indirects effects of the bootstrapping technique. The summary results are as follows:

Table 10. Indirect Testing Results

Specific Indirect Effect	Hypothesis	Original Sample	Sample Mean	Standard Deviation	T Statistic	P Values	Description
Training (X1) → Remuneration (Z) → performance (Y)	H6	-0,043	-0,042	0,048	0,893	0,372	Not significant
Motivation (X2) → Remuneration (Z) → performance (Y)	H7	0,367	0,379	0,094	3,884	0,000	Significant

Source: Primary data processed, 2024

Based on table 4.13 above, it can be seen from hypothesis 6 that the effect is -0.043 and the p-value > 0.05 is as wide as 0.372. So it can be concluded that remuneration has no effect and is not significant in mediating training on performance. **H6 is rejected**

From the table it is also known from hypothesis 7 that the effect is 0.367 and the p-value <0.05 is as wide as 0.000. So it can be concluded that remuneration has a positive and significant effect in mediating training and motivation on performance.

Hypothesis Discussion

Training to performance

The results of the analysis show that there is no significant effect of training on performance. Because the results of the t-statistic hypothesis test are smaller than the t-table (1.967) which is 0.151 with an effect of 0.125 and a P-value > 0.05 of 0.250 so that training has no significant effect on performance. So this result is not in accordance with the research conducted by (Debby Endayani Safitri, 2019) which shows the results that there is an effect of training on the performance of PT.Batam employees has a positive and significant effect on performance.

Training to Remuneration

The results of the analysis show that there is no significant effect of training on remuneration. Because the results of the t-statistic hypothesis test are smaller than the t-table (1.967) which is 1.025 with a large effect of -0.101 and a P-value > 0.05 of 0.306. So that training has no effect on remuneration. This could be because remuneration has a meaning such as "something" that employees get in return for the contributions they have made to the organization where they work (Teja, 2017), while training is not a reward that is usually given by the company. However, it is a necessity that the company gives to employees so that they can work as expected.

Motivation to Performance

The results of the analysis show that the effect of motivation has a positive effect on performance is positive and significant. Because the results of the t-statistic hypothesis test are greater than the t-table (1.967), which is 2.518. With a large influence of 0.349 and a P-value <0.05 of 0.012. So that if individual motivation is good, it will improve performance. These results are in accordance with research conducted by (Fahmi, H.Z., & Wardani, D.2023) which shows that motivation has a positive and significant effect on employee performance. Similar research is also obtained by (Fenny Avianto, 2022) which shows that work discipline, work motivation, and work culture have a significant effect on performance or work productivity.

Motivation towards remuneration

The results of the analysis show that the effect of motivation on remuneration is positive and significant. Because the results of the t-statistic hypothesis test are

greater than the t-table (1.967), which is 11.870 with a large effect of 0.868 and a P-Value <0.05 of 0.000. So it can be concluded that the higher the motivation, the more remuneration will increase. These results are in accordance with research conducted (Olivia D.Y. Pomoeng1, Yulianus M. Rombeallo, 2022) which shows that the postop effect between remuneration on employee performance and motivation, and remuneration affects employee performance.

Remuneration to performance

The results of the analysis show that the effect of remuneration has a positive effect on performance is positive and significant. Because the results of the t-statistic hypothesis test are greater than the t-table (1.967) which is 4.107 with a large effect of 0.423 and a P-value <0.05 of 0.000. So it can be concluded that remuneration can improve performance. These results are in accordance with research conducted by (Agus Ramayana, 2024) which shows the results that remuneration has a positive and significant effect on employee performance.

Training on performance mediated by remuneration.

The results of the analysis show that there is no effect of training on performance mediated by remuneration is negative and insignificant. Because the results of the t-statistic hypothesis test are smaller than the t-table (1.967) which is 0.893 with a large effect of -0.043 and a p-value <0.05 as wide as 0.372. So it can be concluded that training has no effect and is not significant in mediating remuneration on performance. This shows that remuneration mediates the effect of training on performance.

Motivation to performance mediated by remuneration.

The results of the analysis show that the effect of motivation on performance mediated by remuneration is positive and significant. Because the results of the t-statistic hypothesis test are greater than the t-table (1.967) which is 3.884 with a large effect of 0.367 and a p-value <0.05 as wide as 0.000. So it can be concluded that motivation has a positive and significant effect in mediating remuneration on marketing performance. This shows that remuneration mediates the effect of motivation on performance. Meanwhile, it is also known from previous research by (Aulia, Suhairi, Vima, 2023) that the effect of remuneration on work motivation, the effect of remuneration on lecturer performance and the effect of work motivation on lecturer performance are significant influences.

CONCLUSION

Based on the results of hypothesis analysis that the variable Training on Performance The results of the analysis show that there is no effect of training on performance is not significant. Because the results of the t-statistic hypothesis test are smaller than the t-table (1.967) which is 0.151 with a large effect of 0.125 and a P-value > 0.05 of 0.250 so that training has no significant effect on performance.

Based on the results of hypothesis analysis that the variable Training on Remuneration The results of the analysis show that there is no effect of training on remuneration is not significant. Because the results of the t-statistic hypothesis test are smaller than the t-table (1.967) which is 1.025 with a large effect of -0.101 and a P-value > 0.05 of 0.306.

Based on the results of hypothesis analysis that the Motivation variable on Performance The results of the analysis show that the effect of motivation has a positive effect on performance is positive and significant. Because the results of the t-statistic hypothesis test are greater than the t-table (1.967), which is 2.518. With a large influence of 0.349 and a P-value <0.05 of 0.012. So that if individual motivation is good, it will improve performance.

Based on the results of hypothesis analysis that the Motivation variable on remuneration The results of the analysis show that the effect of motivation has a positive effect on remuneration is positive and significant. Because the results of the t-statistic hypothesis test are greater than the t-table (1.967) which is 11.870 with a large effect of 0.868 and a P-Value <0.05 of 0.000.

Based on the results of the hypothesis analysis that the Remuneration variable on performance The results of the analysis show that the effect of remuneration has a positive effect on performance is positive and significant. Because the results of the t-statistic hypothesis test are greater than the t-table (1.967) which is 4.107 with a large effect of 0.423 and a P-value <0.05 of 0.000.

Based on the results of hypothesis analysis that the variable Training on performance mediated by remuneration. The results of the analysis show that there is no effect of training on performance mediated by remuneration is negative and insignificant. Because the results of the t-statistic hypothesis test are smaller than the t-table (1.967) which is 0.893 with a large effect of -0.043 and a p-value <0.05 as wide as 0.372.

Based on the results of hypothesis analysis that the Motivation variable on performance mediated by remuneration. The results of the analysis show that the effect of motivation on performance mediated by remuneration is positive and significant. Because the results of the t-statistic hypothesis test are greater than the t-table (1.967) which is 3.884 with a large effect of 0.367 and a p-value <0.05 as wide as 0.000.

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