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**THE EFFECT OF E-LEARNING TRAINING AND WORK MOTIVATION ON  
EMPLOYEE PERFORMANCE OF PT JAPFA COMFEED INDONESIA TBK  
SIDOARJO UNIT**



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**Abstract**

The study aims to show the effect of e-learning training and work motivation on the performance of employees of PT Japfa Comfeed Indonesia Tbk Sidoarjo Unit. The type of research used is quantitative with an associative approach and uses primary and secondary data. This study used non-probability sampling, namely purposive sampling of 93 respondents. The data analysis technique used multiple linear regression analysis, but before that, validity, realism and classical assumptions were tested with the SPSS 27 software tool. The results of the study show that e-learning training has a significant positive effect on employee performance. Work motivation affects employee performance. E-learning training and work motivation have a simultaneous effect on employee performance. E-learning training and work motivation have a simultaneous effect on employee performance. This research can complement existing theories and can be a reference for PT Japfa Comfeed Indonesia Tbk Sidoarjo Unit in improving employee performance, especially in terms of training or human resource development.

**Keywords:** Employee Performance, E-Learning Training, Work Motivation

## INTRODUCTION

Companies operating in the industrial sector in the present and future cannot avoid the increasingly competitive business competition. For this reason, advanced technology alone is not enough to support the company's operational activities, but must be balanced with the ability of skilled human resources. Human resource management is the process of achieving effective goals for an organization or company by designing, managing, implementing, and supervising Samsuni (2023).

Companies always strive to be able to improve and develop human resource performance, so they need methods and programs to be able to produce human resources who have high productivity and contribute to the company Saputra et al., (2016). One of the employee development strategies that is increasingly relevant and widely implemented is through electronic-based training or e-learning. The flexibility, accessibility, and personalization potential that e-learning offers make it an effective solution to efficiently improve employee knowledge and skills. On the other hand, work motivation as an individual's internal driver has a significant role in directing work behavior, increasing engagement, and ultimately impacting the level of performance produced. Motivated employees tend to be more proactive, have high initiative, and are dedicated to completing their tasks.

Based on research conducted by Wibowo (2020) regarding Analysis Impact of Training Online and Motivation Against Performance Employees (Studies Cases CV. Bina Insani Surakarta) stated that training and work motivation affect positively and significantly on performance employees. However in contrast to the results of research conducted by Lubis (2020) related to the Analysis of the Effectiveness of Learning in Distance Learning during the Covid-19 Pandemic that Distance Learning (PJJ) with E-Learning media is less effective due to the lack of facilities and infrastructure influenced by economic factors and technological unpreparedness.

PT Japfa Comfeed Indonesia Tbk Sidoarjo Unit, as one of the operational units of leading agribusiness companies, also recognizes the importance of human resource development in achieving competitive advantage. The implementation of training programs, including through e-learning platforms, as well as efforts to maintain and increase employee work motivation are important concerns. However, a deep understanding of the extent to which e-learning training and work motivation together or partially affect employee performance in specific work environments such as PT Japfa Comfeed Indonesia Tbk Sidoarjo Unit still requires a more indepth study.

The phenomenon that occurs related to training, and, development, resources, resources, people, at PT Japfa Comfeed Indonesia Tbk Sidoarjo Unit is the limited time and location, where participants often have to set aside time from their busy work schedules to attend face-to-face training sessions. Additionally, the costs associated with facilities, instructors, and training materials can be a financial burden for the company. Conventional training methods are also often less flexible, making it difficult to accommodate the diverse needs of individuals. The lack of interactivity in learning can also reduce the level of participant engagement, thus hindering the effectiveness of training. All these factors suggest that although conventional training methods have become standard, there is an urgent need to adapt to more innovative and efficient approaches.

## REVIEW OF LITERATURE

### E-Learning Training

Training is an effort to improve the employee work is realized to be more effective Hartomo and Luturleann (2020),. According to Yusnandar and Nefri (2020), training is defined as a short educational program that aims to improve the mastery of job skills. According to Rigianti (2020), online learning is a new method in the learning process that utilizes electronic devices such as cellphones or laptops, especially to access the internet in delivering material. Online learning is also completely dependent on the availability of the internet network.

E-learning has become much more popular. According to Masie (2003), the enjoyable aspect of e-learning is witnessing its application. He claims that the following organizations have used e-learning: career development, new hire orientation, worker development, and continuing, compliance with education and customer learning K-12, higher education, supply chain learning, customer learning after the sale, leisure and affiliation learning, and before the sale.

Permatasari & Hardiyan (2018) e-learning training has a fairly good and positive influence on employee performance. Purwanto, R & Suratman, A (2022) The implementation of e-learning is quite running in accordance with the company's goals and expectations, the company's e-learning process has a good learning management system and is able to provide a comprehensive learning experience, and the forms of e-learning training carried out by the company are quite diverse so that they can meet the training needs of each employee. The hypothesis is put forward, namely:

**Hypothesis 1: E-learning training positively affects employee performance**

#### Work Motivation

According to Hasibuan (in Febrianti, N.R 2020) Work motivation is an encouragement that creates enthusiasm in a person so that they are willing to work together, work efficiently, and integrate with all efforts to achieve satisfaction. Kurniawan (2022) emphasized that work motivation is a collection of actions that function as the basis for individual behavior in order to achieve certain goals.

Motivation is the desire possessed by employees to carry out the work entrusted to them and is able to increase the sense of responsibility for their work. Motivational indicators consist of: salary, bonuses, employee welfare guarantees, feeling safe to have a job, and promotions Wulandari et al. (2020)

Robin et al., (2024) Motivation is able to contribute to employee performance, meaning motivation plays an important role in the formation of employee productivity. Sidharta., et al. (2024) Work motivation has a strong and positive correlation to employee performance. These findings illustrate that employees who feel motivated tend to show higher levels of performance. Therefore, the implications of these findings is that it is important for companies to pay attention to and strengthen the factors that can increase employee work motivation. The hypothesis is put forward, namely:

**Hypothesis 2: Work Motivation has a positive effect on employee performance**

#### Employee Performance

According to Nugroho & Fauzi (2020) , performance is an acquisition achieved by a person in the form of services or goods that are used as a benchmark for individual employees or companies. The form of employee performance can be measured by various indicators

including quality, quantity, timeliness, effectiveness, and independence Ardianyah et al., (2021).

Work based on the duties and authorities that have been given and the responsibility for these tasks together to achieve the vision and mission, as well as the goals of the organization, then the ability to undergo and solve various problems faced according to the planned time and carried out without violating the applicable legal rules Manik & Bancin (2022)

Training improves skills and knowledge, while work motivation drives employees to give their best. Liliana & Kadang (2021) motivation and training had a significant effect on the performance of employees. Wibowo (2020) Online training and work motivation have a significant effect on employee performance.

**Hypothesis 3: E-learning training and work motivation have a positive effect on employee performance**

## **RESEARCH METHOD**

This study establishes a descriptive quantitative research method that aims to understand the influence of training and work motivation on employee performance. The population in this study is employees of PT Japfa Comfeed Tbk Indonesia Sidoarjo Unit, amounting to 1.228 people. The sampling method used is non-probability sampling. Furthermore, the selected non-probability sampling is purposive sampling. Purposive sampling is a sampling technique based on certain considerations or criteria to be more representative Sugiyono (2020)The sample in this study is an employee of PT Japfa Comfeed Indonesia Tbk Sidoarjo Unit with an age range of 20 to >50 years. The sampling of 93 employees was taken based on the Slovin formula. Data processing techniques using SPSS 27.

The research instrument test was carried out with two criteria, namely the validity test and the reliability test. The validity test is said to be valid if the calculated  $r$  value is greater than the table  $r$  value. The reliability test was carried out by looking at the Alpha Cronbach value above 0.6. The classical assumption test is carried out with the normality test, the multicollinearity test, the heteroscedasticity test, hypothesis testing is carried out through the F Test and the T Test where this hypothesis test will see if there is a positive or negative influence between variables.

## **RESULTS AND DISCUSSION**

### **Results of Respondent Characteristics**

#### **Respondent Profile**

This study involved employees of PT Japfa Comfeed Indonesia Tbk Sidoarjo Unit. The characteristics of the respondents considered in this study included gender groups (male and female), age range (to see differences between generations), and length of work (as an indicator of experience and understanding of the company's work environment). Data on demographic characteristics were collected to provide a descriptive picture of the research sample and the potential for differences in perceptions or experiences related to e-learning training, work motivation, and performance among different groups of employees.

**Table 1**  
**Respondent Profile**

Characteristic	Category	Frequency (n)	Percentage (%)
Gender	Male	71	76
	Female	22	24
	<b>Total</b>	<b>93</b>	<b>100%</b>
Age	20 - 29 year	32	34%
	30 - 39 year	35	38%
	40 - 49 year	19	20%
	> 50 year	9	8%
	<b>Total</b>	<b>93</b>	<b>100%</b>
Length of Work	2 – 5 year	29	31%
	6 – 10 year	19	20%
	11 – 15 year	20	22%
	15 – 20 year	12	13%
	> 21 year	13	14%
	<b>Total</b>	<b>93</b>	<b>100%</b>

Data Primary, 2025

There were 71 people who were male with a percentage of 76%, while the respondents who were female amounted to 22 people with a percentage of 24%. The total number of employees of PT Japfa Comfeed Indonesia Tbk who became respondents in the study was 93 employees.

Age range 20 – 29 years old with a total of 32 people or 34%, a 30-39 year old with a total of 35 people or 38%, a 40-49 year old with a total of 19 people or 20%, and a > age of 50 years with a total of 9 people or 8%. From the data, it is estimated that the number of people between the ages of 30 and 39 years is high. This shows that the majority of respondents are of productive age who generally already have a sufficiently mature and stable experience in making decisions that are sufficiently resilient in the face of the conditions under which they are being studied.

Length of employment 2 – 5 years with a total of 29 people or 31%, a period of 6 – 10 years with a total of 19 people or 20%, a period of 11 – 15 years with a total of 20 people or 22%, a period of 16 – 20 years with a total of 12 people or 13%, and for a long time > 21 years with a total of 13 people or 14%. So this shows that the level of employee loyalty to work at PT Japfa Comfeed Indonesia Tbk Sidoarjo Unit is quite high.

### Statistical Analysis

Statistical analysis is the process of analyzing data quantitatively to test hypotheses, look for patterns, and draw conclusions that are valid and relevant to the research problem. This process involves planning, data collection, data analysis, and interpretation of results.

### Validity Test

**Table 2**  
**Validity Test Results**

Variable	Statement	Correlation Coefficient	R <sub>table</sub>	Description
	X1.1	0,709	0,203	VALID

E-Learning Training (X1)	X1.2	0,677	0,203	VALID
	X1.3	0,6	0,203	VALID
	X1.4	0,686	0,203	VALID
	X1.5	0,631	0,203	VALID
	X1.6	0,488	0,203	VALID
	X1.7	0,758	0,203	VALID
	X1.8	0,687	0,203	VALID
	X1.9	0,558	0,203	VALID
	X1.10	0,658	0,203	VALID
	X1.11	0,712	0,203	VALID
	X1.12	0,688	0,203	VALID
	Work Motivation (X2)	X2.1	0,721	0,203
X2.2		0,641	0,203	VALID
X2.3		0,663	0,203	VALID
X2.4		0,684	0,203	VALID
X2.5		0,503	0,203	VALID
X2.6		0,515	0,203	VALID
X2.7		0,523	0,203	VALID
X2.8		0,654	0,203	VALID
X2.9		0,621	0,203	VALID
X2.10		0,642	0,203	VALID
X2.11		0,724	0,203	VALID
X2.12		0,609	0,203	VALID
Employee Performance (Y)	Y1.1	0,642	0,203	VALID
	Y1.2	0,58	0,203	VALID
	Y1.3	0,652	0,203	VALID
	Y1.4	0,71	0,203	VALID
	Y1.5	0,651	0,203	VALID
	Y1.6	0,58	0,203	VALID
	Y1.7	0,649	0,203	VALID
	Y1.8	0,679	0,203	VALID
	Y1.9	0,654	0,203	VALID
	Y1.10	0,706	0,203	VALID
	Y1.11	0,617	0,203	VALID
	Y1.12	0,562	0,203	VALID
	Y1.13	0,499	0,203	VALID
	Y1.14	0,556	0,203	VALID
	Y1.15	0,676	0,203	VALID

Y1.16	0,733	0,203	VALID
Y1.17	0,663	0,203	VALID
Y1.18	0,66	0,203	VALID

Primary Data, 2025

Based on the table of test results above, it shows that the value of the  $r_{cal}$  is greater than the  $r_{table}$ , then all statement items on the questionnaire to represent all the variables examined are declared valid.

### Reliability Test

A reliability test is used to ensure that the results obtained from a transaction are reliable and not influenced by other factors. A measuring tool (questionnaire) is said to be reliable when it is found to be reliable in the statement in achieving the research goal. The instrument used in the variable is said to be reliable if it has a Cronbach's Alpha of 0.60.

**Table 3**  
**Reliability Test Results**

No.	Variable	Cronbach Alpha	Cronbach Alpha Minimum	Description
1	E-learning training (X1)	0,818	0,60	Reliable
2	Work Motivation (X2)	0,801	0,60	Reliable
3	Employee Performance (Y)	0,869	0,60	Reliable

Primary Data, 2025

The reliability rating falls between 0.70 to 0.90, indicating that all of the statements in the questionnaire have high reliability. The average Alpha Cronbach value of all the variable indicators utilized is 0.829.

### Classic Assumption Test

The classical assumption test is carried out to meet the requirements of linear regression analysis, namely the best unbiased estimator or often abbreviated as BLUE (best linear unbiased estimate). There are several assumptions that must be met so that the conclusions of the test results are not biased.

### Normality Test

The normality test in this study uses the statistical Kolmogorov-Smirnov test. Residual is normally distributed if it has a significance value of  $> 0.05$  and if the significance is  $< 0.05$ , then the data is not normally distributed. Based on the results of the Kolmogorov-Smirnov test, the significance value shows a number of  $0.16 > 0.05$ , so it can be said that the data in this study is normally distributed.

### Multicollinearity Test

**Table 4**  
**Multicollinearity Test Results**

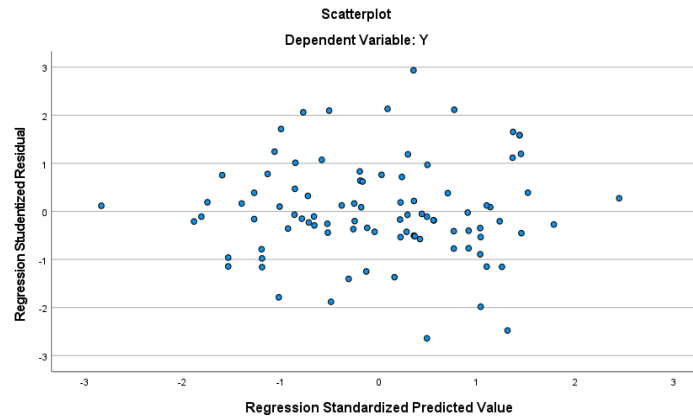
Model	Tolerance	VIF
1 (Constant)		
E-Learning Training (X1)	.771	1.298
Work Motivation (X2)	.771	1.298

a. Dependent Variable: Employee Performance (Y)

Primary Data, 2025

The multicollinearity test is seen from the value of tolerance and variance inflation factor (VIF). If the tolerance value is  $> 0.01$  and  $VIF < 10$ , it means that there is no multicollinearity. Table 100 shows that the E-Learning Training variable has a tolerance value of 0.771 and VIF 1.298. The work motivation variable has a tolerance value of 0.771 and VIF 1.298. All tolerance values  $> 0.01$  and  $VIF < 10$ , so there is no multicollinearity.

**Heteroscedasticity Test**



**Figure 1**  
**Heteroscedasticity Test Results**  
 Primary Data, 2025

Based on the results of the heteroscedasticity test on the scatterplot of the SPSS program, the position of the point is spread out and does not form an irregular pattern. The residual points are randomly scattered around the zero line (zero residual value). The results showed that there was no heteroscedasticity at any one point. Therefore, it can be concluded that the regression model studied is quite good in predicting the dependent value in the observed independent value range.

**Autocorrelation Test**

**Table 5**  
**Autocorrelation Test Results**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.741 <sup>a</sup>	.550	.540	5.580	<b>1.986</b>

a. Predictors: (Constant), E-learning training (X1), Work Motivation (X2)

b. Dependent Variable: Employee Performance (Y)

Primary Data, 2025

From the table above, it is known that Durbin Watson's value is 1,986. The Durbin-Watson value is used to detect the presence of an autocorrelation in the residual (error) of the regression model. The Durbin-Watson value ranges from 0 to 4. If the value is close to 2 then it indicates no autocorrelation in the residual. If the value is close to 0, it indicates a strong positive autocorrelation. And a value close to 4 indicates a strong negative autocorrelation. Based on a Durbin-Watson value of 1,986, the study did not show any significant autocorrelation problems in the residual regression model

**Multiple Linear Regression Analysis**

This multiple regression test is intended to find out how much influence the variables X1 and X2 on the Y variable. In this study e-learning training (X1) and work motivation (X2)

on employee performance (Y). The following are the results of processed regression data with SPSS version 27 which can be seen in the table 6 :

**Results of Multiple Regression Processing E-learning training (X1) and Work Motivation (X2) on Employee Performance (Y)**

**Table 6**  
**Multiple Linear Regression Analysis Results**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	13.225	5.418		2.441	.017
E-learning training (X1)	.403	.111	.292	3.620	.000
Work Motivation (X2)	.834	.121	.556	6.902	.000

a. Dependent Variable: Employee Performance (Y)  
Primary Data, 2025

Based on the results of the regression calculations in the above table, the regression equation  $Y = 13.225 + 0.403X1 + 0.834X2$  can be obtained. A constant value of 13.225 means that if e-learning training (X1) and work motivation (X2) variables are absent then there is an employee performance (Y) of 13.225 points. A value of 0.403 is interpreted if the constant is constant and there is no change in the work motivation variable (X2), then every 1 unit change in the e-learning training (X1) will result in a change in employee performance (Y) of 0.403 points. A value of 0.834 is interpreted if the constant is constant and there is no change in the e-learning training (X1), then every 1 unit change in the work motivation variable (X2) will result in a change in employee performance (Y) of 0.834 points.

**Hypothesis Test**

**Simultaneous Hypothesis (F-Test Results)**

**Table 7 F-Test Results**

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	3421.549	2	1710.774	54.940	.000 <sup>b</sup>
Residual	2802.516	90	31.139		
Total	6224.065	92			

a. Dependent Variable: Employee Performance (Y)  
b. Predictors: (Constant), Work Motivation (X2), E-learning training (X1)  
Primary Data, 2025

Based on the test results in the table above, the  $F_{count}$  value  $> F_{table}$  or  $(54.940 > 3.10)$  can be amplified with a value of  $\rho < Sig.0.05$  or  $(0.000 < 0.05)$ . Thus,  $H_0$  was rejected and  $H_3$  was accepted, this shows that there is a positive and significant effect simultaneously between e-learning training and work motivation on the performance of employees of PT Japfa Comfeed Indonesia Tbk Sidoarjo Unit.

**Partial Hypothesis (T-Test Results)**

**Table 8**  
**T-Test Results**

Model	t	Sig.
1 (Constant)	2.441	.017

E-learning training (X1)	3.620	.000
Work Motivation (X2)	6.902	.000

a. Dependent Variable: Employee Performance (Y)  
 Primary Data, 2025

Based on the table above, it is known for  $t_{table} 0.025; 90$  has a value of 1.990. So it can be explained as follows:

- 1) The significance value in the E-learning training variable (X1) was  $0.000 < 0.05$  and  $t_{cal}$  value was  $3.620 > t_{table}$  was 1.990. So  $H_0$  is rejected and  $H_1$  is accepted, meaning that the E-learning training (X1) variable partially has a positive and significant effect on employee performance.
- 2) The significance value in the Work Motivation variable (X2) was  $0.000 < 0.05$  and the  $t_{cal}$  value was  $6.902 > t_{table}$  was 1.990. So  $H_0$  is rejected and  $H_2$  is accepted, meaning that the Work Motivation variable (X2) partially has a positive and significant effect on employee performance

**Coefficient of Determination ( $R^2$ )**

**Table 9**  
**Coefficient of Determination Results**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.741 <sup>a</sup>	.550	.540	5.580

a. Predictors: (Constant), E-learning training (X1), Work Motivation (X2)

b. Dependent Variable: Employee Performance (Y)

Primary Data, 2025

In the table above, the value of the R Square determination coefficient is .550. The coefficient of determination can be calculated by the formula  $D = (R^2) \times 100\% = 0.550 \times 100\% = 55\%$ . These results show that 55% of the variation in the dependent variables (Y) can be explained by the independent variables (X1 and X2) together. The rest, i.e.  $100\% - 55\% = 45\%$ , is explained by factors other than the model or by random errors.

**The Effect of E-Learning Training and Work Motivation on Employee Performance of PT Japfa Comfeed Indonesia Tbk Sidoarjo Unit**

Based on the results of the hypothesis test carried out using a simultaneous test (F Test), it is known that the results of  $F_{cal} > F_{table}$  are with a value of  $(54.940 > 3.10)$ , then  $H_0$  is rejected and  $H_3$  is accepted that E-Learning and Work Motivation training has a significant effect simultaneously or together on employee performance at PT Japfa Comfeed Indonesia Tbk Sidoarjo Unit.

Employee performance plays an important role in determining the success of the organization. In an effort to improve this performance, E-Learning training and work motivation emerge as two important factors that are interrelated and reinforceful. E-Learning training, with its flexibility and accessibility, equips employees with relevant knowledge and skills, enabling the development of the competencies needed to carry out tasks more effectively and efficiently. Meanwhile, work motivation provides an essential internal boost for employees to apply the skills they have learned with enthusiasm and dedication,

encouraging them to be more productive, responsible, creative, and persevering in the face of challenges.

From the results of the F test conducted, the two independent variables, namely E-Learning Training (X1) and Work Motivation (X2), have a significant role in improving Employee Performance (Y). The R-Square value of 0.505 indicates that there is a 55% variation in employee performance that can be explained by these two variables, while the remaining 45% is influenced by other factors that were not studied in this study.

#### **The Effect of E-Learning Training on Employee Performance of PT Japfa Comfeed Indonesia Tbk Sidoarjo Unit**

The partial effect caused by E-Learning training on employee performance at PT Japfa Comfeed Indonesia Tbk Sidoarjo Unit can be seen from the results of the t-test research. Based on the partial hypothesis test or t-test, the test results showed that the results of the calculation value were  $3.620 > t_{table} 1.990$  with a significance value of 0.000 less than the probability value of 0.05. Therefore, it can be concluded that the E-Learning Training variable (X1) has a positive and significant influence on Employee Performance.

E-Learning training has a role in improving employee performance in this digital era. The flexibility of time and place offered by E-Learning allows employees to develop skills and knowledge without disrupting busy work schedules, thereby increasing efficiency and reducing traditional training costs.

The results of these findings are supported by previous research conducted by Reza Claudio and Andriyastuti Suratman (2022) in a study entitled The Effect of Training and Development Through the E-Learning Method on the Performance of Human Resources of PT. Bank Rakyat Indonesia Manado Branch Office. In the study, it was shown that E-Learning Training had a significant effect on the Human Resources Performance of PT. Bank Rakyat Indonesia Manado Branch Office.

#### **The Effect of Work Motivation on Employee Performance of PT Japfa Comfeed Indonesia Tbk Sidoarjo Unit**

The partial effect caused by work motivation on employee performance at PT Japfa Comfeed Indonesia Tbk Sidoarjo Unit, the researcher conducted a t-test analysis. Based on the partial hypothesis test or t-test, the test results showed that the results of the tcal value of  $6.902 > t_{table} 1.990$  with a significance value of 0.000 less than the probability value of 0.05. Therefore, it can be concluded that the Work Motivation variable (X1) has a positive and significant influence on Employee Performance (Y).

As an internal and external pusher, motivation arouses employees' enthusiasm, energy, and focus in carrying out job tasks. Employees who have a high level of motivation tend to show better performance in various aspects, including productivity, quality of work, initiative, and commitment to the organization.

The results of these findings are supported by previous research conducted by Zahrotul Ulum Naa'imah and Siti Ning Farida (2021) in a study entitled The Influence of Leadership Style and Work Motivation on Employee Performance at PT. United Motors Center Basuki Rahmat Surabaya. In the study, it was shown that the Work Motivation variable had a significant effect on Employee Performance at PT. United Motors Center Basuki Rahmat Surabaya.

## CONCLUSION

Based on the results of research and discussions conducted by researchers related to the influence of e-learning training and work motivation on employee performance at PT. Japfa Comfeed Indonesia Tbk Sidoarjo Unit can be drawn from the following conclusions:

- 1) Based on the results of the F-test (simultaneous), it is proven that Training E-of Learning (X1) and Work Motivation (X2) have a simultaneous effect on the performance of employees (Y) at PT. Japfa Comfeed Indonesia Tbk Sidoarjo Unit.
- 2) The results of the test show that E-learning training (X1) has a partial effect on the performance of employees (Y) of PT. Japfa Comfeed Indonesia Tbk Sidoarjo Unit.
- 3) Research results using the t-test it is known that a partial Work Motivation (X2) has a partial effect on the performance of employees (Y) of PT. Japfa Comfeed Indonesia Tbk Sidoarjo Unit

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