



THE INFLUENCE OF TRAINING AND SUPERVISION ON EMPLOYEE WORK EFFECTIVENESS

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Abstract: The effectiveness of the work of employees in the company affects the course of the company's operations and the survival of the organization itself. One measure of work effectiveness is training and supervision. This study aims to determine how much influence training and supervision have on the work effectiveness of PT. Daliatex Kusuma. The research method used is a quantitative method with a descriptive and verification approach. The sampling technique used probability sampling, the researcher distributed questionnaires to 60 respondents for data analysis. The questionnaire was tested for validity and reliability, then a classical assumption test was carried out. The data analysis used is the path coefficient analysis technique, the coefficient of determination, the t-test, and the F test. The results show that partial job training has a significant effect on the work effectiveness of employees in the polyester material production division of PT. Daliatex Kusuma then supervised partially also had a significant effect on the work effectiveness of employees in the polyester material production division of PT. Daliatex Kusuma. From the results of the simultaneous test, training and supervision have a significant effect on the work effectiveness of employees in the polyester material production division of PT. Daliatex Kusuma.

Keywords: Employee Work Effectiveness; Supervision; Training

In the development of the textile industry business which is so rapid and with so many competitors, companies must have a strategy for overcoming every problem, the company's progress also has important aspects in it, not only capital and machine tools, but competent human resources are also a factor. It is important in the process of success or failure of a company, no matter how sophisticated the technology is and how much capital it has, if it does not have superior human resources, the company will not be able to achieve the expected goals, therefore human resources are a very valuable asset.

According to Suparyadi (2016), the human resources department is formed to manage human resources in the organization, starting from the personal planning that the company expects. Therefore, the company's success is not only determined by technology but the company's success is also determined by human resources. So that a company needs potential human resources both leaders and employees can make a good contribution and carry out tasks optimally to achieve company goals. Lots of competition encourages companies to be better at managing human resources to face competition which is pressure for companies.

PT. Daliatex kusuma is one of the leading textile manufacturers in Indonesia which was founded in 1965 and is located in the city of Bandung. The progress of this company is inseparable from quality human resources, but of course, the condition of employee performance can also decrease, creating good employee performance. the running of the company's operations and the survival of the organization itself. Likewise, at PT Daliatex Kusuma, it is necessary to have disciplined behavior for both employees and leaders so that employee work effectiveness will increase properly.

The effectiveness of employee performance is inseparable from performance management to get success in organizations or individuals. According to Sinambela (2016) "Effectiveness is a success that can be obtained in a predetermined program".



Meanwhile, according to Siagian (2016) "Work effectiveness means completing the work on time as previously agreed". One measure of work effectiveness is training and supervision.

Supervision is the activity of a manager or leader who strives for the work to be carried out according to the plan set and or the desired results (Akhyar, 2017). Every organization or company requires supervision from the manager. This supervision is carried out by the manager as an effort to compare whether what is carried out is under the established plan. This also means that supervision is an action or activity of a manager who strives for the work to be carried out under the established plan or the desired work results.

Supervision is very important in every job, both in government and private organizations. Because with good supervision, a job can run smoothly and can produce optimal work results. The smoother the work of employees and accompanied by good supervision, the work will be successful. With good supervision, it will encourage employees to be even more active at work and produce good employee work, especially if they complete their work in good spirits. Meanwhile, according to Handoko (2016) supervision is a process to ensure that organizational and management goals are achieved. Supervision is carried out solely to ensure that all company activities run as they should so that the goals set by the company are achieved.

To get good and high-quality work, good training is needed. Training is a planned effort from the company to increase the knowledge, skills, and abilities of employees. According to Arifiyah & Sunaryo (2017) an activity carried out by an organization or company in improving employee performance by providing skills or knowledge related to the work being carried out. With the implementation of proper training, the company is expected to be able to improve the work effectiveness of employees in achieving the work results that have been set, the training carried out can be shown both to old employees and new employees. According to Dessler (2019) training is the process of teaching new or existing employees the basic skills they need to carry out their jobs. Meanwhile, old employees also need to learn and be trained with the aim of improving poor performance, learning new knowledge and technology, and skills, as well as adapting to new organizational developments and organizational policies.

With training in an organization or company, it is possible to increase work effectiveness, which is also because employees already have sufficient capital or ability to achieve company goals. Agustina (2019) suggests that as a way to improve, maintain and improve employee performance, training is an activity that cannot be abandoned in a company.

The company hopes that employees can work effectively in all divisions, especially the production division for polyester materials as the superior product of this company. Pt. Daliatex Kusuma's address is at. Jl Mochammad Toha KM. 7,3 No. 307 Citeurep Kec. Dayehkolot Bandung City. It is demanded to minimize failures in the process of making polyester materials which result in company losses. Based on the results of an interview with one of the supervisors of PT. Daliatex Kusuma, the information received is that the lack of training in operating machines that are always updated with new features (tools) is carried out by management, especially for new employees and old employees which results in many failures in the production process of polyester materials in hundreds of thousands of meters. As well as the lack of supervision from the leadership which results in employees still lacking discipline.



Table 1. Data on Problems in the Production of Polyester Materials at PT. DALIATEX KUSUMA February - May 2019

No	The Problems	Amount in Meters	Month
1	Unfinished Color	790,833	June
2	Dip Striped	997,409	July
3	Striped Scouring	60,430	August
4	bowing	1,590	September
5	Oligomer	9,080	October
6	tangled	600,569	November

Source: HRD PT. DALIATEX KUSUMAH (2021)

Employee performance in the production of polyester materials at PT. Daliatex Kusumah has not been maximized, and there are still results in failed materials, of course, this is a problem that must be taken so that the company does not suffer losses from the production of failed polyester fabrics. PT. Daliatex Kusumah has been relatively unfavorable in the last few months of 2019, it can be seen from the problem data that there have been many production failures which have become a loss for the company. Management must have a strategy to minimize failures that result in losses in the production of polyester materials.

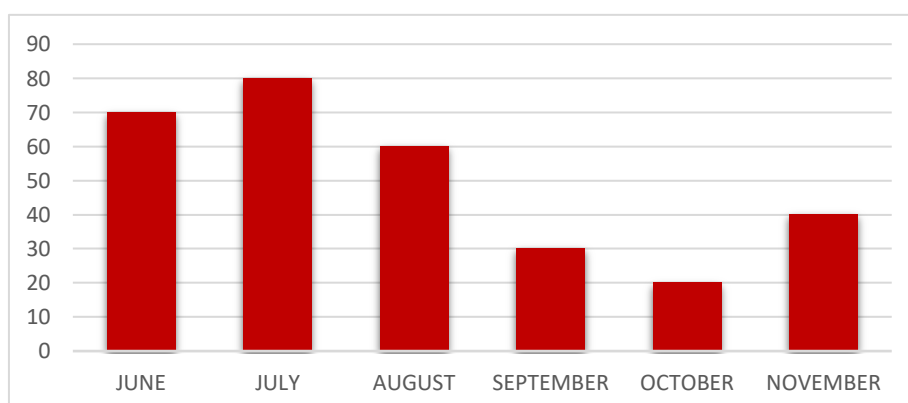


Figure 1. Production results of polyester materials at PT. Daliatex Kusuma

Source: HRD PT. DALIATEX KUSUMAH (2021)

From June to November, we can see that the percentage of results from the production of polyester materials has decreased, with there are still many failed production materials with various kinds of obstacles that have occurred at PT. Daliatex Kusuma's highest production was in July with a total of 80%, and the lowest was in October by 20% and experienced an increase in November by 40%. However, the company was dissatisfied with the employee's performance. Based on an interview with one of the company's supervisors, the information explained that the realization of employee work achievement was still not optimal because it had not met the company's targets and expectations.



Given these problems, the authors are interested in researching training and supervision and the effectiveness of employee work at PT. Daliatex Kusuma which is poured into scientific work in the form of a thesis entitled "the effect of training and supervision on work effectiveness". This study aims to determine how much influence training and supervision have on the work effectiveness of PT. Daliatex Kusuma. The hypothesis in this study is as follows: (1) Employee training at PT. Daliatex Kusuma is quite good; (2) Supervision of employees at PT. Daliatex Kusuma is quite good; (3) Work effectiveness at PT. Daliatex Kusuma is quite good; (4) Training affects the work effectiveness of employees at PT. Daliatex Kusuma; (5) Supervision affects the work effectiveness of employees at PT. Daliatex Kusuma; (6) Training and Supervision affect the effectiveness of employees' work at PT. Daliatex Kusuma.

METHODS

In this study, the method used by the author is descriptive and verified through a quantitative approach. Through this research method, it can be seen between the significant relationships between the variables studied so that the conclusions can clarify the description of the object to be studied. Researchers carried out direct research on the work effectiveness of employees at PT Daliatex Kusuma to obtain data related to this research. The data obtained will be analyzed through statistical tests to determine the facts of each variable studied.

In this study, primary data was sourced from the results of data collection in the form of questionnaires distributed to the intended targets and considered to represent the entire population, namely employees at PT. Daliatex Kusuma. Secondary data in this study were obtained through books, previous research, and journal sources on the internet, as well as other data that support this research data. Data collection methods are using questionnaires and interviews.

The sampling technique used probability sampling; the researcher distributed questionnaires to 60 respondents for data analysis. The questionnaire was tested for validity and reliability, then a classical assumption test was carried out. The data analysis used is the path coefficient analysis technique, the coefficient of determination, the t-test, and the F test by using the SPSS (Statistical Product and Service Solution) program because researchers want to ascertain whether there is an influence between training and supervision on employee effectiveness.

RESULTS AND DISCUSSION

The validity and reliability test is one of the tests used to test the level of validity of the questionnaire items and how much the results of the researcher's questionnaire measurements can be trusted, therefore the researcher conducts validity and reliability tests on measuring instruments involving as many as 60 research respondents.

The validity test is carried out using Pearson Correlation, it is said to be valid if the significance level is below 0.05 and above r table 0.3044 then the statement can be declared valid. The following table below shows the results of the validity test of each variable in this study, training, supervision, and employee work effectiveness with 60 respondents.



Table 2. Research Variable Validity Test Results

Variable	Item	Person Correlation	Sig (2- Tailed)	Description
Training (X ₁)	1	0.490	0.000	Valid
	2	0.675	0.000	Valid
	3	0.732	0.000	Valid
	4	0.814	0.000	Valid
	5	0.778	0.000	Valid
	6	0.825	0.000	Valid
	7	0.736	0.000	Valid
	8	0.800	0.000	Valid
	9	0.726	0.000	Valid
	10	0.789	0.000	Valid
	11	0.817	0.000	Valid
	12	0.824	0.000	Valid
	13	0.795	0.000	Valid
Supervision (X ₂)	1	0.872	0.000	Valid
	2	0.846	0.000	Valid
	3	0.879	0.000	Valid
	4	0.898	0.000	Valid
	5	0.867	0.000	Valid
	6	0.858	0.000	Valid
	7	0.787	0.000	Valid
	8	0.860	0.000	Valid
	9	0.897	0.000	Valid
	10	0.874	0.000	Valid
	11	0.887	0.000	Valid
	12	0.909	0.000	Valid
	13	0.832	0.000	Valid
Employee work effectiveness (Y)	1	0.862	0.000	Valid
	2	0.880	0.000	Valid
	3	0.880	0.000	Valid
	4	0.906	0.000	Valid
	5	0.892	0.000	Valid
	6	0.847	0.000	Valid
	7	0.867	0.000	Valid
	8	0.870	0.000	Valid
	9	0.862	0.000	Valid
	10	0.870	0.000	Valid
	11	0.893	0.000	Valid

Source: Results of data processing using SPSS 23 (2021)



Based on table 2 above, it can be seen that all statements used to measure each variable, namely research, supervision, and employee work effectiveness have a value that is greater than the significant value. The results of this validity test indicated that all statement items used in this research questionnaire were declared valid and suitable for use in further research.

The method used to test the level of consistency of the measuring instrument used in this study is the Alpha Cronbach method. Each research variable can be declared reliable if the Alpha value is > 0.60 . The results of reliability testing can be seen in the table below as follows:

Table 3. Research Instrument Reliability Test Results

Variable	Cronbach's Alpha	Critical Point	Description
Training	0,937	0,600	Reliable
Supervision	0,973	0,600	Reliable
Employee Work Effectiveness	0,970	0,600	Reliable

Source: Results of data processing using SPSS 23 (2021)

Based on the table above, it can be seen that the three variables studied have respective results of 0.937; 0.973; and 0.970, which means that the resulting reliability coefficient value is greater than 0.600. Therefore, it can be said that the measuring instrument used is reliable.

Descriptive Research Results

The descriptive analysis provides a general description of the characteristics of each variable being studied. To facilitate interpretation, a categorization of respondents' response scores was carried out using the average obtained from the results of a comparison between the total score and the number of respondents. The average response score of the respondents can be seen in the following table:

Table 4. Criteria for Average Respondent Score

No	Average	Training	Supervision	Employee Work Effectiveness
1	1.00 - 1.80	Very Not Good	Very Not Good	Very Not Good
2	1.81 - 2.60	Not good	Not good	Not good
3	2.61 - 3.40	Quite good	Quite good	Quite good
4	3.41 - 4.20	Good	Good	Good
5	4.21 - 5.00	Very good	Very good	Very good

Source: Processed data (2021)

The following is a description of each response from the questionnaire items which consist of 13 statements regarding employee training at the Production of Polyester Materials PT. Daliatex Kusuma was given to 60 employees in the division who were respondents to this study. To find out the description of all the questionnaire items that have been submitted to employees of the polyester material production division of PT. Daliatex Kusuma who was involved in this study regarding training variables can be seen in the results of the analysis below:



Table 5. Recapitulation of Respondents' Responses Regarding Training

No		Alternative Answers					Actual Score	Total	Average	Category
		SS	S	CS	TS	STS				
P1	F	13	11	9	15	12	178	60	2.97	Quite good
P2	F	7	17	13	12	11	177	60	2.95	Quite good
P3	F	1	25	5	1	28	150	60	2.50	Not good
P4	F	4	6	26	16	8	162	60	2.70	Quite good
P5	F	2	23	3	31	1	174	60	2.90	Quite good
P6	F	9	18	9	29	2	204	60	3.40	Quite good
P7	F	7	19	32	2	2	213	60	3.55	Good
P8	F	7	23	7	4	19	175	60	2.92	Quite good
P9	F	8	25	24	1	2	216	60	3.60	Good
P10	F	6	20	4	26	4	178	60	2.97	Quite good
P11	F	23	3	8	2	24	179	60	2.98	Quite good
P12	F	7	21	29	2	1	211	60	3.52	Good
P13	F	26	2	4	27	1	205	60	3.42	Good
Total Accumulation						2422	780	3.11	Quite good	

Source: Processed results of questionnaire data (2021)

Based on table 5 above, describes the respondents' responses to the 13 statements regarding the Training Variable (X1) as a whole. For the variables as a whole, a total score of 2422 was obtained from 13 statement items of 60 respondents who answered so an average score of 3.11 was obtained. The average value refers to the assessment criteria in the Fairly Good category. Thus, based on these results, it also answers research hypothesis No. 1 regarding PT. Training. Daliatex Kusuma is quite good, so the hypothesis is accepted.

Overall job training provided by the company to employees in the polyester material production division of PT. Daliatex Kusuma is included in the fairly good category, this is because most employees feel that their needs have not been fully met. Then, if related in terms of theory, this is in line with the theory put forward by Arifiyah & Sunaryo (2017), namely "training is an activity carried out by companies in improving the performance of their employees by providing skills and knowledge related to the work carried out, this to increase productivity, quality and improve the capabilities and personnel of employees.

The following is a description of each response from the questionnaire items consisting of 13 statements regarding supervision at the Polyester Fabric Production Division of PT. Daliatex Kusuma. To find out the description of all the questionnaire items that have been submitted to the employees of the Polyester Fabric Production division of PT. Daliatex Kusuma who was involved in this study regarding the variable of supervision can be seen in the results of the analysis below:



Table 6. Recapitulation of Respondents' Responses Regarding Supervision

No		Alternative Answers					Actual Score	Total	Average	Category
		SS	S	CS	TS	STS				
P14	F	9	11	14	24	3	182	60	3.03	Quite good
P15	F	5	5	24	25	2	169	60	2.82	Quite good
P16	F	8	1	21	3	27	140	60	2.33	Not Good
P17	F	5	25	6	23	1	190	60	3.17	Quite good
P18	F	23	22	9	5	1	178	60	2.97	Quite good
P19	F	21	29	4	5	1	206	60	3.43	Good
P20	F	21	13	8	13	5	212	60	3.53	Good
P21	F	7	19	6	18	11	176	60	2.93	Quite good
P22	F	11	1	22	2	24	153	60	2.55	Quite good
P23	F	7	13	5	25	10	162	60	2.70	Not Good
P24	F	10	21	2	25	2	192	60	3.20	Quite good
P25	F	25	1	22	5	7	216	60	3.51	Good
P26	F	6	24	24	1	5	205	60	3.42	Good
Total Accumulation							2381	780	3.05	Quite good

Source: Processed results of questionnaire data (2021)

Based on table 6 above, describes the respondents' responses to 13 statements regarding the overall supervision variable. For the variables as a whole, a total score of 2381 was obtained from 13 statement items of 60 respondents who answered so an average score of 3.05 was obtained. The average value refers to the assessment criteria with a fairly good category or can be said to be quite good. Thus, based on these results, at the same time answering research hypothesis No. 2 regarding employee supervision activities in the polyester material production division of PT. Daliatex Kusuma is quite good, so the hypothesis is accepted.

Overall supervision of employees in the production division of polyester materials PT. Daliatex Kusuma is included in the quite good category. But despite these results, there are still many employees who have a high level of supervision based on attendance, adherence to work standards and regulations, and on employee ethics. Then, if related in terms of theory, this is in line with the theory put forward by Daulay et al. (2016), namely "supervision is to evaluate work and implement corrective actions so that the work results are under the predetermined plan". This means finding out whether the work is running smoothly or not, correcting mistakes made by employees and seeking prevention so that the same mistakes do not recur or new errors arise, knowing the use that has been set in the initial plan (planning) is directed to the target and according to what was planned, knowing the implementation of work under the program (phase/level of implementation), knowing the results of the work compared to what has been set.

The following is a description of each response from the questionnaire items consisting of 11 statements regarding the work effectiveness of employees in the polyester material production division of PT. Daliatex Kusuma. To find out the description of all the questionnaire items that have been submitted to the employees of the Polyester Fabric Production division of PT. Daliatex Kusuma who was involved in this study regarding the variables of employee effectiveness can be seen in the results of the analysis below:



Table 7. Recapitulation of Respondents' Responses Regarding Employee Work Effectiveness

No		Alternative Answers					Actual Score	Total	Average	Category
		SS	S	CS	TS	STS				
P27	F	6	26	24	2	2	212	60	3.50	Good
P28	F	16	4	30	8	2	204	60	3.40	Quite good
P29	F	23	6	3	27	1	203	60	3.38	Quite good
P30	F	7	4	25	24	1	175	60	2.92	Quite good
P31	F	12	19	4	24	1	197	60	3.28	Quite good
P32	F	4	22	2	27	5	173	60	2.88	Quite good
P33	F	17	20	6	5	12	205	60	3.42	Good
P34	F	4	15	8	22	11	159	60	2.65	Quite good
P35	F	3	24	7	25	1	183	60	3.05	Quite good
P36	F	3	23	4	29	2	179	60	2.98	Quite good
P37	F	28	3	1	23	5	206	60	3.43	Good
Total Accumulation							2096	660	3.18	Quite good

Source: Processed results of questionnaire data (2021)

Based on table 7 above, describes the respondents' responses to 11 statements regarding the overall employee effectiveness variable. For the variables as a whole, a total score of 2096 was obtained from 11 item statements of 60 respondents who answered so an average score of 3.18 was obtained. The average value refers to the assessment criteria in the Fairly good category. Thus, based on these results as well as answering hypothesis no. 3 regarding the effectiveness of employees in the polyester material production division of PT. Daliatex Kusuma is quite good, so the hypothesis is accepted.

Overall, the work effectiveness of employees in the polyester material production division of PT. Daliatex Kusuma is included in the quite good category. But regardless of these results, several employees show their best performance to realize company goals by carrying out the tasks assigned to them. Then if related from a theoretical point of view, this is in line with the theory put forward by Siagian (2016), namely "Effectiveness is the effectiveness of work which means the completion of work on time as previously agreed".

Verification Research Results

The verification analysis aims to determine the relationship between two or more variables, namely to look for the effect of training and supervision on the effectiveness of employees in the polyester production division of PT. Daliatex Kusuma, using the path analysis method. Before testing, the main data obtained through a questionnaire use Likert scale data and is still ordinal, so for research purposes, the data is transformed first using the Method of Successive Interval (MSI) in Microsoft Excel. The first step is to calculate the correlation coefficient between the independent variables and the dependent variable. To facilitate the interpretation of the correlation coefficient, it can be seen in the following table:



Table 8. Interpretation of the Correlation Coefficient

Coefficient Intervals	Relationship Level Classification
0.000-0.199	Very low
0.200-0.399	Low
0.400-0.599	Currently
0.600-0.799	Strong
0.800-1.000	Very strong

Source: Sugiyono (2018)

The variables in this study are training (X1), supervision (X2), and employee effectiveness (Y). The correlation coefficient between these variables was calculated using the Pearson product-moment correlation formula with the help of SPSS version 23 software, which obtained the following results:

Table 9. Correlation Between Research Variables

		Correlations		
		Training	supervision	employee work effectiveness
Training	Pearson Correlation	1	.934**	.907**
	Sig. (2-tailed)		.000	.000
	N	60	60	60
supervision	Pearson Correlation	.934**	1	.921**
	Sig. (2-tailed)	.000		.000
	N	60	60	60
employee work effectiveness	Pearson Correlation	.907**	.921**	1
	Sig. (2-tailed)	.000	.000	
	N	60	60	60

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Results of data processing using SPSS 23 (2021)

Based on the results of the data processing above presented in table 9, it can be explained that: The correlation value between the training variable (X1) and supervision (X2) is 0.934. The correlation value is positive which indicates that there is a unidirectional relationship between these variables. That is, the higher the motivation of an employee, the higher the work discipline that will be applied by the employee. Based on the interpretation of the correlation coefficient, the correlation value of 0.934 is included in the very strong relationship category, which is in the interval of 0.800-1.000.

The correlation value between the training variable (X1) and employee work (Y) is 0.907. The correlation value is positive which indicates that there is a unidirectional relationship between these variables. That is, the higher the training of an employee, the better the performance that will be produced by the employee. Based on the interpretation of the correlation coefficient, the correlation value of 0.907 is included in the category of a very strong relationship, which is in the interval of 0.800-1.000.

The correlation value between the supervision variable (X2) and employee effectiveness (Y) is 0.921. The correlation value is positive which indicates that there is a unidirectional relationship between these variables. That is, the higher the supervision of an employee, the better the performance that will be produced by the employee.



Based on the interpretation of the correlation coefficient, the correlation value of 0.921 is included in the very strong relationship category, which is in the interval of 0.800-1.000.

The combined influence contribution (R²) given by both of them can be seen in the following table:

Table 10. Simultaneous Determination Coefficient

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.930 ^a	.865	.861	3.26659

a. Predictors: (Constant) Supervision, Training

Source: Results of data processing using SPSS 23 (2021)

Based on table 10 above, it is known that the coefficient of determination obtained is 0.865 or 86.5%. It is interpreted that the two independent variables consisting of training and supervision contribute to employee work effectiveness by 86.5%, while the remaining 13.5% is contributed by other variables outside the research.

Furthermore, partial hypothesis testing (t-test) is carried out to prove whether training and supervision partially affect employee performance in the Polyester Fabric Production Division of PT. Daliatex Kusuma. The significance test with path analysis is sought, namely, to compare the t-count value with the t-table value with a significant value of 5% using the SPSS Version 23 software program, the following results can be obtained:

Table 11. Partial Hypothesis (t-test)

Model		Coefficients ^a			T	Sig.
		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta		
1	(Constant)	.442	.242		.195	.846
	Training	.359	.136	.360	2.637	.001
	Supervision	.496	.116	.585	4.292	.000

a. Dependent Variable: Employee Work Effectiveness

Source: Results of data processing using SPSS 23 (2021)

Based on table 11, the SPSS output obtained the tcount value for the training variable on employee work effectiveness of 2.637 and a p-value (Sig) of 0.000. Because the tcount value is greater than the ttable value ($2.637 \geq 1.672$) and a significance value of $0.000 < 0.05$, then H₀ is rejected and H₁ is accepted, meaning that partially training has a significant effect on employee effectiveness at the Polyester Material Production Division of PT. Daliatex Kusuma. For the supervision variable on employee work effectiveness of 4.292 and a p-value (Sig) of 0.000. Because the tcount value is greater than the ttable value ($4.292 \geq 1.672$) and a significance value of $0.000 < 0.05$, then H₀ is rejected and H₁ is accepted, meaning that partial supervision has a significant effect on employee effectiveness in the Polyester Material Production Division of PT. Daliatex Kusuma.

. Based on the hypothesis test above, shows that training has a significant effect on the work effectiveness of employees in the polyester material production division of PT. Daliatex Kusuma, thus the fourth hypothesis proposed earlier can be accepted. The



results of this research are strengthened by research conducted by Ridwanullah & Marsalino (2019), which explains that "training has a significant effect on employee work effectiveness". In addition, Rivai (2016) states that the factors that influence the achievement of employee work effectiveness are factors identifying needs, material participants, and an environment that supports and changes employee behavior to achieve company goals.

Then the control variable has a significant effect on the work effectiveness of employees in the polyester material production division of PT. Daliatex Kusuma, thus the fifth hypothesis proposed earlier can be accepted. The results of the research above are reinforced by research conducted by Fitrah (2019) which shows that "supervision has a positive and significant effect on employee work effectiveness".

Furthermore, simultaneous hypothesis testing is carried out to find out whether training and supervision variables affect the work effectiveness of employees in the Polyester Fabric Production Division of PT. Daliatex Kusuma. Calculations were performed using SPSS Version 23 software and the following results were obtained:

Table 12. Simultaneous Hypothesis (Test F)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3910.160	2	1955.080	183.221	.000 ^b
	Residual	608.226	57	10.671		
	Total	4518.386	59			

a. Dependent Variable: *work effectiveness of employees*

b. Predictors: (Constant), *Supervision, Training*

Source: Results of data processing using SPSS 23 (2021)

Based on table 12, it is known that the Fcount value is 183.221 with a p-value (Sig) of 0.000. With $\alpha = 0.05$, $df1 = 2$ and $df2 = (n-k-1) = (60-2-1) = 57$, we get $F_{table} = 3.16$. Because Fcount is greater than F_{table} ($183.221 \geq 3.16$) and a significance value of $0.000 \leq 0.05$, H_0 is rejected and H_1 is accepted, meaning that simultaneously training and supervision have a significant effect on employee effectiveness in the Polyester Fabric Production Division of PT. Daliatex Kusuma. thus, the sixth hypothesis proposed earlier can be accepted. The results of the above research are reinforced by research conducted by Jumariono (2013) showing that "there is a simultaneous influence of training and supervision on employee work effectiveness".

CONCLUSION

Training and supervision of employees in the polyester material production division of PT. Daliatex Kusuma as a whole can be said to be quite good. Then the work effectiveness of employees in the polyester material production division of PT. Daliatex Kusuma as a whole can be said to be quite good. Then training and supervision have a significant effect on the work effectiveness of employees in the polyester material production division of PT. Daliatex Kusuma means that training has an important role to improve the effectiveness of employee work.



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