THE EFFECT OF JOB GUIDANCE TRAINING ON THE PRODUCTIVITY OF PRISONERS IN THE CLASS I PENITENTIARY IN MEDAN

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ABSTRACT

This research will go in depth on the effect of job guidance training on the productivity of prisoners at the Medan Class I Penitentiary. This research aims to provide a clearer picture of the role of job guidance training in achieving the goals of inmate rehabilitation at the Medan Class I Penitentiary. This research uses quantitative research methods, using IBM SPSS version 26.0 software to test the data that has been obtained. Based on the results of data analysis, there is an influence of job training guidance on employee productivity at the Medan Class I Correctional Institution.

Keywords: *Training; Work Productivity; Prisoners*

INTRODUCTION

Criminal acts in Indonesia are actions that must receive appropriate punishment or retribution for the perpetrators. This is emphasized by written law, as Indonesia is a state governed by law. The legal system is designed to manage relationships within society, aiming to create an orderly, safe, and secure social life. Every individual in society has different life goals and achievements. In the process of achieving these goals, there can sometimes be conflicts or misalignments with prevailing norms and desires, leading to disputes that disrupt public security and order (Mangkepriyanto and Extrix, 2019).

In Indonesia's legal system, those convicted of crimes serve their sentences in correctional institutions (LAPAS). A person serving a prison sentence, which involves a loss of freedom, in a correctional facility is referred to as an inmate. Inmates are individuals who have been found guilty according to a court decision and have received a final legal verdict.

Improving inmate productivity has become a primary focus in the context of corrections. Work training programs are seen as a potential method for providing skills and opening job opportunities for inmates. The correctional system, which is an integral part of the criminal justice system, aims not only to punish but also to rehabilitate inmates so they can return as productive members of society.

In this context, research will explore the impact of work training on inmate productivity at Class I Correctional Facility in Medan. This institution, committed to rehabilitation, continuously seeks effective methods to enhance the skills and productivity of inmates. Various work training activities are conducted, such as tempe production, carpentry, furniture making, hydroponics, fisheries, barbering, automotive work, handicrafts, bread production, coffee making, sandal making, and laundry services. These activities are provided to the inmates and supervised by officers who act as instructors.

Table 1
Data on inmates taking part in the 2022 Job Guidance training

No	Types of Activity	Amount WBP	Result of Production
1.	Welding	40	Welding
2.	Mushroom	40	Mushroom

Source : Class I Correctional Facility in Medan, 2024

The data above represents the implementation of work training conducted by Class I Correctional Facility Medan in the "Industry/Manufacturing" sector in December 2022. The table shows the work training activities carried out, which include welding, oyster mushroom cultivation, bread & pastry making, and catfish farming. The expected outcome of these training activities is for inmates to gain more knowledge than they previously had, thus enhancing their skills through the work training conducted at Class I Correctional Facility Medan.

Therefore, this study aims to provide a clearer picture of the role of work training in achieving the rehabilitation goals for inmates at Class I Correctional Facility Medan. Through this, the relationship between work training and inmate productivity can be better understood, allowing for the design of more effective and sustainable social reintegration programs.

Based on the aforementioned background, the researcher is very interested in conducting further research about the Influence of job training on inmate productivity with the research location at Class I Correctional Facility Medan.

LITERATURE REVIEW

Job and Guidance Training

According to Lussier (in Prabhu TL, 2021), training is the process of gaining the skills required for a job and enhancing one's capacity to perform in both current and future roles. Work training facilitates understanding of interests, goals, skills, credentials, and more. Understanding the educational system and the job market while linking it to our self-awareness is very beneficial. Career counseling generally aims to educate us on how to organize and make decisions related to our career and education. Employment advice organizes, systematizes, and makes information available when needed, making it easier to gain knowledge about the job market and educational prospects (Roy, 2020).

In its contemporary form, work training, which stems from various disciplines such as education, sociology, psychology, labor economics, and others, is provided by individuals with a wide range of training and academic qualifications in most countries. These types of work training programs are still largely based on skill development through face-to-face interviews. On the other hand, psychological tests are now accepted with less emphasis in many countries, as counseling theories have shifted from the practitioner being an expert to being a facilitator and development guide (Roy, 2020).

The implementation of an effective guidance program is influenced by the following factors (Chen & Chai, 2023):

1) The capability of mentors, opportunities in the guidance program, the program's duration, and the motivation of participants.
2) The matching process and individual characteristics of participants are key factors in matching mentors and mentees.
3) A strong relationship and clear communication between the mentor and mentee are essential for the success of the training program.

One way businesses can continually increase employee productivity is by implementing training. Providing training on knowledge, skills, and abilities helps employees grow, allowing them to perform their duties and responsibilities effectively and efficiently. Employees who receive training can gain new information, improve job skills, increase productivity, receive higher wages, and enjoy other benefits. Meanwhile, companies may benefit from maintaining a stable workforce. In addition to positively impacting worker productivity financially, effective training also helps businesses by increasing investment in human resources (David et al., 2022).

Productivity

According to Kafka (in Ali, 2019), productivity is crucial because it enables businesses to provide the goods customers need at the right time, helping them achieve their goals. Several factors can improve employee productivity, including work discipline, motivation or lack thereof, attitude toward the job, and interaction with the work environment where daily tasks are performed. Employees with a strong work ethic, motivation, and spirit will be able to carry out their tasks as effectively and efficiently as possible, helping the company achieve its productivity goals. Work ethic is a positive workforce trait grounded in basic beliefs, strong awareness, and absolute commitment to an integral employment paradigm (Setyawati et al., 2023).

Competency-based human resource management has become a widely debated topic in the evolution of HR management. The explanation of various skills above leads us to classify competencies into two categories: the first is the expertise related to the roles we choose, or professional competencies. The second is the general competencies

we need to function as human beings. According to Sutrisno, to measure work productivity, the following indicators must be present (Satispi, 2022):

1) Ability
2) Striving to improve the results achieved
3) Work ethic
4) Self-development
5) Quality
6) Efficiency

By adopting innovative techniques, consumers can also receive goods or services with higher quality and added value, which can significantly reduce costs. Productivity factors are divided into two (Karlsone & Ozola, 2023):

1) Internal Factors
   a) Labor factors:
      (1) Motivation and enthusiasm
      (2) Employee education
      (3) Employee attitudes, values, and skills
      (4) Physical and mental well-being of employees
   b) Company factors:
      (1) Working conditions
      (2) Salaries
      (3) Work environment
      (4) Company structure and culture
      (5) Company HR policies
      (6) Technology adoption

2) External Factors
   a) Industry factors:
      (1) Number of competitors in the sector
      (2) Presence of regulatory authorities in the sector
   b) National factors:
      (1) National macroeconomics
      (2) Regulatory environment and government policies
   c) International factors:
      (1) Migration of skilled workers between countries
      (2) Technological advancements
      (3) Global macroeconomics

METHOD

The quantitative method is used as the research method in this study. The term "quantitative" refers to the amount or quantity (how much) of information collected during the research, presented in a quantitative or numerical form, typically as statistics. The primary data sources in this research were obtained through the distribution of questionnaires to inmates at Class I Correctional Facility Medan and direct observation by the researcher at the research site. Additionally, secondary data sources were obtained from various literature studies, including books, papers, and journals relevant to the research topic.

Total sampling was used in this study to allow the researcher to accurately sample the population. This study applied a non-probability sampling technique using total

sampling, meaning that the entire population was used as the sample for this research. This technique was chosen because the population in this study exceeds 1,000, with the population at Class I Correctional Facility Medan totaling 3,019 inmates, and the sample comprised 47 inmates who participated in the training.

For data processing, the researcher used IBM SPSS software version 26.0 with several tests, including validity tests, reliability tests, normality tests, simple linear regression tests, significance tests, and determination tests.

RESULTS AND DISCUSSION

Data Analysis

The validity test aims to determine the extent to which the data in the research can accurately measure what it is intended to measure. Additionally, the purpose of this test is to assess the correlation value of each product moment (Pearson) for each question item and the total score of the research variables. In this study, the number of respondents (N) is 47, with an r-table value at α = 0.05 of 0.288. The following are the results of the validity test for research variable X and variable:

Table 2
Test the Validity of the Job Training Guidance Variable (X)

Variable	Item	R count	Sig	Remarks
Job Training Guidance Variable (X)	Item 1	0,392	0,000	Valid
	Item 2	0,420	0,000	Valid
	Item 3	0,425	0,000	Valid
	Item 4	0,469	0,000	Valid
	Item 5	0,594	0,000	Valid
	Item 6	0,328	0,000	Valid
	Item 7	0,594	0,000	Valid
	Item 8	0,594	0,000	Valid
	Item 9	0,356	0,000	Valid
	Item 10	0,319	0,000	Valid
	Item 11	0,420	0,000	Valid
	Item 12	0,297	0,000	Valid
	Item 13	0,594	0,000	Valid
	Item 14	0,409	0,000	Valid
	Item 15	0,425	0,000	Valid
	Item 16	0,322	0,000	Valid
	Item 17	0,469	0,000	Valid
	Item 18	0,502	0,000	Valid
	Item 19	0,594	0,000	Valid
	Item 20	0,392	0,000	Valid

Source: Data Processed, 2024

Then, the results of the validity test on the Productivity variable (Y) are as follows:

Table 3
Validity Test of Productivity Variable (Y)

Variable	Item	R count	Sig	Remarks
Productivity Variable (Y)	Item 1	0,639	0,000	Valid
	Item 2	0,496	0,000	Valid
	Item 3	0,580	0,000	Valid
	Item 4	0,552	0,000	Valid
	Item 5	0,362	0,000	Valid
	Item 6	0,501	0,000	Valid
	Item 7	0,349	0,000	Valid
	Item 8	0,427	0,000	Valid
	Item 9	0,580	0,000	Valid
	Item 10	0,581	0,000	Valid
	Item 11	0,332	0,000	Valid
	Item 12	0,542	0,000	Valid
	Item 13	0,552	0,000	Valid
	Item 14	0,351	0,000	Valid
	Item 15	0,542	0,000	Valid
	Item 16	0,408	0,000	Valid
	Item 17	0,332	0,000	Valid
	Item 18	0,416	0,000	Valid
	Item 19	0,496	0,000	Valid
	Item 20	0,639	0,000	Valid

Source: Data Processed, 2024

Referring to the research results above, it can be seen that all question items in the Job Training Guidance variable (X) have a Sig value of 0.000 < 0.05 and an r-value > 0.288. Additionally, it is evident that the 20 question items in the Productivity variable (Y) have a Sig value of 0.000 < 0.05 and an r-value > 0.288. The analysis results for the Job Training Guidance variable (X) and the Productivity variable (Y) conclude that all statement items in both research variables are valid as measurement tools or data collection instruments in this study.

In this study, the reliability test was conducted based on the Cronbach's Alpha value. Referring to the significance value at the 5% level, the research instrument is considered reliable if the reliability coefficient is ≥ 0.60. Below are the results of the reliability test conducted by the researcher:

Table 4
Reliability Test

No.	Variable	Cronbach's Alpha	Remarks
1	Job Training Guidance variable (X)	0,875	Reliable
2	Productivity (Y)	0,827	Reliable

Source: Data Processed, 2024

The results of the reliability test indicate that the Cronbach's Alpha value for the Job Training Guidance variable (X) is 0.875, while for the Productivity variable (Y) it is 0.827. The Cronbach's Alpha values for the 20 question items in these two variables are all ≥ 0.60. Therefore, it can be concluded that each item in the instruments for the Job Training Guidance variable (X) and the Productivity variable (Y) is reliable and can be trusted.

Furthermore, the normality test aims to determine whether there are any disturbing variables in the regression model that are normally distributed. In this study, the normality test was conducted using the unstandardized residual values from the regression model, employing the One Sample Kolmogorov-Smirnov Test. The results of the normality test conducted by the researcher are as follows:

Table 5
Normality Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		47
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	9.98611703
Most Extreme Differences	Absolute	.087
	Positive	.075
	Negative	-.087
Test Statistic		.087
Asymp. Sig. (2-tailed)		.200[c,d]

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.
Source: Data Processed, 2024

The results of the normality test conducted, as presented in the table above, show that the significance value (Sig) is 0.200 > 0.05. Thus, it can be concluded that the normality assumption in this research is considered to be normally distributed, or the normality assumption has been fulfilled.

Next, the simple linear regression test in this study aims to measure the extent of the effect of variable X on variable Y. In this research, the simple linear regression test is used to analyze the effect of the JobTraining Guidance variable (X) on the Productivity variable (Y).

Based on the research results obtained with the help of IBM SPSS version 26.0, the findings are as follows:

Table 6
Sample Linear Regression Test

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	40.731	6.253		6.514	.000
	Job Training Guidance	.312	.065	.580	4.778	.000

a. Dependent Variable: Productivity
Source: Data Processed, 2024

Based on the results of the simple linear regression test in the table above, it can be seen that the regression coefficient from the Unstandardized Coefficients column

yields a constant value of 40.731 and a regression coefficient value of 0.312. From these values, the regression equation can be formulated as follows:

Y = a + bX
Y = 40.731 + 0.312X

Explanation:
- X = Work Training Guidance variable
- Y = Productivity variable
- a = constant
- b = regression coefficient

The value of coefficient b is equal to the regression coefficient, which indicates that the average change in the Productivity variable (Y) for every one-unit change in the Work Training Guidance variable (X) is 1. If the value of coefficient b is positive, it means that for every increase in variable X, there will be a corresponding increase in the value of variable Y, and vice versa.

Furthermore, the regression coefficient for the Work Training Guidance variable (X) is 0.312. This value indicates that for every 1% increase in the Work Training Guidance level (X), Productivity (Y) will increase by 0.312. Since the regression coefficient for this variable is positive (+), it can be concluded that Work Training Guidance (X) has a positive effect on Productivity (Y) at the Class I Penitentiary in Medan.

The significance test in this research aims to determine the extent to which the variation in the dependent variable can be explained by one independent variable, as indicated by the T statistical test. Comparing the alpha value with the p-value complements this partial test. H0 is rejected if the p-value is less than 0.05. Thus, it can be stated that variable X and variable Y influence each other.

Based on the results of the significance test analysis that has been conducted, the following results were obtained:

Table 7
Signification Test

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2327.189	1	2327.189	22.829	.000[b]
	Residual	4587.237	45	101.939		
	Total	6914.426	46			

a. Dependent Variable: Productivity
b. Predictors: (Constant), Job Training Guidance
Source: Data Processed, 2024

Based on the results of the significance test analysis in the table above, the significance test results of the Job Training Guidance variable on the employee productivity variable at the Medan Class I Correctional Institution are obtained. It is known that if the significance value (Sig) <0.05 then H0 is rejected and Ha is accepted. Referring to the table above, the Sig value of 0.000 <0.05 is obtained, which means that there is an effect of Job Training Guidance on employee productivity at the Medan Class I Correctional Institution.

The last test carried out is the determination test. The determination test in this study aims to explain the variance in the independent variable is the coefficient of determination (R2). Between zero and one is the range of the coefficient of determination. A low R2 value indicates that the ability of the independent variables to explain the dependent variable is very limited. When the independent factors almost entirely explain the variance in the dependent variable, the value is close to one.

Based on the results of the determination test that has been carried out by the author, the following results are obtained:

Table 8
Determination Test

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.580[a]	.337	.322	10.096

a. Predictors: (Constant), Job Training Guidance

b. Dependent Variable: Productivity

Source: Data Processed, 2024

Referring to the results of the determination test, the R value as a correlation coefficient is 0.580. This shows that there is a weak positive correlation between the Job Training Guidance variable and the employee productivity variable at the Medan Class I Penitentiary. From table 8, it is also known that the R square (r2) value is 0.337, which shows how much influence the Job Training Guidance variable has as a whole can influence the rise and fall of the Productivity variable. Based on the R square value, it shows that the percentage influence of Job Training Guidance on employee productivity at the Medan Class I Correctional Institution is 34%. Meanwhile, the remaining 66% was influenced by other variables not examined in this research. This shows that there are other variables that have a greater influence on the employee productivity variable at the Medan Class I Penitentiary, apart from the Job Training Guidance variable.

CONCLUSION AND SUGGESTION

Based on the results of the analysis and discussion, it can be concluded that the significance test of the Work Training Guidance variable on the Employee Productivity variable at Class I Correctional Facility Medan. Furthermore, based on the determination test, the R value as the correlation coefficient is 0.580. This shows that there is a weak positive correlation between the Work Training Guidance variable and the Employee Productivity variable at Class I Correctional Facility Medan.

Thus, the researcher suggests that Class I Correctional Facility Medan should offer more frequent promotions to employees, as providing work training is expected to help increase employee productivity at the facility.

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