

The Effect of Training and Teamwork on Employee Performance at BASARNAS in North Maluku Province

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ABSTRACT

This study aims to examine the effect of training and teamwork on employee performance at BASARNAS in North Maluku Province, both partially and simultaneously. This research applies a quantitative approach, with data collected through questionnaires distributed to 93 respondents. The data were analyzed using SPSS through data quality testing, classical assumption testing, and multiple linear regression analysis. The results of the F-test indicate that training and teamwork simultaneously have a significant effect on employee performance, with a significance value below 0.05. Furthermore, the t-test results reveal that training has a positive and significant effect on employee performance, and teamwork also shows a positive and significant influence. This indicates that both variables contribute meaningfully to improving employee performance. In conclusion, this study highlights that enhancing training effectiveness and strengthening teamwork are essential strategies to improve employee performance and organizational productivity at BASARNAS in North Maluku Province.

DOI: <https://doi.org/10.56442/ijble.v7i1.1417>

Keywords:

Training
Effectiveness;
Teamwork;
Employee
Performance;

INTRODUCTION

In the contemporary era of globalization and increasing public expectations for high-quality public services, human resources have become a strategic element in determining organizational effectiveness, particularly within public-sector institutions. The performance of employees is widely regarded as a critical indicator of organizational success, as it reflects the extent to which individuals are able to carry out their duties, achieve institutional objectives, and contribute to service delivery. In public organizations, employee performance is not merely associated with individual competence, but also with the organization's capacity to develop human resources, strengthen coordination, and promote collaborative work practices.

Within the context of the National Search and Rescue Agency, known as BASARNAS, in North Maluku Province, employee performance is of particular importance due to the nature of search and rescue operations. These operations require a high degree of accuracy, speed, responsiveness, discipline, and coordination, especially because they are frequently conducted in emergency and high-risk situations. Therefore, the ability of employees to perform effectively has direct implications for the quality of public service delivery and the success of emergency response operations.

However, preliminary observations indicate that employee performance at BASARNAS in North Maluku Province has not yet reached an optimal level. This condition may be associated with several organizational factors, particularly the effectiveness of training programs and the quality of teamwork among employees. Training is essential for improving employees' knowledge, technical skills, operational readiness, and professional competence. Meanwhile, teamwork is crucial in ensuring coordination, communication, and cooperation among personnel, especially in work environments that require collective action and rapid decision-making.

Previous studies have shown that training and teamwork are important determinants of employee performance. Nevertheless, the magnitude and nature of their effects may differ across organizational settings, depending on institutional characteristics, work demands, and operational complexity. In high-risk public-sector organizations such as BASARNAS, the relationship between training, teamwork, and employee performance requires further empirical examination. This is because search and rescue activities depend not only on individual competence but also on the ability of employees to collaborate effectively under pressure.

Based on this background, this study aims to analyze the effect of training and teamwork on employee performance at BASARNAS in North Maluku Province, both partially and simultaneously. The findings of this study are expected to contribute to the development of human resource management practices, particularly in improving training effectiveness, strengthening teamwork, and enhancing the overall performance of public-sector organizations.

Literature Review

1. Employee Performance

Employee performance refers to the extent to which an employee successfully carries out assigned duties and responsibilities in accordance with organizational standards and objectives. Mangkunegara (2020) defines performance as the result of an employee's work on tasks assigned to them. Employee performance is generally reflected in several indicators, including work quality, work quantity, timeliness, responsibility, effectiveness, and the ability to cooperate with others.

In public-sector organizations, employee performance is closely related to the quality of services provided to the community. For BASARNAS, high employee performance is essential because search and rescue operations require prompt, accurate, and coordinated responses. Employees with strong performance are expected to demonstrate technical competence, discipline, professionalism, and the ability to work effectively in emergency situations.

2. Training

Training is a systematic and planned process designed to improve employees' knowledge, skills, attitudes, and competencies in order to enhance their job performance. Noe (2020) explains that training refers to an organizational effort to facilitate employees' learning of job-related competencies. Similarly, Dessler (2020) defines training as a process through which employees acquire the basic skills and knowledge required to perform their jobs effectively.

Effective training enables employees to improve their technical capabilities, reduce work errors, increase productivity, and respond more appropriately to organizational demands. In operational institutions such as BASARNAS, training has a strategic role because employees are required to possess specific competencies in handling emergency situations. Well-designed training programs can improve operational readiness, decision-making ability, and professional conduct in the field.

3. Teamwork

Teamwork refers to the ability of individuals to work collaboratively with others in achieving shared organizational goals. Robbins (2018) states that teamwork involves coordinated efforts among members through communication, cooperation, mutual support, and shared responsibility. Salas et al. (2020) further emphasize that

effective teamwork is characterized by trust, coordination, communication, collective responsibility, and the ability to solve problems together.

In organizational settings that require high levels of coordination, teamwork becomes a key factor in improving performance. Strong teamwork enables employees to share information, reduce miscommunication, support one another, and complete tasks more efficiently. In the context of BASARNAS, teamwork is particularly significant because search and rescue operations are rarely performed individually. Instead, they require integrated cooperation among personnel to ensure effective and accurate emergency response.

Hypotheses Development

Training is expected to improve employee performance because it enhances knowledge, skills, and competencies relevant to job implementation. Employees who receive adequate training are more likely to understand work procedures, minimize errors, and perform their duties more effectively. Therefore, the first hypothesis is formulated as follows:

H1: Training has a significant effect on employee performance. Teamwork is also assumed to influence employee performance because collaborative work practices improve communication, coordination, and mutual support among employees. In organizations such as BASARNAS, teamwork enables employees to perform tasks more efficiently and respond more effectively to operational demands. Therefore, the second hypothesis is proposed as follows:

H2: Teamwork has a significant effect on employee performance. Furthermore, training and teamwork are expected to simultaneously influence employee performance. Training strengthens individual competence, while teamwork ensures that such competence is integrated into collective organizational action. Therefore, the third hypothesis is formulated as follows:

H3: Training and teamwork simultaneously have a significant effect on employee performance at BASARNAS in North Maluku Province.

Reserch Model

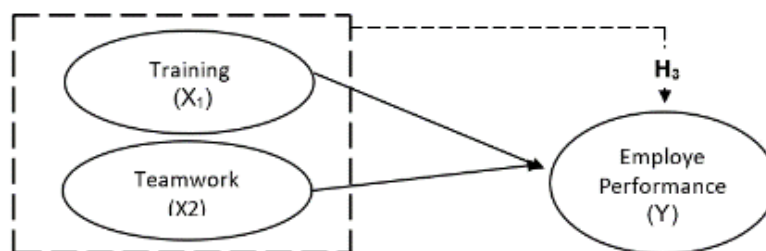


Figure 1 Conceptual Framework

The conceptual framework of this study explains the relationship between training, teamwork, and employee performance. Training and teamwork are positioned as independent variables, while employee performance is positioned as the dependent variable. The model assumes that training and teamwork influence employee performance both partially and simultaneously. Training contributes to the improvement of individual competence, whereas teamwork supports coordination and

collaboration among employees. These two factors are therefore expected to enhance employee performance at BASARNAS in North Maluku Province.

METHOD

This study employed a quantitative research approach to examine the effect of training and teamwork on employee performance at BASARNAS in North Maluku Province. The population of this study consisted of all employees in the organization, totaling 93 individuals. Given the relatively small population size, this study applied a saturated sampling technique, also known as total sampling. Accordingly, all 93 employees were selected as respondents. This technique was used to ensure that the research sample represented the entire population and to minimize sampling bias.

The data were collected using a structured questionnaire developed based on relevant theoretical concepts and previous studies. The questionnaire was designed to measure three main variables, namely training, teamwork, and employee performance. Each item was measured using a five-point Likert scale, ranging from “strongly disagree” to “strongly agree.” Prior to hypothesis testing, validity and reliability tests were conducted to ensure that the research instrument was valid and internally consistent. Reliability was assessed using Cronbach’s Alpha.

The data were analyzed using multiple linear regression with the assistance of SPSS software. This analytical technique was employed to examine the partial effects of training and teamwork on employee performance through the t-test, as well as their simultaneous effect through the F-test. In addition, classical assumption tests, including normality, multicollinearity, and heteroscedasticity tests, were conducted to ensure that the regression model met the requirements of a valid linear regression analysis. Statistical decisions were made at a significance level of 0.05.

RESULTS AND DISCUSSION

1. Regression Analysis

The results of the multiple linear regression analysis are presented in Table 1.

Table 1. Results of Multiple Linear Regression Analysis

Variable	B	Std. Error	Beta	t	Sig.
Constant	3.230	5.320	—	0.607	0.545
Training	0.665	0.116	0.516	5.754	0.000
Teamwork	0.236	0.097	0.217	2.424	0.017

The regression results show that training has a positive and significant effect on employee performance. The training variable has a regression coefficient of 0.665, a t-value of 5.754, and a significance value of 0.000. Since the significance value is lower than 0.05, the first hypothesis is accepted. This result indicates that an increase in the quality and effectiveness of training is associated with an increase in employee performance.

The results also show that teamwork has a positive and significant effect on employee performance. The teamwork variable has a regression coefficient of 0.236, a t-value of 2.424, and a significance value of 0.017. Since the significance value is lower than 0.05, the second hypothesis is accepted. This finding indicates that better teamwork contributes to higher employee performance.

2. Simultaneous Effect of Training and Teamwork on Employee Performance

The simultaneous effect of training and teamwork on employee performance was tested using the F-test. The results are presented in Table 2.

Table 2. ANOVA Results

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	660.570	2	330.285	18.112	0.000

The ANOVA results indicate that the F-value is 18.112 with a significance value of 0.000. Since the significance value is lower than 0.05, it can be concluded that training and teamwork simultaneously have a significant effect on employee performance. Therefore, the third hypothesis is accepted. This finding demonstrates that employee performance is influenced not only by individual competence developed through training but also by collaborative work practices reflected in teamwork.

Discussion

The findings of this study indicate that training significantly influences employee performance at BASARNAS in North Maluku Province. This result supports the view that training is an important mechanism for improving employee competence, particularly in terms of knowledge, skills, and work readiness. In the context of BASARNAS, training is highly relevant because employees must respond to emergencies quickly, accurately, and professionally. Thus, effective training programs can strengthen employees' technical and operational capabilities, which in turn improve their performance.

The study also confirms that teamwork significantly affects employee performance. This finding suggests that effective collaboration, communication, coordination, and mutual support among employees are essential for achieving better work outcomes. For BASARNAS, teamwork is a critical element because search and rescue operations require collective action rather than individual performance alone. Strong teamwork enables employees to coordinate tasks, share information, minimize operational errors, and respond more effectively to emergency situations.

Furthermore, the simultaneous test results show that training and teamwork jointly influence employee performance. This finding is consistent with the perspective of human resource management that employee performance is shaped by both individual and collective factors. Training enhances individual competence, whereas teamwork ensures that individual competencies are integrated into coordinated organizational action. Therefore, the combination of effective training and strong teamwork provides an important foundation for improving employee performance in public-sector organizations.

Overall, the results of this study highlight the need for BASARNAS in North Maluku Province to continuously improve the quality of training programs and strengthen teamwork among employees. In a high-risk and dynamic work environment, employee competence and collaborative capacity are essential factors in achieving operational effectiveness and improving public service quality.

CONCLUSION

This study examined the effect of training and teamwork on employee performance at BASARNAS in North Maluku Province. The findings indicate that training has a positive and significant effect on employee performance. This means

that effective training programs can enhance employees' knowledge, skills, competencies, and work readiness, thereby improving job performance.

The study also found that teamwork has a positive and significant effect on employee performance. Strong teamwork, reflected in effective communication, coordination, cooperation, and mutual support, enables employees to perform their duties more efficiently and effectively, particularly in high-risk operational environments.

In addition, the results show that both training and teamwork significantly affect employee performance. This finding indicates that employee performance is enhanced when individual competence developed through training is supported by strong collaborative practices within the organization.

Based on these findings, BASARNAS in North Maluku Province is expected to strengthen its human resource management strategies by improving the quality, relevance, and continuity of training programs. The organization should also foster a collaborative work culture that encourages communication, coordination, and mutual support among employees. These efforts are essential for enhancing employee performance, improving organizational effectiveness, and ensuring the delivery of high-quality public services.

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