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THE INFLUENCE OF TRAINING AND USE OF INFORMATION TECHNOLOGY ON EMPLOYEE PERFORMANCE WITH EMPLOYABILITY AS AN INTERVENING VARIABLE *(Study on Employees of PT. Wira Eka Persadatama Bone)*

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Abstract
Training is a series of individual activities in systematically increasing skills and knowledge so that they are able to have professional performance in their field. Information Technology is a set of tools that help you work with information and perform tasks related to information processing. The reasons for the researchers to take to find out the effect of training and the use of information technology on employee performance with work ability in employees of PT. Wira Eka Persadatama Bone. Respondents in this study amounted to 49 marketing employees with details of men and women. Data collection techniques using questionnaires with descriptive quantitative methods. The analysis phase in this study begins with the research instrument, namely by collecting data and processing the data obtained in the Analysis Phase in this study beginning with research instruments, namely by collecting data and processing data obtained through observation, questionnaires, interviews, and documentation by giving the weight of each statement based on a Likert scale, and do the validity test and reliability test.. The regression test used is multiple regression. In its implementation, data processing was carried out with the help of the SPSS program. To test the effect of mediation (intervening) the path analysis method was used. The results of the research show (1) training has an effect on work ability; (2) the use of information technology affects work ability; (3) training has an effect on employee performance; (4) the use of information technology affects employee performance; (5) work ability affects employee performance.
Keywords: *Training, Information Technology, Employability, Employees Performance*

1. INTRODUCTION

Human resources have a big role in determining the progress or decline of a company, and is a very important factor in achieving company goals. Effective use of labor is the key to improving employee performance so that company policies are needed to motivate employees to want to work more productively according to plans set by the company. To improve the performance of employees, leaders need to conduct training which is an effective way to face company challenges. Nawawi (2003) states that training means the process of helping employees to master specific skills or to correct deficiencies in carrying out work.

According to Widodo (2015) Training is a series of individual activities in systematically increasing skills and knowledge so that they are able to have

professional performance in their field. There is a very strong relationship between training and employee performance, where companies that conduct training have the goal of improving employee performance. This is in line with research conducted by Maghfirati (2018) entitled "The Influence of Training on Employee Performance with Work Ability as an Intervening Variable at UD Al Barokah Madura" the results of the study indicate that work ability mediates the effect of training on employee performance. And further research was conducted by Khoiriyah research, et al "The Effect of Training on Employee Performance with Work Ability as an Intervening Variable in PDAM Malang City" whose results show that work ability is able to mediate the effect of training on employee performance. In developing an organization also cannot be separated from the use of information technology in an organization.

Information technology in this era of globalization is experiencing very fast development, this is marked by increasingly sophisticated technological equipment and a wider reach. According to Haag and Keen in the book A. Kadir & TriwahyuniTCh. (2013) Information Technology is a set of tools that help you work with information and perform tasks related to information processing. This is in accordance with research that has been conducted by Wiseliner entitled "The Influence of Application of Information Technology on Employee Performance at PT. Serasi Auto Raya Trac Astra Rent a Car Pekanbaru Branch" in 2013, the results of which show that information technology has a significant effect on employee performance so that it is concluded that every time there is a change in the application of information technology, it will also cause changes in employee performance and information technology can be used as a benchmark for measure employee performance. And further research was conducted by Muzakki's research entitled "The Influence of the Use of Information Technology on Employee Performance at PT. TELKOM Pusat Regional Division V Surabaya" in 2016 whose results show that information technology has a significant effect on employee performance. And further research was conducted by Muzakki's research entitled "The Influence of the Use of Information Technology on Employee Performance at PT. TELKOM Pusat Regional Division V Surabaya" in 2016 whose results show that information technology has a significant effect on employee performance. And further research was conducted by Muzakki's research entitled "The Influence of the Use of Information Technology on Employee Performance at PT. TELKOM Pusat Regional Division V Surabaya" in 2016 whose results show that information technology has a significant effect on employee performance.

Ability to work is one factor that is very important and influences the success of employees in carrying out their work. Ability is a result of work done by a person in completing his work which is measured based on skills, experience, and sincerity and time. This is in accordance with the research that has been conducted by Haeruddin entitled "The Influence of Application of Information Technology on Employee Performance and User Capability as a Moderation Variable at the Malili District Office" in 2020 whose results show that user ability as a moderating variable is able to moderate the effect of applying information technology on performance malili district office employee Robbins and Judge (2015) define, Ability is an individual's current capacity to perform various tasks in a job. The ability of an individual can be measured by how a person understands the knowledge he gets to

apply it in the form of measurements and performance achievements for the work carried out. according to Mohamad Mahsun (2006) Performance is the result of an evaluation of the work done by individuals compared to the criteria that have been set together.

PT. Wira Eka Persadatama Bone is currently implementing an integrated system based on information technology in the hope of improving employee performance and optimizing the input of data and information regarding the distribution of retail products in the Bone Regency, South Sulawesi Province. study. PT. Wira Eka Persadatama has developed the Nexmail application which can be used by marketing and warehouse employees in inputting distribution quantities and retail product stock using Mobile technology (HandHeld) which is directly connected to Accurate or Microtic Server located at the head office (Makassar City). Mobile and computer technology used by marketing, warehouse, admin,

In carrying out work and applying existing technology, it has not fully run optimally because training that was previously routinely provided to pharmaceutical, sales and admin staff, both through training methods that teach directly to employees and public training, now requires that training be carried out more online virtual (using online zoom application) due to the existing pandemic so that the training was limited. The use of technology is also not optimal because there are still some employees who feel they have not mastered it so that work is often hampered.

With the application, it can make it easier for employees to carry out work in accordance with their main tasks and functions. That expectation is also the reason for choosing the employee performance variable and has been proven by previous studies that there is a positive relationship between training and employee performance, and the application of information technology to employee performance. Improving an employee's performance is also inseparable from the ability to work in operating an existing information technology system, as well as adequate education and training for their position will produce employees who are skilled in doing their daily work, so employees will more easily achieve the expected performance. So that researchers are interested in taking the variable work ability as an intervening variable in research.

Human Resource Management

According to Taufiqurohman (2009) human resource management is part of management science, which means an attempt to manage and direct human resources in an organization so that they are able to act and think as expected by the organization. According to Priyono (2010) there are several kinds of HRM functions, namely:

a. Planning for HR needs
b. *Staffing*according to organizational needs
c. Performance assessment
d. Improved quality of workers and work environment
e. Achievement of the effectiveness of work relations

Training

According to Rivai and Sagala (2009) Training is a process of systematically changing employee behavior to achieve organizational goals. Training relates to the

skills and abilities of employees to carry out the current job. Training has a current orientation and helps employees to acquire certain skills and abilities to be successful in carrying out their jobs. Meanwhile, according to Mondy (2008) Training are activities designed to provide learners with the knowledge and skills needed for their current job. According to Rivai and Sagala (2011) it is explained that training has several objectives, namely:

a. To increase the quantity of output
b. To lower waste and maintenance costs
c. To reduce the number and cost of accidents
d. To reduce turnover, absenteeism from work and increase job satisfaction
e. To prevent employee antipathy.

Information Technology

The rapid progress of information technology has actually caused the world to become a narrower and limitless place because information technology has a very broad reach. So that information technology becomes a major requirement in an organization. The purpose of implementing information technology for the office or organization concerned is to get a value chain from information technology that has benefits for all aspects of the business with an orientation towards improving employee performance and office productivity in order to get maximum benefits but minimize risks and costs (Wiseliner, 2013). Sutarman (2009) information technology has several benefits in the business environment, including:

a. Facilitate in obtaining information can be sent in various forms, long-distance communication becomes more efficient and effective.
b. Developing capabilities Capability development is usually related to building basic skills and abilities of organizations or individuals to help them achieve development goals.
c. Strategic systems The organization seeks a system implementation that can significantly increase the success and sustainability of the organization's operations. This system provides strategic advantages to meet needs, increase market share, improve the quality of the negotiation process with suppliers, prevent competitors from entering the market.
d. Focus on customers and services Information technology can be used to support mass customization processes.
e. Continuous improvement efforts. Information technology can be used extensively to increase productivity and quality.
f. Business process reengineering.
g. Strengthen workers and accelerate collaborative work.

Performance

According to Mangkunegara (2016) the term performance comes from the word job performance or actual performance (work achievement or actual achievement achieved by a person). The definition of performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Performance is the result of a process that refers to and is measured over a certain period of time based on predetermined conditions or agreements (Edison, 2016). In general, performance can be interpreted as the entire work process of an individual whose results can be

used as a basis for determining whether the individual's work is good or vice versa (Roziqin, 2010).

Work ability

According to Winardi (2015) ability is one of the innate traits that exist in humans that are useful for carrying out an action or mental or physical work. Kreitner (2014) in another sense says that ability is a broad characteristic and characteristic of stable responsibility at a maximum level of achievement in contrast to the ability to work mentally and physically. Employees who have adequate abilities will be able to complete a job well and in accordance with the time or targets set in the work program. The ability of an employee to work greatly determines performance in an office. The success obtained in the office is usually measured by the productivity of the office, whereas when viewed in terms of the high and low of an office productivity depends on the performance of the employees themselves. Thus work ability is very important for employees to be able to complete their work efficiently and effectively. Therefore an employee is expected to have good work skills in carrying out his work. According to Robbin Stephen, what is meant by intellectual ability or physical ability is what is needed for individuals to carry out a job must be adjusted to the ability requirements requested from the work assigned. Therefore employee performance can be improved if there is a match between the work carried out and the abilities possessed by each individual. Thus work ability is very important for employees to be able to complete their work efficiently and effectively. Therefore an employee is expected to have good work skills in carrying out his work. According to Robbin Stephen, what is meant by intellectual ability or physical ability is what is needed for individuals to carry out a job must be adjusted to the ability requirements requested from the work assigned. Therefore employee performance can be improved if there is a match between the work carried out and the abilities possessed by each individual. Thus work ability is very important for employees to be able to complete their work efficiently and effectively.Therefore an employee is expected to have good work skills in carrying out his work. According to Robbin Stephen, what is meant by intellectual ability or physical ability is what is needed for individuals to carry out a job must be adjusted to the ability requirements requested from the work assigned. Therefore employee performance can be improved if there is a match between the work carried out and the abilities possessed by each individual. Therefore an employee is expected to have good work skills in carrying out his work. According to Robbin Stephen, what is meant by intellectual ability or physical ability is what is needed for individuals to carry out a job must be adjusted to the ability requirements requested from the work assigned. Therefore employee performance can be improved if there is a match between the work carried out and the abilities possessed by each individual. Therefore an employee is expected to have good work skills in carrying out his work. According to Robbin Stephen, what is meant by intellectual ability or physical ability is what is needed for individuals to carry out a job must be adjusted to the ability requirements requested from the work assigned. Therefore employee performance can be improved if there is a match between the work carried out and the abilities possessed by each individual.

Relationship Between Training and Employee Ability

A person's ability is needed to carry out all activities in life. In order for an employee to be able to carry out their duties properly, one of the efforts that can be

done is to take part in training activities. Research conducted by Widyasari (2015) shows that training has a significant effect on employee work ability. Thus, it can be interpreted that training is very important to support the ability of employees to complete the work given.

The Relationship between the Application of Information Technology and Employee Ability

The use of information technology depends on the humans themselves, because those who will operationalize it are humans and technology only as the medium. In using information technology that is implemented in the office, what is needed is the ability of the employees who will operate it or run it. If it is found that the ability of employees to operate information technology is low, then this can affect employees in carrying out their work. So that it has an impact on the performance of these employees.

Relationship between Work Ability and Employee Performance

According to Luthana that performance is not only influenced by the amount of effort a person makes but is also influenced by his abilities. Robins explained that a person's performance is strongly influenced by motivation (M), opportunity (O), and ability (A), namely performance = f (MxOxA), which means that performance is a function of motivation, opportunity and ability. . Lawyers say that a person's performance is greatly influenced by: role perceptions, effort, and ability. Meanwhile, to theoretically improve employee performance, there are three groups of variables that influence it, namely: psychological variables, organizational variables, and individual variables (ability and skills) (Juliansyah, 2013).

Relationship between Training and Employee Performance

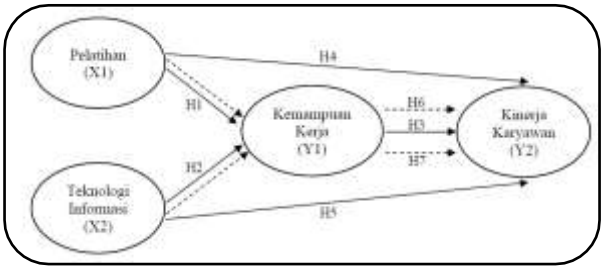
Based on the theory described earlier, training is carried out to improve worker performance in a particular job that is being responsible. Training is one of the company's efforts in an effort to increase the ability of employees to get performance that can produce maximum benefits for the company. According to Simamora (2006) Training (training) is a learning process that involves acquiring skills, concepts, regulations, or attitudes to improve employee performance. This is in line with research conducted by Armawansyah (2016) that training has a significant effect on employee performance. Training can add to the knowledge and skills of employees which will ultimately have an impact on the level of achievement of employee performance.

The Relationship between Application of Information Technology and Employee Performance

According to Venkratman and Henderson, the influence obtained from information technology on an employee's performance is the Information Technology Business alignment model. Many of the organizations claim to use strategic information technology, but in reality, information technology is still functional operationally, in fact it is only said that it can replace manual forms of activity into digital activities. However, this change was not followed by a broad organizational business transformation. With all these benefits and the value contribution obtained from the use of a technology that can improve the performance

of employees in the office, as well as improve quality, efficiency, innovation and responsiveness to customers (Wiseliner, 2013).

CONCEPTUAL FRAMEWORK



Conceptual Framework Image

Information:

: Direct Influence

: Indirect Influence

Research Hypothesis

H_1 :Training has a positive and significant effect on work ability

H_2 :The use of information technology has a positive and significant effect on work ability

H_3 :Work ability has a positive and significant effect on performance employee

H_4 :Training has a positive and significant effect on employee performance

H_5 :The use of information technology has a positive and significant effect on employee performance

H_6 :Work ability mediates training on employee performance

H_7 :Work ability mediates the use of information technology against employee performance

2. RESEARCH METHODS

Location and Time of Research

The place of research that is used as the object of research is PT. Wira Eka Persadatama Bone, a company engaged in the distribution of retail products. The location of the company is located on Jalan Pramuka, Kec. Tanete Riattang, Bone Regency. Meanwhile, the time needed for this research starts from December 2022 to January 2023.

Population

The population in this study were all employees of the warehouse, marketing, admin, and pharmacy staff, totaling 49 people.

Sample

In this study the sampling technique used is saturated sampling. Saturated sampling is a technique for determining the sample if all members of the population will be sampled in research or it can also be called a census in a small scope (Sugiyono in Suminto, 2022). So the technique uses N = n, namely the entire population is taken as a sample, then all employees of the warehouse, marketing, admin, and pharmacy staff, totaling 49 people are samples.

Method of collecting data

The data used in this study are data obtained through observation, questionnaire,

documentation and interview methods as research instruments in collecting data where respondents answer questions or statements given by researchers.

Research variable

The variables in this study are:

1. Independent Variable 1 is Training.
2. Independent Variable 2 is the Use of Information Technology.
3. The Intervening Variable is Work Ability.
4. Dependent Variable is Employee Performance.

3. RESULTS AND DISCUSSION

Descriptive Analysis

Table1. Data Descriptive

Gender	Age	Last education	Years of service
Male	21-30 Years	Senior High School	0-5 Years
Woman	31-42 Years	D3	6-10 Years
		S1	>10 Years

Source: Data Processed by SPSS

Based on the results of the descriptive analysis, the number of male respondents was 35 people and 14 female respondents. For ages 21-30 years there were 22 respondents and for ages 31-42 years there were 27 respondents. For the last level of education, there are three categories, namely high school level with 15 respondents, D3 level with 6 respondents and S1 level with 28 respondents. The respondents' working period was divided into three categories: 0-5 years with 13 respondents, 6-10 years with 25 respondents, and over 10 years with 11 respondents.

Validity test

According to JonathanSarwono (2015) decision making in the validity test of the corrected item total correlation at a significance of 5% can be based on the following provisions:

a. If the r count > critical value is 0.30 then the questionnaire question items are declared valid.
b. If the value of r count < critical value of 0.30 then the questionnaire question items are declared invalid.

According to Jonathan Sarwono (2015) decision making in the validity test of the corrected item total correlation at a significance of 5% can be based on the following conditions:

c. If the r count > critical value is 0.30 then the questionnaire question items are declared valid.
d. If the value of r count < critical value of 0.30 then the questionnaire question items are declared invalid.

Table2. Validation Test Results

Variable	Question items	R count	R Table	Information
Training (X1)	1	0.693	0.2816	Valid
	2	0.605	0.2816	Valid

	3	0.677	0.2816	Valid
	4	0.641	0.2816	Valid
	5	0691	0.2816	Valid
	6	0.736	0.2816	Valid
	7	0697	0.2816	Valid
	8	0.737	0.2816	Valid
Information Technology (X1)	1	0.488	0.2816	Valid
	2	0697	0.2816	Valid
	3	0.672	0.2816	Valid
	4	0.778	0.2816	Valid
	5	0.872	0.2816	Valid
	6	0.748	0.2816	Valid
	7	0.729	0.2816	Valid
	8	0.719	0.2816	Valid
	9	0.747	0.2816	Valid
	10	0697	0.2816	Valid
	11	0.672	0.2816	Valid
	12	0.778	0.2816	Valid
	13	0.872	0.2816	Valid
Work Ability (Y1)	1	0.809	0.2816	Valid
	2	0.857	0.2816	Valid
	3	0.833	0.2816	Valid
	4	0.857	0.2816	Valid
	5	0.672	0.2816	Valid
	6	0.857	0.2816	Valid
	7	0.833	0.2816	Valid
	8	0.857	0.2816	Valid
Employee Performance (Y2)	1	0.751	0.2816	Valid
	2	0.674	0.2816	Valid
	3	0.671	0.2816	Valid
	4	0.598	0.2816	Valid
	5	0.735	0.2816	Valid
	6	0.602	0.2816	Valid
	7	0.675	0.2816	Valid
	8	0.742	0.2816	Valid
	9	0.760	0.2816	Valid
	10	0.770	0.2816	Valid
	11	0.791	0.2816	Valid

Source: Data Processed by SPSS

The questionnaire can be said to be valid if all indicators have a calculated value of r> rtable. The rtable value is 0.2816. Based on Table 1, the results of the validity test show that the indicators of the training, information technology, work ability and employee performance variables have a Pearson correlation value greater than r table (0.2816), so that it can be said that the questionnaire used is declared valid to be used as a measuring tool variable.

Reliability Test

Reliability is measured from Cronbach's Alpha (α), where the variable is said to be reliable if it gives a value of $\alpha > 0.600$.

Table3. Reliability Test Results

Variable	Reliability coefficient (α)	Alpha limit value (α)	Ket.
Training (X1)	0.836	0.60	Reliable
Use of Information Technology (X2)	0921	0.60	Reliable
Work Ability (Y1)	0931	0.60	Reliable
Employee Performance (Y2)	0.894	0.60	Reliable

Source: Data Processed by SPSS

According to V. Wiratna Sujarweni (2014), "The questionnaire is said to be reliable if the Cronbach's alpha value is > 0.60". Based on the output table above, it can be concluded for the training variable (X1), use of information technology (X2), work ability (Y1) and employee performance (Y2) are generally reliable.

Path Analysis

Path analysis is an extension of multiple linear analysis or path analysis to estimate the causal relationship between variables (causal model) that has been determined previously based on the theory. The results of data analysis are known using path analysis using the SPSS program as follows:

1. Pathway Model Analysis I

Table4. Pathway Model Analysis I

Coefficientsa						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	-1,045	4,844		-.216	.830
	Training	.503	.163	.418	3,096	003
	Use of Information Technology	.310	.106	.394	2,919	005
a. Dependent Variable: Work Ability						

Source: Data Processed by SPSS

Based on Table 3 it can be concluded that work ability is influenced by several variables used in this study, so that a regression model is formed as follows:

$$Y = -1.045 + 0.503 + 0.310$$

Based on the regression model, it can be explained that the magnitude of the influence of each independent variable on the dependent variable is the β0 coefficient of -1.045, meaning that if the training variable (X1) and the use of information technology (X2) do not change or are constant, then there is a decrease in the value of the work ability variable (Y) of 1,045. The β1 coefficient value is 0.503, meaning that if the information technology use variable (X2) does not change or is constant, then there is an increase in the value of the work ability variable (Y) of 0.503. The β2 coefficient value is 0.310, meaning that if the training variable (X1) does not change or is constant, then there is an increase in the value of the work ability variable (Y) of 0.310.

2. Pathway Model Analysis II

Table5. Pathway Model Analysis II

Coefficientsa						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	-1,616	2,555		-.632	.530
	Training	.543	094	.395	5,757	.000
	Use of Information Technology	.302	061	.336	4,949	.000
	Work ability	.389	.078	.341	5005	.000
a. Dependent Variable: Employee Performance						

Source: Data Processed by SPSS

Based on Table 4 it can be concluded that employee performance is influenced by several variables used in this study, so that a regression model is formed as follows:

$$Y = -1.616 + 0.543 + 0.302 + 0.389$$

Based on the regression model, it can be explained that the magnitude of the influence of each independent variable on the dependent variable is a coefficient value of -1,616, meaning that if the training variables (X1), use of information technology (X2) and work ability (X3) do not change or are constant, then there is a decrease the variable value of work ability (Y) is 1,616. The coefficient value is 0.543, meaning that if the variable use of information technology (X2) and work ability (X3) does not change or is constant, then there is an increase in the value of the work ability variable (Y) of 0.543. The coefficient value of 0.302 means that if the training variable (X1) and work ability (X3) do not change or are constant, then there is an increase in the value of the work ability variable (Y) of 0.302. Coefficient Value$\beta_0\beta_1$ β_2 $\beta_3$equal to 0.389 meaning that if the training variable (X1) and the use of information technology (X2) do not change or are constant, then there is an increase in the value of the work ability variable (Y) of 0.389.

Coefficient Test

To find out how much influence the dependent variable has on the independent variable, the model selection is done by looking at the R-squared coefficient of determination.

1. Coefficient Test of Path Model I

Table6. Coefficient Test of Path Model I

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	0.746a	0.557	0.537	2,691

Source: Data Processed by SPSS

Based on Table 5 it can be seen that the magnitude of R2 is 0.557, this means that 55.7% of the variation in work ability can be explained by the variation of the two independent variables namely training (X1) and use of information technology (X2) while the rest (100% - 55.7% = 44.3 %) is explained by other reasons that cannot be explained in the regression equation or other factors not examined in this study.

2. Coefficient Test of Path Model II

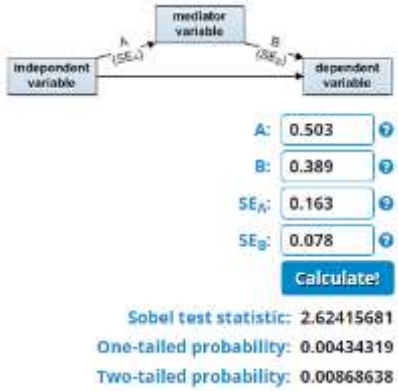
Table7. Coefficient Test of Path Model II

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	0.953a	0.908	0.901	1,419

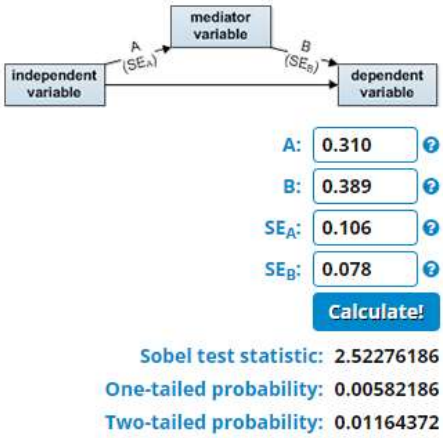
Source: Data Processed by SPSS

Based on the table above, it can be seen that the magnitude of R2 is 0.908, this means that 90.8% of the variation in work ability can be explained by variations of the three independent variables namely training (X1), use of information technology (X2) and work ability (X3) while the rest (100 % - 90.8% = 9.2%) is explained by other reasons that cannot be explained in the regression equation or other factors not examined in this study.

Sobel test



Based on the results of the Sobel test using an online calculator, the p-value is less than 0.05 (0.008 <0.05), it means that there is an effect of training on employee performance through work ability



Based on the results of the Sobel test using an online calculator, the p-value is less than 0.05 (0.008 <0.05), it means that there is an effect of the use of information technology on employee performance through work ability.

Hypothesis testing

1. Test F Model Line I

Table8. Test F Model Line I

Model		Sum of Squares	Df	MeanSquare	F	Sig.
1	Regression	418,194	2	209,097	28,867	0.000b
	residual	333,194	46	7,243		
	Total	751,388	48			

Source: Data Processed by SPSS

Hypothesis:

H_0: There is no effect of training and the use of information technology on work ability.

H_1: There is an effect of training and the use of information technology on work ability.

Test Criteria:
If$p - value < 0.05$ soH_0rejected
If$p - value > 0.05$ soH_0accepted
Based on the results above, it appears that the value so$p - value = 0.000 <$ 0.05 H_0accepted, which means simultaneously training and the use of information technology affect work ability.

2. Test F Model Line II

Table9. Test F Model Line II

Model		Sum of Squares	Df	MeanSquare	F	Sig.
1	Regression	889515	3	296,505	147,259	0.000b
	residual	90607	45	2013		
	Total	980,122	48			

Source: Data Processed by SPSS

Hypothesis:
H_0: There is no effect of training, use of information technology and work ability on employee performance.
H_1: There is an effect of training, use of information technology and work ability on employee performance.
Test Criteria:
If$p - value < 0.05$ soH_0rejected
If$p - value > 0.05$ soH_0accepted
Based on the results above, it appears that the value so$p - value = 0.000 <$ 0.05 H_0accepted, which means that simultaneously training, use of information technology and work ability affect employee performance.

3. Pathway Model T Test I

Table10. Pathway Model T Test I

Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	std. Error	Betas		
1	(Constant)	-1,045	4,844		-0.216	0.830
	Training	0.503	0.163	0.418	3,096	0.003
	Use of Information Technology	0.310	0.106	0.394	2,919	0.005

Source: Data Processed by SPSS
Test Criteria:
If$p - value < 0.05$ soH_0rejected
If$p - value > 0.05$ soH_0accepted
The T test in the table above can be used to determine whether the independent variable has a significant effect on the dependent variable. The following describes the value of each variable:$p - value$
1. Training (X1)
The results of the partial effect significance test on the training variable yield a significance value of 0.003. The significance level of 0.003 is less than 0.05, so it can

be concluded that the training effect on work ability is acceptable.

2. Use of Information Technology (X2)

The results of the partial effect significance test on the variable use of information technology yielded a significance value of 0.005. The significance level of 0.005 is less than 0.05, so it can be concluded that the use of information technology affects work ability is acceptable.

4. Pathway Model T Test II

Table11. Pathway Model T Test II

Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	std. Error	Betas		
1	(Constant)	-1,616	2,555		-0.632	0.530
	Training	0.543	0.094	0.395	5,757	0.000
	Use of Information Technology	0.302	0.061	0.336	4,949	0.000
	Work ability	0.389	0.078	0.341	5005	0.000

Source: Data Processed by SPSS

Test Criteria:

If$p - value < 0.05$ soH_0rejected

If$p - value > 0.05$ soH_0accepted

The T test in the table above can be used to determine whether the independent variable has a significant effect on the dependent variable. The following describes the value of each variable:$p - value$

1. Training (X1)
   The results of the partial effect significance test (t test) on the training variable yield a significance value of 0.000. The significance level of 0.000 is less than 0.05, so it can be concluded that training has an effect on employee performance is acceptable.
2. Use of Information Technology (X2)
   The results of the partial effect significance test (t test) on the variable use of information technology produce a significance value of 0.000. The significance level of 0.000 is less than 0.05, so it can be concluded that the use of information technology affects employee performance is acceptable.
3. Workability (X3)
   The results of the partial effect significance test (t test) on the workability variable yield a significance value of 0.000. The significance level of 0.000 is less than 0.05, so it can be concluded that work ability has an effect on employee performance is acceptable.

4. CONCLUSION

Based on the results of research that has been conducted regarding the Effect of Training and Use of Information Technology on Employee Performance with Work Ability in Employees of Pt. Wira Eka Persadatama Bone, it can be concluded as follows:

1. Based on the results of the calculations in this study, it was found that training directly had a positive and significant effect on work ability. These results mean that the more training the employees of Pt. Wira Eka Persadatama Bone, the higher

the work ability possessed by the employee.

2. Based on the results of the calculations in this study, it was found that directly the use of information technology had a positive and significant effect on work ability. These results mean that the higher the influence of information technology on employees of Pt. Wira Eka Persadatama Bone, the higher the work ability possessed by the employee.
3. Based on the calculation results in this study, it was found that training had a positive and significant effect on employee performance. These results mean that the more training the employees of Pt. Wira Eka Persadatama Bone, the higher the performance of the employee.
4. Based on the results of the calculations in this study, it was found that directly the use of information technology had a positive and significant effect on employee performance. These results mean that the higher the influence of information technology on employees of Pt. Wira Eka Persadatama Bone, the performance of the employee also increases.
5. Based on the results of the calculations in this study it was found that directly the work ability of employees has a positive and significant effect on employee performance. These results mean that the higher the work ability of employees of Pt. Wira Eka Persadatama Bone, the performance of the employee also increases.

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