



## **Analysis of Employee Training Implementation at Emersia Hotel & Resort Batusangkar**

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### **Abstract**

This research is motivated by the results of the Industrial Field Experience and the author's observations about the implementation of employee training. The population of this research is all employees at Emersia Hotel & Resort Batusangkar by using a sampling technique of non-probability sampling with a saturated sampling of 48 samples. The technique of collecting data is by distributing questionnaires that are concurrently using a Likert scale of 20 statements that have been tested for validity and reliability with the SPSS 22.00 program. The results of the research from the implementation of employee training at Emersia Hotel & Resort Batusangkar are in the sufficient category (45.8%). Meanwhile, in terms of training indicators, they are (1) The type of training is included in the sufficient category (70.8%), (2) The objectives of the training area in the good and sufficient category (35.4%), (3) The training method is in a good category (54.2 %), (4) The training instructor is in the sufficient category (45.8%), (5) The training participants are in the sufficient category (35.4%), (6) The training material is in the good and sufficient category (31.2%) ( 7) The training time is categorized as sufficient and very bad (37.5%).

**Keywords: Training, Employees**

## INTRODUCTION

The development of the hospitality industry in Indonesia is getting better day by day. Through developments in the hotel industry, of course, it will also increase tax revenues in the area so that there will be job opportunities and equal distribution of income for the people who live around the hotel industry. Emersia Hotel & Resort Batusangkar is the only four-star hotel in Batusangkar which is located at Jl. Hamka No. 41 Jorong Parak Juar Nagari Baringin Batusangkar. Emersia Hotel & Resort Batusangkar has 135 rooms with various types or types that have advantages or disadvantages that are adjusted to the selling price of the room. In the current era of globalization, companies are required to maximize the quality of employee performance. The quality of HR (Human Resources) needs to be improved to compete fairly between companies. Human Resources plays an important role for the company to survive. The company seeks to strengthen and increase the potential of its human resources (Human Resources) by providing training. Training is very important because of employee training, the quality of employee performance is getting better. Training is urgently needed for jobs to increase their knowledge and skills [1]. This study is to determine the implementation of employee training at the Emersia Hotel & Resort Batusangkar, if the employee training is not carried out effectively as according to the indicators that the author describes, then the employee training that has been carried out by the hotel will harm the hotel, both in terms of finance and harm the quality of service or service. employee work[2] at Emersia Hotel & Resort Batusangkar. Therefore, the authors raised research on the analysis of the implementation of employee training variables at Emersia Hotel & Resort Batusangkar. From the explanation of the background of the problem, the authors researched "Analysis of Employee Training Implementation at Emersia Hotel & Resort Batusangkar".

## METHODOLOGY

This research is classified as quantitative research. The population of this study was all employees at Emersia Hotel & Resort Batusangkar using a non-probability sampling technique with 48 samples of saturated sampling. The technique of collecting data is by distributing questionnaires that are concurrently using a Likert scale of 20 statements that have been tested for validity and reliability with the SPSS 22.00 program.[3]

## RESULT AND DISCUSSION

### Results

#### 1. Description of Training Variable Data

Based on data obtained from 48 respondents consisting of 20 statements on employee training variable (X) as follows:

**Table 1. Assessment of Training Variable**

Category	Score	F	Percentage (%)
Very Good	79.95	6	12.5%
Good	66.65 - <79.95	16	33.3%
Fair	53.35 - <66.65	22	45.8%
Poor	40.05 - <53.35	3	6.3%
Very Poor	<40, 05	1	2.1%
<b>Total</b>		<b>48</b>	<b>100%</b>

From the processed data as many as 48 respondents for the employee training variable (X) shows that the implementation of employee training at Emersia Hotel & Resort Batusangkar is included in the sufficient category (45.8%). Furthermore, the employee training variable (X) is classified according to each indicator, as follows:

#### a. Types of Training

The results of training research for indicators of the type of training at Emersia Hotel & Resort Batusangkar.

**Table 2. Scoring of the indicators of the type of training**

Category	Score	F	Percentage (%)
Very Good	19.99	8	16.7
Good	18.83-<19.99	4	8.3
Fair	<b>11.17-&lt;18.83</b>	<b>34</b>	<b>70.8</b>
Poor	10.01-<11.17	1	2.1
Very Poor	<10.01	1	2.1
<b>Total</b>		<b>48</b>	<b>100%</b>

From the processed data as many as 48 respondents for the type of training indicator, the research results are included in the sufficient category (70.8%).

#### b. Training Goals

The results of research training for training purposes indicator in Emersia Hotel & Resort Batusangkar:

**Table 3. Assessment Score of indicators training purposes**

Category	Scores	F	Percentage (%)
Very Good	$\geq 12$	12	25
Good	$\geq 10$ - <12	<b>17</b>	<b>35.4</b>
Enough	<b>8-&lt;10</b>	<b>17</b>	<b>35.4</b>
Poor	6-<8	1	2.1
Very Bad	<6	1	2.1
<b>Total</b>		<b>48</b>	<b>100%</b>

From the processed data as many as 48 respondents for training objectives indicators, the results of the study were categorized as good and sufficient (35.4%).

#### c. Training Methods

The results of training research for training method indicators at Emersia Hotel & Resort Batusangkar:

**Table 4. Scoring assessment of training method indicators**

Category	Score	F	Percentage (%)
<b>Very Good</b>	16.95	4	8.3
<b>Good</b>	<b>13.65-&lt;16.95</b>	<b>26</b>	<b>54.2</b>
<b>Fair</b>	10.35-<13.65	14	29.2
<b>Poor</b>	7.05-<10.35	4	8.3
<b>Very Poor</b>	<7.05	0	0
<b>Total</b>		<b>48</b>	<b>100%</b>

From the processed data as many as 48 respondents for the training method indicators, the research results are categorized as good and sufficient (54.2%).

#### d. Training Instructors

The following are the results of training research for indicators for training instructors at Emersia Hotel & Resort Batusangkar:

**Table 5. Assessment of the score of the training instructor indicators**

Category	Score	f	Percentage (%)
Very Good	7.95	12	25%
Good	6.65-<7.95	12	25%
<b>Enough</b>	<b>5.35-&lt;6.65</b>	<b>22</b>	<b>45,8%</b>
Poor	4.05-<5.35	0	0%
Very Bad	<4.05	2	4.2%
<b>Total</b>		<b>48</b>	<b>100%</b>

From the processed data as many as 48 respondents for the training instructor indicator then the results of the study were adequate (45.8%).

#### e. Training Participants

The following are the results of the training research for the indicators of training participants at Emersia Hotel & Resort Batusangkar:

**Table 6. Scoring of the indicators of the trainees**

Category	Score	F	Percentage (%)
Very Good	7.95	10	8.3
Good	6.65-< 7.95	12	10.4
<b>Fair</b>	<b>5.35-&lt;6.65</b>	<b>17</b>	<b>35.4</b>
Poor	4.05-<5.35	5	25
Very Poor	<4.05	4	20.8
<b>Total</b>		<b>48</b>	<b>100%</b>

From the processed data of as many as 48 respondents for the indicators of training participants, the research results are considered sufficient (35.4%).

#### **f. Training Materials**

Following are the results of training research for the indicators of training materials at Emersia Hotel & Resort Batusangkar:

**Table 7. Scoring of the indicators of training materials**

Category	Score	F	Percentage (%)
Very Good	7,95	12	25
<b>Good</b>	<b>6,65-&lt;7, 95</b>	<b>15</b>	<b>31.3</b>
<b>Fair</b>	<b>5.35-&lt;6.65</b>	<b>15</b>	<b>31.3</b>
Poor	4.05-<5.35	4	8.3
Very Poor	<4.05	2	4.2
<b>Total</b>		<b>48</b>	<b>100%</b>

From the processed data as many as 48 respondents for the training material indicators, the research results are good and sufficient (31.3%).

#### **g. Training Time**

Following are the results of training research for the indicator of training time at Emersia Hotel & Resort Batusangkar:

**Table 8. Scoring of the training time indicator**

<b>Category</b>	<b>Score</b>	<b>F</b>	<b>Percentage (%)</b>
Very Good	7,95	6	12.5
Good	6,65-< 7.95	3	6.3
<b>Fair</b>	<b>5.35-&lt;6.65</b>	<b>18</b>	<b>37.5</b>
Poor	4.05-<5.35	3	6.3
<b>Very Poor</b>	<b>&lt;4.05</b>	<b>18</b>	<b>3.75</b>
<b>Total</b>		<b>48</b>	<b>100%</b>

From the processed data of as many as 48 respondents for the training time indicator, the research results are considered sufficient (37.5%)

## **DISCUSSION**

After researching that the analysis of the implementation of employee training at Emersia Hotel & *Resort* Batusangkar conducted on 48 respondents, it shows that the employee training variable is categorized as sufficient with a percentage of 45.8% which means that the implementation of employee training at Emersia Hotel & *Resort* Batusangkar is sufficient in the implementation of training. his employees. With the following description:

1. Employee training in terms of the type of training indicator is categorized as sufficient with a percentage of 70.8% which means that the type of employee training provided is sufficient and in accordance with the needs of the employees themselves.[4]
2. Employee training in terms of indicators of training objectives is categorized as sufficient and good with a percentage of 35.4% which means that the training objectives provided are sufficient and good according to the needs of the employees themselves[5]
3. Employee training in terms of training method indicators is categorized as good with a percentage of 54.2%, which means that the employee training method provided is good so that employees understand the training material provided by the instructor.[6]
4. Employee training in terms of instructor training indicators is categorized as sufficient with a percentage of 45.8%, which means that employee training instructors are sufficient in accordance with the needs of the employees themselves[7]
5. Employee training in terms of indicators of training participants is categorized as sufficient with a percentage of 35.4%, which means that employee training participants are sufficient in accordance with the needs of the employees themselves
6. Employee training in terms of indicators of training material is categorized as sufficient and good with a percentage of 31.3% which means that employee training materials are sufficient and good according to the position *of* the employee.
7. Employee training in terms of the training time indicator is categorized as sufficient with a percentage of 37.5%, which means that the employee training time is sufficient in accordance with the needs of the employees themselves.

## CONCLUSION

Analysis of Employee Training Implementation at Emersia Hotel & *Resort* Batusangkar” is included in the sufficient category (5.8%). Judging from the training indicators that the type of training is in the sufficient category (70.8%), the training objectives are in the good and sufficient category (35.4%), the training method is in a good category (54.2%), the training instructor is in the category (45,8%), the participants were in the sufficient category (35.4%), the training materials were in the good and sufficient categories (31.2%) and the training time was in the sufficient and very bad categories (37.5%).

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