

The Influence of Training, Work Abilities and Organizational Commitments on Employee Performance in Sungai Liuk Puskesmas, Bukit Coastal District

Romi Wijaya¹, Retti Suryani², Pirana Umbara³, Demon⁴
^{1,2,3,4}(College of Economics, Finance, Banking and Development, STIE KBP)

Abstract

This study aims to see the effect Training, Job Ability, and Organizational Commitment to Employee Performance at Sungai Liuk Public Health Center, Pesisir Bukit District. The population in this study all over There are 40 employees of Sungai Liuk Puskesmas, Pesisir Bukit District. And the technique of determining the number of samples taken as respondents using total sampling. The results of this study indicate that (1) Training gave a significant positive influence on the employee performance of Sungai Liuk Public Health Center, Pesisir Bukit District (2) Work ability has a positive influence on the employee performance of Sungai Liuk Health Center, Pesisir Bukit District (3) Organizational Commitment has a negative influence on the employee performance of Sungai Liuk Public Health Center, Pesisir Bukit District (4) Training, Job Ability and Organizational Commitment collectively have a positive effect on the employee performance of Sungai Liuk Health Center, Pesisir Bukit District

Keywords: Training, Job Ability and Organizational Commitment

Date of Submission: 15-01-2021

Date of Acceptance: 30-01-2021

I. PRELIMINARY

Employees are the most important asset for an agency. Without the presence of employees, agency activities cannot run properly. In order for employees to work well, good human resource management is needed. "Human resource management, namely the science and art of regulating the relationship and role of the workforce to be effective and efficient in helping the realization of the goals of agencies, employees and society" (Hasibuan, 2014: 10). Human resource management is a planning, organizing, coordinating, implementing and supervising the procurement, development, remuneration, integration, maintenance and separation of workers in order to achieve organizational goals.

The occupation of a health worker is a job devoted to the health sector and possesses knowledge and skills in the health sector which for certain types requires the authority to carry out health efforts. This job is certainly not easy and time-consuming where this job has a 24-hour task in caring for patients in other words, this job has 3 shifts, namely morning, afternoon and evening in providing services to the community.

An agency can operate well if the performance of its employees is also good. "Performance is the result or level of success of a person as a whole during a certain period in carrying out a task compared to various possibilities, such as work standards, targets or targets or criteria that have been determined in advance and have been mutually agreed upon" according to (Rivai and Basri, 2005: 50). . The following is the performance data of employees at Sungai Liuk Public Health Center, Pesisir Bukit District.

Based on employee performance data in table 1, it can be seen that the achievement of maximum performance targets has not been achieved, it is found that employee performance has not been optimal, which is indicated by the existence of assessment standards that have been set by the Health Office which is still low, namely ranging from 40-69 and 70-89. the health program has not been running as expected and the amount of work is not completed in accordance with the predetermined time. From the observations it was also found that there was no evaluation of the training results. One of the important points that support employee performance is training. This is in accordance with the theory which says "that the purpose of training is to improve performance and in turn will increase competitiveness" (Fandy Tjiptono and Anastasia Diana, 1995: 223).

Table 1
Performance Report of Sungai Liuk Public Health Center, Pesisir Bukit District

No.	Target	Assessment standard			Information
		40-69	70-89	90-100	
1	Health services in Puskesmas and networks that meet quality standards		√		Not Reached
2	Realization of health services in health facilities that meet quality standards		√		Not Reached
3	Reduced morbidity, disability and death due to disease	√			Less Reachable
4	Increasing the behavior of healthy and clean life and the active role of the community in the health sector	√			Less achieved

Source: Sungai Liuk Community Health Center, Pesisir Bukit District

II. METHOD

The population in this study were all employees at Sungai Liuk Public Health Center, Pesisir Bukit District, totaling 40 people. The sampling technique uses total sampling technique (whole sample), total sampling is a sampling technique where the number of samples is the same as the population (Sugiyono, 2017). The reason for taking total sampling is because according to (Sugiyono, 2017) the total population of less than 100 the entire population was used as the research sample.

Hypothesis testing in this study uses multiple regression analysis. Multiple regression analysis aims to determine the causal relationship between the influencing variables and the affected variables. With the multiple regression equation model as follows:

$$Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + e \dots \dots \dots (1)$$

Where:

- Y = Performance
- a = Intercept constant
- X1 = Training
- X2 = Work Ability
- X3 = Organizational Commitment
- b1, ... b3 = Regression Coefficient
- e = Error Term

Research result

Normality test

The author used this normality test to test the normality of the regression model. Testing is done using the method *kolmogorov-smirnov test* against each variable. The regression model is normally distributed if the Kolmogorov-Smirnov sign value for each variable is greater than $\alpha = 0.05$.

Table 2
Normality Test Results

One-Sample Kolmogorov-Smirnov Test					
		Performance	Training	Work ability	Organizational Commitment
N		40	40	40	40
Normal Parameters a	Mean	50,9250	39,7500	47.2750	31,5750
	Std. Deviation	2,76783	2.97640	3,53726	2.45876
Most Extreme Differences	Absolute	.176	.088	.169	.119
	Positive	.152	.087	.069	.106
	Negative	-.176	-.088	-.169	-.119

Kolmogorov-Smirnov Z	1,114	.555	1,069	.752
Asymp. Sig. (2-tailed)	.167	.918	.203	.624
a. Test distribution is Normal.				

Source: SPSS output results, 2020.

From the table 2 which is a normality test, it can be seen that in the regression model, confounding or residual variables have a normal distribution. This can be seen from the results of the sig value of the Performance variable (Y) is $0.167 > 0.05$ Training Variable (X1) is $0.918 > 0.05$; Workability variable (X2) is $0.203 > 0.05$; Organizational Commitment variable (X3) is $0.624 > 0.05$. So it can be concluded that the variables of Performance, Training, Work Ability, and Organizational Commitment of the Sungai Liuk Public Health Center, Pesisir Bukit District have a normal distribution.

Multicollinearity Test

Multicollinearity test is useful for testing whether the regression model found a correlation between the independent variables. A good regression model should not have a correlation between the independent variables, if the independent variables are correlated, these variables are not orthogonal. Orthogonal variables are independent variables whose correlation value between independent variables = 0 (Ghozali, 2011). Multicollinearity can be seen from tolerance and Variance Inflation Factor (VIF). The way to find out whether there is a multicollinearity test deviation is to look at the Tolerance and VIF values of each independent variable, if the Tolerance value > 0.10 and the VIF value < 10 then the data is free from multicollinearity symptoms. can be seen in table 3.

Table 3
Multicollinearity Test Results

Coefficients ^a			
Model		Collinearity Statistics	
		Tolerance	VIF
1	Training	.919	1,088
	Work ability	.906	1,104
	Organizational Commitment	.978	1,023
a. Dependent Variable: Performance			

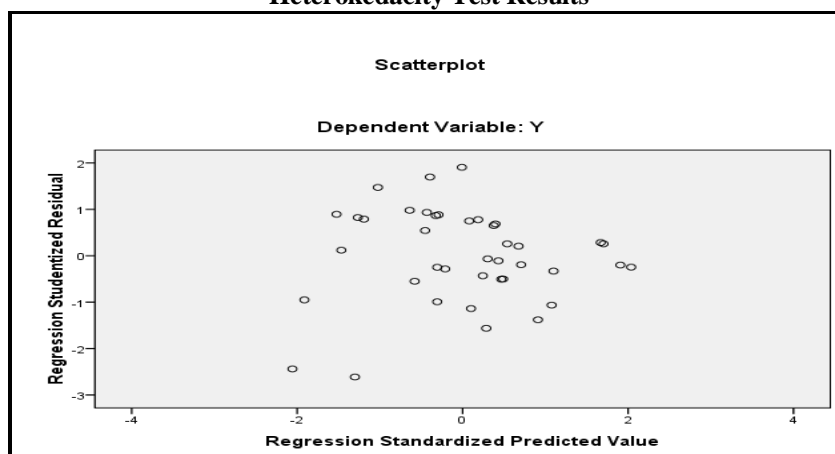
Source: SPSS output results, 2020

Based on the multicollinearity test in the table above, it can be seen that there is no relationship between independent variables because the VIF value of all independent variables is < 10 .

Heteroscedasticity Test

The heteroscedasticity test aims to test whether in a regression model there is an inequality of variants from the residuals from one observation to another. If the variance from the residual of one observation to another remains, it is called homokedastability and if different is called heteroscedasticity. Detecting heteroscedasticity in this study using the Plott Graph test (Scatter Plot). This test if there is no clear pattern, such as a point spread above and below the number 0 (zero) on the Y axis, then there is no heterocedacity. The test results can be seen in Figure 1.

Figure 1
Heterokedacity Test Results



In Figure 1, it can be seen that there is no clear pattern and the dots spread above and below the number 0 on the Y axis. The distribution of data points does not form a wavy pattern that widens then narrows and widened again. The distribution of data points is also not patterned, so this shows that the data in this study did not occur heteroscedasticity.

Research Hypothesis Test

Multiple Linear Regression Analysis

In testing the research hypothesis, multiple linear regression tests were used, which aims to determine how much influence several independent variables have on the dependent variable. Multiple regression analysis was performed by comparing t_{count} with t table and sig value with $\alpha = 0.05$. In detail, the results of multiple regression testing can be seen in Table 4.

Based on Table 5, the estimation model can be analyzed as follows:

$$Y = 36,790 + 0.553 (X1) + 0.215 (X2) + 0.277 (X3) \dots\dots\dots (2)$$

Based on the above equation, it can be explained that:

- a. From the above equation it can be seen that there is a constant value of 36,790 which means that if Training, Job Ability, Organizational Commitment is zero, then the value of the Performance variable is at 36,790. This means that the variables of Training, Work Ability, Organizational Commitment contribute to the improvement of employee performance at Sungai Liuk Public Health Center, Pesisir Bukit District.
- b. The regression coefficient value of training is positive 0.553. This means that if the training increases one unit will result in an increase in performance of 0.553 unit.
- c. The regression coefficient value of Job Ability is positive, namely 0.215. This means that if the Work Ability increases by one unit it will result in an increase in employee performance by 0.215 unit.
- d. The regression coefficient value of Organizational Commitment is positive, namely 0.277. This means that if the Organizational Commitment increases by one unit it will result in a decrease in employee performance by 0.277 unit.

Table 4
Multiple Regression Equation

Coefficientsa						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	36,790	9,590		3,836	.000
	Training	.553	.092	.165	5,995	.000
	Work ability	.215	.052	.020	4,117	.000
	Organizational Commitment	.277	.078	.246	3,534	.012

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	36,790	9,590		3,836	.000
	Training	.553	.092	.165	5,995	.000
	Work ability	.215	.052	.020	4,117	.000
	Organizational Commitment	.277	.078	.246	3,534	.012
a. Dependent Variable: Y						

Source: SPSS Output Results (2020)

Regression Coefficient Test (t test)

Hypothesis Testing 1

The first hypothesis proposed, that Training partially has a positive effect on employee performance. Based on the analysis results of the t test, it is known that the level of significance of the training variable is 0,000 <from the significance value (0.05). Thus Ho was rejected and Ha accepted. So that the alternative hypothesis proposed in this study is accepted, meaning that there is a significant positive effect between training on employee performance at Sungai Liuk Public Health Center, Pesisir Bukit District.

Hypothesis Testing 2

The second hypothesis proposed, that Work Ability partially has a positive effect on employee performance. Based on the analysis of the t test, it is known that the significance level of the Work Ability variable is 0,000 <from the significance value (0.05). Thus Ho was rejected and Ha accepted. So that the alternative hypothesis proposed in this study is accepted, meaning that there is a significant positive influence between Work Ability on Employee Performance at Sungai Liuk Public Health Center, Pesisir Bukit District.

Hypothesis Testing 3

The third hypothesis proposed, that Organizational Commitment partially has a positive effect on performance. Based on the analysis of the t test, it is known that the significance level of the Organizational Commitment variable is 0,012 <dai significance value (0.05). Thus Ho was rejected and Ha accepted. So that the alternative hypothesis proposed in this study is accepted, meaning that there is a significant positive influence between Organizational Commitment on the Employee Performance of Sungai Liuk Public Health Center, Pesisir Bukit District.

Hypothesis Testing 4

The fourth hypothesis that is put forward, that Training, Job Ability, and Organizational commitment together has a positive effect on employee performance. Based on the results of the analysis of the F test, it is known that the level of significance of the variables of Training, Work Ability, and Organizational Commitment is 0.000 <0.05. Thus Ho was rejected and Ha accepted. So that the alternative hypothesis proposed in this study is accepted, meaning that there is a significant influence jointly between Training, Job Ability, and Organizational Commitment on Employee Performance at Sungai Liuk Public Health Center, Pesisir Bukit District. As can be seen in the table 5.

Table 5
F Test Results

ANOVA ^b						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	27,143	3	9,048	7,199	.000a
	Residual	271,632	36	7,545		
	Total	298,775	39			
a. Predictors: (Constant), X3, X2, X1						
b. Dependent Variable: Y						

Source: SPSS Output Results (2020)

Coefficient of Determination (Adjusted R Square)

The coefficient of determination aims to see or measure how far the model's ability to explain variations in the independent variable, where the value is *R square* used for research with 2 variables and the value of Adjusted R Square is used for research with more than 3 variables. The coefficient of determination in this study is taken from the Adjusted R Square value which can be seen in table 6.

Table 6
Test results R Square

Model Summary b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.501a	.251	.223	2.74687
a. Predictors: (Constant), X3, X1, X2				
b. Dependent Variable: Y				

Source: Results of SPSS data processing (2020)

Based on the results of the Adjusted R square analysis is 0,223 This means that 22.3% of employee performance is influenced by the independent variable Training, Job Ability, Job Ability. While the remaining 77.7% is influenced by other variables outside the model.

Influence Training on Employee Performance at Sungai Liuk Public Health Center, Pesisir Bukit District

The results of this study indicate that training has a significant positive effect on the employee performance of Sungai Liuk Public Health Center, Pesisir Bukit District. This indicates that the training determines the employee performance of Sungai Liuk Public Health Center, Pesisir Bukit District. This means that the better and better the training that employees receive in agencies, will increase employee performance.

From the results of this study, it appears that the job training variable has a coefficient 0.553 which means that training has the greatest influence over other variables. This indicates that training can play a role in improving employee performance. If the Sungai Liuk Puskesmas, Pesisir Bukit District, wants to improve employee performance, it must increase the training provided to employees in the agency.

This is in line with opinion According to According to (Nitisemito, 1992: 62) "Education is an activity to increase a person's general knowledge, including increasing mastery of theory and skills in deciding on issues related to activities in achieving a goal" (Heindjrachman, 2002: 228) "Training is an effort to improve the mastery of various skills and techniques for implementing certain, detailed and routine work "(Handoko, 2005: 112)

Training and development is a unit that can be defined as a planned effort by the organization to increase the knowledge, skills and abilities of employees. But conceptual training and development can also change employee attitudes towards work. This is because employees' understanding of their work has also changed, because a person's attitude has cognitive elements, namely belief and knowledge of an object as a result of his knowledge and beliefs, and the tendency to act on these objects, so that the knowledge gained will be able to change a person's attitude. However, training can also be carried out specifically to change employee attitudes in an effort to increase job satisfaction and motivation when needed.

The results of this study are in line with the research Verra Nita (2016) which shows that training has a positive and significant effect on employee performance. Kharisma, Dahmiri (2017) his research results also show training has a significant effect on employee performance.

Influence Work Ability to Employee Performance at Sungai Liuk Public Health Center, Pesisir Bukit District

The results of this study indicate that work ability has a significant positive effect on the employee performance of Sungai Liuk Public Health Center, Pesisir Bukit District. This indicates that the work ability of employees determines the employee performance of the Sungai Liuk Community Health Center, Pesisir Bukit District. This means that the better the Work Ability of employees at the agency, it will increase the employee's performance.

From the results of this study, it appears that the Job Ability variable has a coefficient 0.215 which means workability has a big influence. This indicates that Work Ability can play a role in improving employee performance. If the Sungai Liuk Puskesmas, Pesisir Bukit District, wants to improve employee performance, it must increase the work ability of employees in the agency.

This is in line with opinion According to (Robbins, 2008: 57). "The ability to show the potential of people to carry out a task or job. Ability is closely related to the physical and mental abilities people have to carry out work". (Swasto, 2003: 23) ,.

A low employee's ability will use more time and effort than a high employee's ability to complete the job. Each type of work requires certain knowledge and skills and attitudes in order to carry out these tasks properly. "Provides understanding of ability as mental and physical capacity to achieve various tasks" (Greenberg and Barron, 2003: 100). "The ability shows the potential of people to carry out a task or job. The ability may or may not be used. Ability is closely related to the physical and mental abilities people have to do a job and not what they want to do. " (Ghibson, 1994: 104)

The results of this study are in line with the research Hariadi (2018) which shows that Work Ability affects employee performance. Khasanah, I. and Novian Pamujo (2016) the results of his research also show that Work Ability has a significant effect on employee performance.

Influence Organizational Commitment to Employee Performance at Sungai Liuk Public Health Center, Pesisir Bukit District

The results of this study indicate that Organizational Commitment has a significant positive effect on the Employee Performance of Sungai Liuk Health Center, Pesisir Bukit District. This indicates that Organizational Commitment determines the Employee Performance of Sungai Liuk Public Health Center, Pesisir Bukit District. This means that the better and better the organizational commitment of employees in an agency will increase employee performance.

From the results of this study, it appears that the Organizational Commitment variable has a coefficient 0.277 which means that Organizational Commitment has a big influence. This indicates that Organizational Commitment can play a role in improving employee performance. If the Sungai Liuk Puskesmas, Pesisir Bukit District, wants to improve employee performance, it must increase Organizational Commitment to employees in the agency.

This is in line with opinion According to (Luthans, 2011: 147) "Organizational commitment is the desire of some workers to remain members of the organization. Organizational commitment affects whether a worker remains as a member of the organization (Is retained) or leaves to pursue other work (turns over). " (Colquitt, LePine, and Wesson, 2011: 69) "Organizational commitment or employee loyalty is the level where workers identify with the organization and want to continue to actively participate in it" (Newstrom, 2011: 223).

The results of this study are in line with the research (Handayani, W, (2014) which shows that There is a significant negative effect between Organizational Commitment on employee performance.

Influence of Training, Job Ability, Organizational Commitment on the employee performance of Sungai Liuk Public Health Center, Pesisir Bukit District

The results of this study indicate that training, work ability, work ability together have a significant influence on the employee performance of Sungai Liuk Public Health Center, Pesisir Bukit District. This indicates that Training, Job Ability, Job Ability determine Employee Performance at Sungai Liuk Public Health Center, Pesisir Bukit District. This means that Training, Work Ability, Organizational Commitment will increase employee performance.

This is in line with research, Hariadi (2018), Verra Nita (2016), (Handayani, W, (2014) which shows that The results show support for a significant influence between Training, Job Ability and Organizational Commitment on employee performance.

III. CONCLUSION

Based on the results of testing and discussion of the hypotheses described in the previous chapter, the following conclusions can be drawn:

1. The training has a positive influence on the employee performance of Sungai Liuk Public Health Center, Pesisir Bukit District. This means that employee performance will increase if employee training in agencies is good for employees and leaders, so as to provide encouragement to employees in improving their performance, so the first hypothesis (H1) is accepted.
2. Work Ability has a positive influence on the Employee Performance of Sungai Liuk Public Health Center, Pesisir Bukit District. This means that employee performance will increase if the work ability is good so that they are able to provide work morale to employees in carrying out work. The better the work ability of employees in the agency, the lower the employee's performance in doing their work in the agency, so the second hypothesis (H2) is accepted.
3. Organizational Commitment has a positive influence on the Employee Performance of Sungai Liuk Public Health Center, Pesisir Bukit District. This means that employee performance will increase if the

employee's organizational commitment is good, it will improve performance at work, thus making employees not enthusiastic about doing their job well. So thus the third hypothesis (H3) is accepted.

4. Training, Job Ability, Work Ability jointly have an influence on the Employee Performance of Sungai Liuk Public Health Center, Pesisir Bukit District. From the ANOVA test, the significance probability value is 0.000. The probability of significance is smaller than 0.05, with a significance level of 0.000 as a result, Ho is rejected and Ha is accepted. The variables of Training, Work Ability and Organizational Commitment jointly affect the employee performance of Sungai Liuk Public Health Center, Pesisir Bukit District.

Based on the results of the discussion analysis as well as some conclusions in this study, there are suggestions that can be given through the results of this study in order to get better results, namely:

1. For further researchers, it is hoped that they can research with other variables outside of this variable in order to obtain more varied results that can describe what things can affect performance and it is suggested to expand the scope of research on the effect of training, work ability, work ability on performance. Employees used in this study.

2. For training, it is recommended that agencies pay attention to the training provided to employees within the agency, because this can be seen from the results of the survey and the results of respondents' responses to training, showing poor results, if problems occur in training, it is feared that it will reduce the performance of employees who will have an impact on agency performance.

3. For Work Ability, it is advisable for agencies to pay attention to the comfort of employees in working by increasing the Work Ability of employees in the agency, because this will have an impact on the psychology of employees if employees feel uncomfortable with their Work Ability, it will reduce their performance and enthusiasm in work.

4. For Organizational Commitment, it is advisable for agencies to pay attention to the Organizational Commitment of employees in working by increasing Organizational Commitment to employees and leaders in agencies, because this will have an impact on employees if the agency feels that the Organizational Commitment of employees in agencies is good and the leadership is very good in being organized it will have an impact on increased employee performance.

5. For agency management, it is expected that they pay attention to training, work ability of employees, and reduce high organizational commitment in agencies, because work ability is a major influence in increasing performance. Because in order to achieve better productivity and achievement of agency goals, good work ability and training are needed, good organizational commitment, good work ability for employees and agencies, and loyalty from employees. When Training, Job Ability, Work Ability are given in a balanced manner, the employee's performance also increases.

REFERENCES

- [1]. A.Anwar Prabu Mangkunegara (2005). *Manajemen Sumber Daya Manusia*, Remaja Rosdakarya, Bandung
- [2]. Arikunto, Suharsimi (2016) *Prosedur Penelitian : Suatu Pendekatan Praktik, Edisi Revisi VI*, Jakarta : PT Rineka Cipta.
- [3]. Aulia Rachmadani (2015). "Pengaruh Kemampuan kerja Terhadap kinerja pegawai," *Jurnal Riset Manajemen Sains Indonesia*, Vol. 4, No. 2, pp. 204-205.
- [4]. Chaterina, Intan. 2012. Analisis Pengaruh Budaya Organisasi Dan Kepuasan Kerja Terhadap Komitmen Organisasional Dalam Meningkatkan Kinerja. *Jurnal Bisnis dan Ekonomi*. Vol.9 No 2
- [5]. Daft, Richard L.. 2011. *Era Baru Manajemen*. Terj. Edisi kesembilan buku II bekerja sama dengan Tita Maria Kanita. Jakarta: Salemba
- [6]. Dale Timpe, 1992. *Kinerja*; penerjemah, Sofyan Cikmat, Seri 6 : *Manajemen Sumber Daya Manusia*, Jakarta : Elex Media Komputindo
- [7]. Dessler, Gary. 2009. *Manajemen Sumber Daya Manusia*. Jakarta : Index
- [8]. Fauzi, Ahmad (<http://new-campuran.blogspot.co.id/2010/08/kemampuan-kerja-karyawan.html>) diakses 25 Mei 2018.
- [9]. Ghozali, I. (2017). *Aplikasi Analisis Multivariate dengan Program SPSS*. Semarang: Universitas Diponegoro
- [10]. Gibson, J. L., Ivancevich, J. M., dan Donnelly, J. H., (2008), *Organisasi, Perilaku, Struktur, dan Proses*, Jakarta : Binapura Aksara Publisher.
- [11]. Handayani, W,(2014) "Pengaruh komitmen organisasi Terhadap kinerja pegawai," *UG Jurnal*, Vol. 7, No. 5, pp. 17.
- [12]. Handoko.T. Hani. 2005. *Manajemen Sumber Daya Manusia*. Edisi Pertama, Cetakan Kelima. Yogyakarta : BPF
- [13]. Hariadi, (2018), "Pengaruh komitmen organisasi, kemampuan kerja Terhadap kinerja pegawai," *Jurnal Ilmu dan Riset Manajemen*, Vol. 1, No. 2, pp. 70-71.

- [14]. Hellriegel, D., & Slocum, J. W. (2004). *Organizational behavior*. Ohio: Thompson South-West
- [15]. Heidjrachman R. 2002. *Manajemen Personalia*. Yogyakarta. BPFE UGM
- [16]. Ivancevich, John, M, dkk. 2008. *Perilaku dan Manajemen Organisasi*, jilid 1 dan 2 Jakarta : Erlangga
- [17]. Kadarisman, *Manajemen Pengembangan Sumber Daya Manusia* hlm 60
- [18]. Kharisma, Dahmiri. 2017. *Pengaruh Pelatihan Terhadap Kinerja Pegawai Dinas Pendidikan Kabupaten Sarolangun*. Jurnal Menkeu. Vol 3 No. 1
- [19]. Khasanah, I. dan Novian Pamujo (2016), “Analisis Pengaruh Kemampuan kerja dan pelatihan Terhadap kinerja pegawai,” *Asset*, Vol. 13, No. 1. pp. 158
- [20]. Martoyo, Oemar. 2007. *Manajemen Sumber Daya Manusia*. Yogyakarta. BPFE UGM.
- [21]. Meyer, J and N. Allen. 1984. Testing the “side bet theory” of organizational commitment : Some methodological considerations, *Journal of Applied Psychology* 69 : 372-378
- [22]. Mondy, R. Wayne. 2008. *Manajemen Sumber Daya Manusia*. Terj. Edisi kesepuluh jilid I bekerja sama dengan Penerbit Erlangga. Jakarta: Erlangga.
- [23]. Neni, Anggraeni. 2017. *Pengaruh Kemampuan dan Motivasi Terhadap Kinerja Pegawai Sekolah Tinggi Seni Indonesia Bandung*. Jurnal Penelitian Pendidikan. Vol. 12, No. 2
- [24]. Nitisemito, A. 2003. *Manajemen Sumber Daya Manusia Strategik*. Jakarta. Ghalia Panggabean, Mutiara S. 2004. *Manajemen Sumber Daya Manusia*, Cetakan Kedua. Ghalia Indonesia: Jakarta.
- [25]. Robbins, Stephen, dan Timothy A., Judge, 2008, “*Perilaku Organisasi, Organizational Behaviour*”, Buku Terjemahan, Jakarta : Gramedia.
- [26]. Robbins, P. Stephen, 2002. *Perilaku Organisasi: Konsep, Kontroversi, dan Aplikasi*. Alih Bahasa Handayana Pujaatmika. Edisi Bahasa Indonesia. Jakarta: Prenhalindo.
- [27]. Sastradipoera, Kamaruddin. 2002. *Manajemen Sumber Daya Manusia : Suatu Pendekatan Fungsi Operatif*. Edisi Pertama. Kappa-Igma: Bandung.
- [28]. Setiawan, (2015), “Pengaruh pelatihan dan kemampuan kerja Terhadap kinerja pegawai (Studi Kasus Pada PT. Nusantara Solar Sakti),” *Jurnal Ekonomi Dan Informasi Akuntansi (JENIUS)*, Vol. 2, No. 6, pp. 262-265
- [29]. Simamora, Henry. 2004. *Manajemen Sumber Daya Manusia Edisi Ketiga*. Bagian Penerbit Sekolah Tinggi Ilmu Ekonomi YPKN, Yogyakarta
- [30]. Sugiyono. (2017). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung: Alfabeta.
- [31]. Umar, Husein. 2005. *Riset Sumber Daya Manusia Dalam Organisasi*. Cetakan Ketujuh. PT. Gramedia Pustaka Utama: Jakarta.
- [32]. Wiludjeng, Sri. 2007. *Pengantar Manajemen*. Yogyakarta: Graha Ilmu
- [33]. Winna, R.S. (2013), “pengaruh komitmen, pelatihan dan lingkungan kerja Terhadap kinerja pegawai,” *Jurnal EMBA*, Vol. 1, No. 4, pp. 607-618.

Romi Wijaya, et. al. “The Influence of Training, Work Abilities and Organizational Commitments on Employee Performance in Sungai Liuk Puskesmas, Bukit Coastal District.” *IOSR Journal of Humanities and Social Science (IOSR-JHSS)*, 26(01), 2021, pp. 46-54.