



Influence of Training, Work Discipline, and Organizational Commitment on Employee Performance In The Work Environment of PT Asuransi Service Indonesia

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Abstract: Our study looks at how organizational commitment, work ethic, and training influence how well the performance of employees at PT. Indonesian Service Insurance. The aim of this research is For ensure so far where commitment organization, discipline Work, And training influence employee performance while considering organizational commitment as a factor intervention. The research population consisted of every employee of PT. Indonesian Insurance Services. Whole member of PT. Service Indonesian Insurance Which follow in the research sample used. In study This influence trust organization, ethos Work, And training to performance PT employees Asuransi Jasa Indonesia will be questioned. Employee dedication and work ethic correlated strong with performance company; performance employee Which bad will impact negative on both of them.

Keyword: Training, Work Discipline, Organizational Commitment, Employee Performance, Environment Work.

INTRODUCTION

The garment or textile industry is currently one of the sectors that is increasingly competitive intense in the era of global commercial competition. Many garment industries have been established in various regency. Companies in industry This try For get profit as much as possible with the least amount of resources, therefore they must be able to innovate For endure in business remember growth industry like owned by they.

Company executives must understand how to retain its human resources strong Because they is Wrong One source Power Which most important And Which most influence ability company For endure life. (Eka, 2020)

Wrong One problem Which often appear in HR is decline performance employee. Naturally, lower yields and lower quality products followed of lower employee performance. made, which of course could prevent the business compete with nearest business in industry related.. (Kuswati, 2020)

Training is Wrong One element Which influence performance employee. With using techniques Which more emphasis on practice than practice, training can help student obtain And increase Skills like Skills physique, intellectual skills, and more. Recognized or not, placing employees in the field certain jobs definitely not will guarantee success they within the organization. Even employees with high potential do not always know what to do. (Aropah dv et al., nd)

Discipline Work is variable second Which influence performance employee. Performance employees must be managed according to company goals, and effective management can be embed flavor not quite enough answer on employee they. Discipline employee moment This considered inconsistent with the company's objectives. Therefore, encourage employees to working harder will improve the company's performance and help the company achieve the goal. Employee adherence to today's standards keeps the organization on track and make achieving goals easier. Regulation of the Government of the Republic of Indonesia No. 53 Year 2010. (Jufizen & Hadi Puspita Fadilla, nd)

Organizational commitment is the next factor that affects employee performance. An employee who has made an organizational commitment has chosen to support objective And desire destruction organization. Level attachment employee in something employment is a good indicator of growing organizational commitment; the higher it is level involvement or delegation not quite enough answer Which given, the more tall trend commitment And the more tall also performance Which generated. (Saman, 2020)

The work environment is the next element that has an impact on employee performance. Employee productivity and performance are strongly influenced by the workplace environment. Employee can be influenced directly or indirectly by the work environment, namely a circumstances and conditions There is within the organization. Discipline employee because Keep going continuously violating established norms without receiving special consideration from the leadership group form fine or reprimand. If condition This left, circumstances the will make it difficult settlement work appropriate time, Which will impact on results performance employee Which No maximum And raises jealousy employee other For follow him on Then day. (Huzaimah & Wildan, 2023)

Formula Problem:

1. What is the performance role employees on work environment PT. Service Insurance Indonesia contribute to influence training?
2. How role performance employee on environment Work PT. Insurance Service Indonesia contribute to discipline Work?
3. What is the performance role employees on work environment PT. Service Insurance Indonesia contribute to commitment organization?
4. How role performance employee contribute in influence training, discipline Work, And commitment organization to environment work at PT. Insurance Indonesian Services?

LITERATURE REVIEWS

Training

The main thing is, training is process Which continuous than something incident. Importance training in possible staff become more innovative. Objective main implementation of training is to increase the effectiveness and efficiency of employee performance. Employees can immediately perform various tasks or assignments using the information Which owned, Which later can affect performance Which achieved by

employees. (Saputri et al., 2020) . Meanwhile, according to Rivai (2019: 240) To achieve organizational goals, training involve modification behavior employees by the way methodical. Skills and the employee's ability to perform the current job related to training. Employee can acquire a variety of skills and talents through training, which has a current focus This And help in acquisition they. (Suryanti, nd)

Benefit And Need Training Superiority training can seen from three corner look, said Rivai And Sagala (2011), that is: For interest worker organization; For structure; and For connection in HR Good in in nor between group.

Objective Training Anwar King Mangkunegara (2015:62) state that objective training must Specific And measurable, then training will done as following:

1. Increase Skills Work participant so that they can Work with potency full they.
2. understanding participant Which deep about code ethics Which must followed by worker in something organization.

Good worker new nor worker experienced You're welcome must participate in training. Following indicator training according to Mangkunegara (2016): Instructor; Participant; Material; Technique; and Objective.

Discipline Work

Wrong One matter Which can influence productivity Work is discipline Work, And Productivity determines the success of an organization. As a result, productivity and interrelated work disciplines. So that it can it is said that discipline is one factor Which determine achieved or nope objective organization. Believed that with Recognizing self-discipline will encourage a sense of responsibility in carrying out one's duties determined and can encourage a positive learning environment. (Saputra & Rizky Mahaputra, 2022)

According to (Hasibuan, SP, 2014) there are five signs of a disciplined workplace: first is compliance with all company standards. Employees are expected to follow suit all company rules that have been adjusted. To achieve the goals set by organizations, individuals are expected to make the most of the time they are given to work, no wasting too much time while adhering to company work standards. Employees have level discipline Work Which tall, so that not quite enough answer third in work And assignments are given to people if they do not comply with the set timeframe by organization. (Hustia, 2020)

Employee Which continously violate regulation company can experience loss and possible death of the company if undisciplined management. Elements This impact on discipline Work:

1. Size recommendation, For start.
2. Business No own leadership Which Good.
3. No There is guidelines Which clear Which can followed.
4. Courage leader in take initiative.
5. No There is supervision management.
6. There isn't any consideration for worker.
7. Develop routine that helps enforce discipline Work.

Commitment Organization

Attachment employee to organization is characteristics behavior Which can used to measure how strong individuals in surviving and fulfilling responsibilities he replied to company. As orientation mark to company, commitment show that person honor And attach importance work And organization they.

a kind of professional commitment that seems to require more than passive loyalty; it also involves an active relationship with the workplace that aims to strive for for workplace success. (Wahyuningsih Sri et al., nd) Many are related with work included in the framework

of organizational behavior attitudes. Three are covered by part big attitude study knowledge behavior organization is: satisfaction Work; involvement Work; and dedication company

Everyone involved in an action will take on more responsibility answer as results from connection inner, intention, And will they For finish activity That. one's capacity For set and chase objective increase when they are given responsibility for an action to be performed by someone else. All this task will be completed by someone with responsibility significant answer. Because lack of attention and care, a bad opponent of responsibility from someone will be make it difficult to achieve goals. According to Sunjoyo (2008:29), people who try harder For finish work or power Work they the more dedicated to company. (Gultom. J Hamonangan et al., nd)

Every government official must have organizational commitment to implement the initiative or project Which in line with vision And objective organization. Level participation somebody to company place Work compared straight with commitment the organization. High organizational commitment will inspire managers to choose the best option when negotiating contracts, which will help them perform better as managers. Furthermore, Cantika et al. (2021) confirms that if a person is dedicated to a goal certain, dedication This will embedded in himself And impact on himself. With Thus, organizational commitment is a prerequisite for someone to have understanding thorough about objective organization And function as pusher No direct achievement objective the. (Rahmawati Beautiful sapphire, nd)

Performance Employee

Performance is quality most important Which must owned every employee Because determines how much the company is progressing and how well individuals are performing. Performance employees are assessed in terms of quality and quantity that must be achieved which states that a company is very significant in achieving effort the goal. (Joseph et al., nd)

Employee effectiveness can rated frequently nope they leave the office Because personal reasons during working hours. A number of employee at Gunungpati City District Semarang which is not on time resulting in delays in work Which should finished on day Which The same Because level discipline employee Which not enough Good. Plus Again, There is worker Which No capable fulfil objective Which has determined. (Iptian et al., nd)

Environment Performance

Facility in place Work somebody, as well as choice For Work Alone or in groups, everything is included in the concept of work environment. Employees can feel safe and have room for doing work they are as good maybe in the environment positive and supportive work. In addition, the workplace serves as a meeting place for staff members who may differ from each other but share the same goals. According to Lots corner view expert, place environment Work is everything something Which surround people while they are at work, both physically and virtually. Environment This can impact on productivity And employee performance. (Nguyen et al., 2020)

Performance Employee has been researched on reviewer period Then, namely: (Wicaksono et al., 2021), (Kusumasari, 2022), (Halisa, 2020)

Table 1: Results Study Which relevant earlier

Journal Internasional						
(Boake & Lamptey, 2020)	(Hastuti al., 2022)	et(Sugiarti, 2021)	(Esthi et al., 2020)	(Arwab et al., 2022)	(Syahrudin, 2020)	(Mamy et al., 2020)
Influence training	Influence training influential	Influence training influential	Influence training influential	Influence training No influential	Influence training influential	Influence

influential positive And hold	positive And hold impact Which	positive And hold impact No	positive And hold impact No	And hold impact	positive And hold impact Which	training No influential And hold
impact Which significant on Performance employee	significant on Performance employee	significant on Performance employee	significant on Performance employee	significant on Performance employee	significant on Performance employee	impact No significant on Performance employee
(Esthi et al., 2020) Discipline Work influential positive And hold	(Hastuti et al., 2022) Discipline Work influential positive And hold impact Which	(Hajjali et al., 2022) Discipline Work influential positive And hold impact No	(Son et al., 2021) Discipline Work influential positive And hold impact No	(Sitopu et al., 2021) Discipline Work No influential And hold impact	(Saputra & Mahaputra, 2022) Discipline Work influential positive And hold impact Which	(Nasution & Priangkatara, 2022) Discipline Work No influential and hold
impact Which significant on Performance employee	significant on Performance employee	significant on Performance employee	significant on Performance employee	significant on Performance employee	significant on Performance employee	impact No significant on Performance employee
(Thumbi et al., 2020) Commitment organization influential positive and hold that impact significant on Performance employee	(And & Organization, 2022) Commitment organization influential positive and hold that impact significant above Performance employee	(Chepkemoi et al., 2020) Commitment organization influential positive and hold no impact significant above Performance employee	(Hastuti et al., 2022) Commitment organization influential positive and hold no impact significant above Performance employee	(Studies et al., 2023) Commitment organization does influential And hold impact significant on Performance employee	(ELAYAN et al., 2023) Commitment organization influential positive and hold that impact significant above Performance employee	(et al., 2023) Commitment organization does influential and hold no impact significant on Performance employee
(Saputra & Mahaputra, 2022) Influence training influential positive and hold that impact significant on Environment Work	(Sugiarti, 2021) Influence training influential positive and hold that impact significant above Environment Work	(Juriyah, 2023) Influence training influential positive and hold no impact significant above Environment Work	(Wang et al., 2023) influential positive and hold no impact significant above Environment Work	(Tannady et al., 2023) Influence no training influential And hold impact significant on Environment Work	(Sudarso et al., 2023) Influence training influential positive and hold that impact significant above Environment Work	(Alsharidah & Alazzawi, 2023) Influence no training influential and hold no impact Environment Work significant on
(Esthi et al., 2020) Discipline Work influential positive and hold that impact significant above	(Hastuti et al., 2022) Discipline Work influential positive and hold that impact significant above	(Hajjali et al., 2022) Discipline Work influential positive and hold no impact significant above	(Putra et al., 2021) Discipline Work influential positive and hold no impact significant above	(Sitopu et al., 2021) Discipline Work No influential And hold impact significant above Environment Work	(Saputra & Mahaputra, 2022) Discipline Work influential positive and hold that impact significant	(Nasution & Priangkatara, 2022) Discipline Work no effect And hold no impact significant on Environment

impact significant on Environment Work	Environment Work	Environment Work	Environment Work		above Environment Work	Work
(Thumbi et al., 2020) Commitment organization influential positive and hold that impact significant on Environment Work	(And & Organization, Commitment organization influential positive and hold that impact significant on Environment Work	(Chepkemoi et al., 2020) Commitment organization influential positive and hold no impact significant above Environment Work	(Hastuti et al., 2022) Commitment organization influential positive and hold no impact significant above Environment Work	(Studies et al., 2023) Commitment organization does influential And hold impact significant on Environment Work	(ELAYAN et al., 2023) Commitment organization influential positive and hold that impact significant above Environment Work	(et al., 2023) Commitment organization does influential and hold no impact significant on Environment Work
(Sudars o et al., 2023) Work environment influential positive and hold that impact significant on Performance employee	(et al., 2023) Environment Work influential positive and hold that impact significant Performance employee	(Junaid et al., 2023) Environment Work influential positive and hold no impact significant above Performance employee	(Iptian et al., 2020) Environment Work influential positive and hold no impact significant above Performance employee	(Nasution & Priangkatara, 2022) Environment Work influential And hold impact significant above Performance employee	(Mamy et al., 2020) Environment Work influential positive and hold that impact significant above Performance employee	(Boakye & Lamptey, 2020) Work environment no effect And hold no impact significant on Performance employee
(Dikri Gifari & Pancasasti, 2019) Influence training positive significant on Performance employee.	(Ed Yusman, Yandra Rivaldo, 2021) Influence training influential positive And hold impact No significant on Performance employee.	(Turmono & joints septian, 2020) Influence training No influential And hold impact No significant on Performance employee.				
(Pharisees, 2021) Discipline Work And hold insignificant impact upon Performance employee.	(Jufizen, 2021) Discipline Work influential positive And hold insignificant impact upon Performance employee	(Kusumasari, 2022) Discipline Work No influential And hold impact No significant on Performance employee.				
(Jufrizen & Sitorus, 2021) Commitment organization positive significant on employee.	(Gultom, J hanomangan; shadow, S color; Surbaki, 2023) Commitment organization influential positive And hold impact No significant on Performance employee	(KISWOYO et al., 2021) Commitment organization No influential And hold impact No significant on Performance employee.				
(Dikri Gifari & Pancasasti, 2019) Influence training positive significant on Environment Work	(Ed Yusman, Yandra Rivaldo, 2021) Influence training influential positive And hold impact No significant on Environment Work	(Turmono & joints septian, 2020) Influence training No influential And hold impact No significant on Environment Work				
(Pharisees, 2021) Discipline Work And hold impact No significant on Environment Work	(Jufizen, 2021) Discipline Work influential positive And hold impact No significant on Environment Work	(Kusumasari, 2022) Work discipline No influential and hold impact No significant on Environment Work				
(Jufrizen & Sitorus, 2021)	(Gultom, J hanomangan; shadow, S color; Surbaki, 2023)	(KISWOYO et al., 2021)				

Organizational commitment matters positive and hold impact significant on Environment Work	Commitment organization influential positive And hold impact No significant on Environment Work	Commitment organization does influential And hold impact No significant on Environment Work
(Lena Ellitan, 2002)	(Pharisees, 2021)	(Hustia, 2020)
Environment Work influential positive And has no significant impact on Performance employee	Environment Work influential positive And hold impact No significant on Performance employee	Environment Work influential And hold da Performance employee impact No significant on

METHODS

This scientific publication is published by evaluating the interrelationships between sourced variables from online books and journals such as Google Scholar, Google Books, and Potral Garuda with using a qualitative writing approach and literature review. Important For emphasized that the authors of this study used library research techniques. Research methods literature is method study according to definition Which need amount planning Which The same with type study other. Process data collection covers reading, taking notes, and monitoring the use of library resources. To answer Respondent questions effectively, literature review should be used according to the methodology applicable in qualitative research; hence, it must be used objectively. Principle main study qualitative exploratory is slow down process collection proof.

RESULTS AND DISCUSSION

Role Performance Employee On Environment Work PT. Insurance Service Indonesia Contribute To Influence Training

Wrong One activity Which most general And often done by employee is training. because performance employees can benefit significantly from training. Also, training Which effective can help business succeed in reach the goal (Turmono & joints septian, 2020).

Employee performance is influenced by the workplace environment that encourages employees to work harder to obtain profitable performance. Non work environment physique Which support needed For look after quality thinking employee And push performance Which continuous.

High employee performance will result from these trainings, support success business. When A company try For reach purpose, employee performance is an important factor. It is expected that good employee performance will be enable the attainment of the intended organizational goals. Neither the business nor the employee Alone value performance. Decision company in development source Power human beings can be affected by an increase in employee performance, which will also have an impact on stability business in reach the goal (Wicaksono et al., 2021).

With the help of educational materials and methods that put more emphasis on practice rather than theory, training can help people develop human resources (HR) them to face the challenging era of globalization. This includes gain and increase in intellectual and physical skills, among others, in a relatively short time (R, 2021).

Role Performance Employee On Environment Work PT. Insurance Service Indonesia Contribute To Discipline Work

Objective performance company is achievement performance employee Which achieved by an employee in carrying out their duties in accordance with the obligations imposed to her. Here it is Which called with performance or performance Work. Every business face a difficult task from competition. Therefore, employees must run discipline

Which strict to stay competitive. Asset biggest company is power it works. The corporation and its employees work together harmoniously and cannot be separated (Yulianti Beautiful & Puspasari, 2022).

Employee performance is influenced by the workplace environment that encourages employees to work harder and enthusiastically to achieve better performance. Work environment non physique Which support needed For look after quality thinking employee And push performance Which continuous.

For guard order And ensure settlement every task in a manner efficient, work discipline is very important. Without a strong work ethic, businesses find it difficult to achieve prosperity. Every employee Which violate discipline Work imposed penalty discipline. While disciplinary punishment is a sanction imposed on employees for violating employee work discipline standards, provisions or employee discipline rules can be implemented during or after O'clock Work.

Facts This show that increase performance employee part big depend on maintenance work discipline. Performance the employee can improved so that company goals are achieved by applying good work discipline from them, like come appropriate time, finish work in accordance with Which has set company, And obey regulation company.

Workplace discipline will ensure maintenance of order and completion of tasks in a manner efficient, so that produce performance Which optimal. Performance employee in carry out his job will increase blessing creation environment Work Which pleasant. Employee Then can do his job with knowledge Which complete And maximum Possible For achievement objective organization (Jufizen, 2021).

Role Performance Employee On Environment Work PT. Insurance Service Indonesia Contribute To Commitment Organization

Performance employee in organization can improved with commitment organization. The main aspect of organizational commitment, which employees must be willing to comply with company goals. With the mutual assistance that companies offer to employees, exists commitment This can increase flavor satisfaction in Work And inspire worker to work better (Gultom, J hanomangan; shadow, S erna; Surbaki, 2023).

The relationship between members of the organization with the organization within the organization is marked with commitment to the organization as a psychological construct. Committed member on his organization will remain as a member for a longer period than those who are not committed. Employee resignation is negatively correlated with rate individual from organizational commitment. Poor commitment leads to under productivity standard And infidelity to the organization.

Bad employee behavior is the result of low employee commitment. Subordinate managers will work harder to achieve organizational goals if there is commitment strong organization. Strong commitment causes people to care more about the organization rather than interests themselves And work for fix it.

Role Performance Employee On Environment Work PT. Insurance Service Indonesia Contribute In Influence Training, work discipline, And Commitment Organization

Human resources must be hidden and developed to reach the source qualified human resources, which is an important element of every company. By because That, management source Power man Which efficient needed. Phrase Which most often used to describe this management is "human resource management". Organizational vision and strategy can be

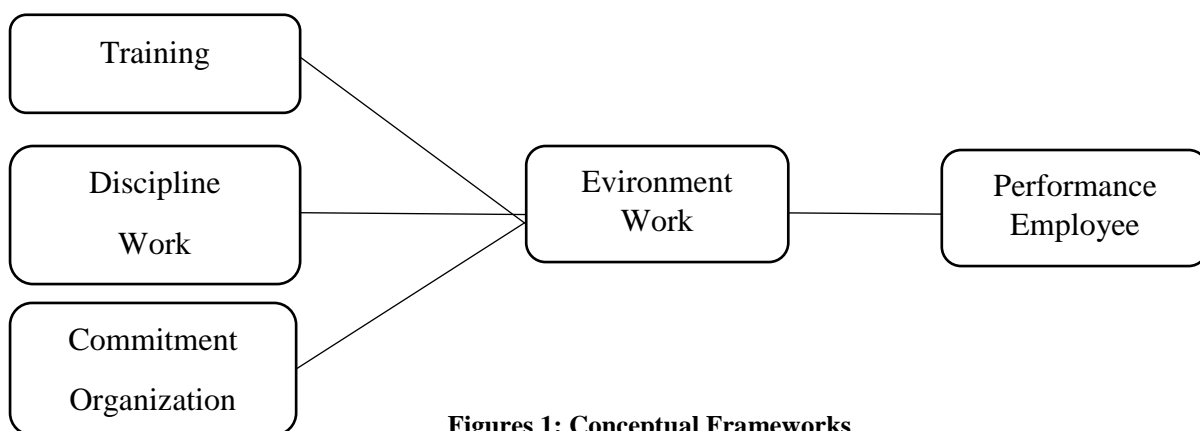
created by human resources, and so can they find And manage source Power other For organization.

Employee performance is strongly influenced by the workplace. This is due to a good working atmosphere, which encourages employees to work more diligently and seriously really to improve performance. The actual work environment is made up of space physical work and non-physical work space that is intertwined with employees in such a way that cannot be separated from initiatives to improve employee performance. Employee performance will be influenced by a pleasant workplace and meet eligibility requirements. (Turmono & joints septian, 2020).

Training, work discipline, and organizational commitment are three types of training that can be used by company management. As a result, they are more likely to adopt a positive attitude to their jobs and participate consistently in business events. Every Employees must be self-aware to fulfill their obligations and responsibilities due to discipline is a person's awareness of what must be done, the employee knows what Which must be done (Yuliati Beautiful & Puspasari, 2022).

Therefore every employee must also be dedicated to their work those who do so show concern for the tasks assigned to them and receive internal incentives to improve their work by the level of job satisfaction And discipline Which tall so that they can give more Lots. time For finish something task (Gultom, J hanomangan; shadow, S color; Surbaki, 2023).

The conceptual framework in this article is obtained by considering how the stated topic, theoretical research, other research that has been discussed above, as well discussion related influence between variables the:



Figures 1: Conceptual Frameworks

Framework conceptual Which showed on chart in on lead on conclusion as following:

Besides two variable outside the, various variable addition can influence choice buyer, like:

1. Training Work: (Turmono & joints septian, 2020), (Halisa, 2020), (Wicaksono et al., 2021), And (Director Gifari & Pancasila, 2019)
2. Discipline Work: (Jufizen & Sitorus, 2021), (Kusumasari, 2022), (Hustia, 2020), And (Yunimas & putro, 2016)
3. Commitment Organization: (And & Organization, 2022), (Gultom, J hanomangan; shadow, S color; Surbaki, 2023), (KISWOYO et al., 2021), And (Jufizen & Sitorus, 2021)
4. Work Environment: (Lesmana et al., 2023), (Farisi, 2021), (Jasmine & Wirjawan, 2022), And (Hustia, 2020)

CONCLUSION

Studies This has show how importance Performance employee Which tall will generated from exists trainings the, support success business. When a company trying to achieve its goals, employee performance is a factor important. Expected that performance Achievement objective organization Which determined will possible by individuals talented. Good business nor employee That Alone value performance. Improving employee performance largely depends on maintenance work discipline. The employee's performance can be improved so that the company's goals are achieved apply the good work habits learned from them, such as being on time, completing assignments on time, and comply with company policies. Everything that surrounds workers in place work, both physical and non-physical, has the potential to affect them. employee performance And impact on productivity company. Performance employee in organization can enhanced by organizational commitment. The main aspect of organizational commitment, where employees must be willing to be in line with and in accordance with company goals. With mutual assistance offered company to employee, exists commitment This can increase flavor satisfaction in work and inspire worker For Work more Good.

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