

The Effect of Coaching and Training on Employee Performance during the Covid-19 Pandemic

Afiah Mukhtar 1), Asmawiyah 2), Siti Fatimah 3) Nurjaya Gani 4) Inayatul Murmainnah 5) Suhardi 6)

- 1) Sekolah Tinggi Ilmu Ekonomi Tri Dharma Nusantara, Makassar, Indonesia
- 2) Sekolah Tinggi Ilmu Ekonomi Tri Dharma Nusantara, , Makassar, Indonesia
- 3) Universitas Islam Negeri Makassar, Makassar, Indonesia
- 4) Sekolah Tinggi Ilmu Ekonomi Tri Dharma Nusantara, Makassar, Indonesia
- 5) Universitas Pepabri, Makassar, Indonesia
- 6) Sekolah Tinggi Ilmu Ekonomi Tri Dharma Nusantara, Makassar, Indonesia

Abstract:- The purpose of this study was to determine the effect of coaching and training on employee performance during the covid 19 pandemic. The number of samples in this study were 33 employees who worked at PT. Karyaputra Suryagemilang is located in Makassar. This type of research uses a quantitative approach by using a questionnaire technique using a Likert scale as a research instrument. The data analysis method used is Multiple Linear Regression Analysis with data processing and analysis carried out through descriptive statistical analysis and inferential statistics using SPSS version 21 software.

This research can be concluded that the influence of coaching and training simultaneously or partially has a positive and significant relationship to employee performance in the COVID-19 pandemic situation.

Keywords:- Coaching, Training And Employee Performance.

I. INTRODUCTION

The emergence of covid 19 has triggered the emergence of various problems in industrial business. The COVID-19 pandemic situation demands that leaders have to think extra about how they can still increase employee profits or performance in unusual situations due to the pandemic.

Coaching comes from an English word that directs, gives instructions or coaching. In the coaching process, the coach is referred to as the coach trainer for the name of the person called. Generally, in a company, the coachee is the owner of the company or business owner, but in a pandemic situation the person who plays the role of coaching is the head of the company.

To be able to manage employee performance effectively, supervisors are kept as trainers (Nugro, Hasanuddin, & Brasit, 2011). Soeprihanto in (Anjaningrum & Sapetra, 2018) coaching is an activity to improve employee abilities through increasing their knowledge and skills to complete work. According to (Sari, 2016) coaching has a significant effect on performance.

Coaching is assistance or attention from superiors so that employees can learn about their duties (Malik & Aziz, 2018). Coaching has an important role to improve the performance of the coach. It is expected that direct interaction with employees in terms of sharing knowledge, skills, and work experience can be implemented every day both in the office and outside the office (formal or informal).

Training is needed to get good and professional human resources working in the company to be able to support the implementation of their duties and obligations. According to (Damanik & Teviana, 2016) that training can help someone in carrying out their duties.

The object of the research is the employees of PT. Karyaputra Suryagemilang is different from other companies despite the pandemic situation, but this company does not do work from home (WFH) because this company is engaged in installing EDC (Electronic Data Capture) machines, which generally employees cannot do online-based work. The formulation of the problem in this study is whether coaching and training have an influence on employee performance during the pandemic.

II. LITERATURE REVIEW

Coaching

Stone (2007: 11) in (Maharani & Widiartanto, 2017) coaching is a series of processes where employees gain the skills, abilities and knowledge needed to develop themselves professionally. (Malik & Aziz, 2018) Coaching is a method that is considered easy to make employees more efficient, because with coaching superiors can more easily find out the problems experienced by their subordinates to find solutions.

Training

Training is the process of providing assistance to employees or workers to be able to master specific skills or help correct deficiencies in carrying out their work (Setiawan, 2018). According to (Damanik & Teviana, 2016) in Hamalik (2007:10) training is a management function that needs to be carried out continuously in an organization whose implementation is continuous, gradual and integrated to achieve goals.

Performance

Performance is the maximum effort that employees make to achieve satisfactory work performance (Akbar, 2018). Performance is the result of the quality and quantity achieved by employees in carrying out their duties in accordance with the responsibilities given to them. (Sumarsih, 2017).

Relationship between Coaching and Training on Employee Performance

There are several research results that show the best between coaching and employee performance including (Darmasanthi & Sudiyani, 2020) where the results of his research found that coaching and employee performance had a positive and significant relationship, the study (Malik & Aziz, 2018) also found that coaching had a positive relationship. which is positive and significant to employee performance.

Training is an important thing to do in an organization or company (Sulaiman & Asanudin, 2020). According to (Muntu, Lengkonog and Kawet 2017) in their research results that training has a significant effect on employee performance. (Damanik & Teviana, 2016) training has a significant effect on employee performance.

III. RESEARCH METHODOLOGY

The population is the whole of the subjects studied (Hidayat, 2012). While the sample is part of the research population (Salamadian, 2019). The population used by employees of PT. Karyaputra Suryagemilang with 33 people located in Makassar. The census method was used to determine the sample by making the entire population as a sample but not including the leader as the research sample. This study uses a quantitative approach (quantitative approach).

Questionnaire technique or a list of questions with the determination of the Likert scale is used to obtain data on respondents' answers. The data analysis method used is Multiple Linear Regression Analysis with data processing and analysis carried out through descriptive statistical analysis and inferential statistics using SPSS version 21 software.

IV. ANALYSIS & FINDING

a. Data Analysis

1) Simple Regression

Simple regression analysis is used to calculate the magnitude of the effect quantitatively from a change in the occurrence of a variable. The effect of regression can be seen from the following Coefficients test table:

Table 1. Simple Regression Analysis Results Coefficientsa

Model	Unstandardize d Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	.529	5.385		.098	.922
X1	.422	.103	.480	4.081	.000
X2	.571	.136	.494	4.203	.000

a. Dependent Variable: Y

Based on table 1, the linear regression equation $Y = 0.529 + 0.422 X1 + 0.571 X2$ can be interpreted that the constant value of the equation 0.529 indicates that if the independent variables are assumed to be constant, then the dependent variable, namely employee performance, has increased by 52.9%. The coaching variable has a coefficient value of 0.422, this positive regression coefficient value indicates that coaching has a positive effect on employee performance values. The training variable has a coefficient value of 0.571X2, this positive regression coefficient value indicates that training has a positive effect on employee performance values.

2. Coefficient of Determination Analysis (R2)

Table 2 shows the magnitude of the contribution of the independent variable to the dependent variable by looking at the value of the coefficient of determination (R2) whose interval is between 0 and 1, the closer to 1, the better the regression results and the closer to 0, the independent variable cannot explain the dependent variable. The results of this study can be seen clearly in the following table:

Table 2. Coefficient of Determination Model Summary

R	R Square	Adjusted R Square	Std. Error of the Estimate
.794 ^a	.631	.607	2.769

a. Predictors: (Constant), X2, X1

The value of R Square (R2) in table 2 is 0.631% or 63.1%, meaning that the 63.1% change that occurs in employee performance is influenced by coaching and training while the rest is influenced by other variables.

3. ANOVA Test Results

The ANOVA test is one of the comparative tests or the parametric test group (Hidayat, 2012). For more details regarding the relationship between coaching and training on employee performance, see table 3 below:

Tabel 3 Anova F Test Results**ANOVAa**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	393.588	2	196.794	25.663	.000 ^b
	Residual	230.049	30	7.668		
	Total	623.636	32			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Based on Table 3, the F value shows 25.663 with a significance level of 0.000 this value is greater than 0.05 so it can be concluded that the coaching and training variables on employee performance in the proposed hypothesis are accepted.

b. Discussion.

Based on the analysis test, it was found that the linear regression equation $Y = 0.529 + 0.422X_1 + 0.571X_2$. so that the results of this study can be concluded that the effect of coaching and training either simultaneously or partially has a positive and significant relationship to employee performance. The results of this study can be interpreted that with coaching through formal discussions, providing time, providing opportunities to develop themselves, helping subordinates overcome obstacles, the amount of support provided by superiors to subordinates and providing training that is in accordance with working conditions has an impact on the results of this study that coaching and training are able to encourage the realization of good employee performance in a pandemic situation.

V. CONCLUSIONS AND RECOMMENDATIONS

This research can be concluded that the effect of coaching and training on employee performance has a positive and significant relationship in a pandemic situation. It is hoped that further researchers can develop this research to find various solutions and problems faced by companies in pandemic situations or new normal era situations.

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