

ABSTRACT

The human resource takes a significant position in an organization. Accordingly it needs to be managed professionally to create a balance between the need of the employees and the demand of the organization's capability in achieving the defined goals. The balance is the main key to improve the work achievement of the employees especially the forklift operators. The influence of training, level of education, and in-job motivation on the work achievement of the forklift operators in the Trade Division of Multi Functional Station in the Tanjung Perak Port of Surabaya is explained in this study.

The population of this study, as much as 139 persons, is the employees of the Trade Division of Multi Functional Station. The sample taken comprises of 60 employees. This study is an explanatory research explaining the influence of training, level of education, and motivation on the work achievement of the employees.

The result of the study showed that 43.3% of the employees could accomplish their works punctually after having training; even 56.7% could finish more rapidly. This finding clearly showed that the training was important for the improvement of the work achievement of the employees either in terms of the promptness, discipline, initiative, and teamwork.

In this study, the powerful influence of the independent variables (training, level of education, and motivation) on dependent variable (motivation) was shown by R value = 0.844 and its variation coefficient (R^2) value = 0.712. As a result, the regression model formed was as follows:

$$Y = 0.956 + 0.445X_1 + 0.088X_2 + 0.409 X_3$$

This model has shown that training (X_1), education (X_2), and motivation (X_3) had 0.445, 0.088, and 0.409 of influence value, respectively. It can be concluded that the condition of training and motivation fulfilled the significance criterion as the model that influence the work achievement of the employees. The training condition had higher influence value on the work achievement variable compared with the educational and motivation level which is illustrated by β_1 of 0.626. The educational level and motivation had influence value on work achievement of 0.095 and 0.274, respectively.