

The Effect of Self-Awareness and Work Environment on Training and Its Implementation on Performance of Employees Factory PT. Cahaya Lentera

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Abstract: - This study aims to determine and clarify the effect of Self-Awareness and, Work Environment on Training and its implementation on Employee Performance. Respondents 95 employees (entire population). Data collection is done through interviews and questionnaires. Data were analyzed using path analysis (SmartPls 3.0 software) and correlation matrix between dimensions (SmartPls 3.0 software). The results of the study show that: (1) Self-Awareness and Work Environment both partially and simultaneously affect training; (2) Self-Awareness, Work Environment and Training both partially and simultaneously affect Employee Performance; (3) Training mediates the influence Self-Awareness and Work Environment on Employee Performance.

Based on the analysis of the correlation matrix between dimensions, to increase Self-Awareness, which has a positive correlation with Training, it is recommended to maintain and improve the dimensions of Self-Confidence and to be the same as Employee Performance, Self-Confidence too. To improve the Work Environment, which has a positive correlation with Training it is recommended to increase the dimensions of the Intermediary Work Environment, for and Employee Performance it is recommended to maintain and improve the dimension of the Direct Work Environment. Meanwhile, to improve training, which has a positive correlation with employee performance, it is recommended to maintain and improve the dimensions of evaluation

Keywords:- *Self-Awareness, Work Environment, Training and Employee Performance*

I. INTRODUCTION

Performance is a measure of the results of work activities that have been carried out by employees. Performance measurement that can be said to be good can be measured from the points of responsibility that have been given by the company to employees and can be completed properly. Points of responsibility that have been determined by the company can arise based on dimensions that have been well analyzed by the company when analyzing work at each employee's position.

In order for employees to produce the performance expected by the company, employees must understand their personal responsibilities and abilities. The size of employees who have good performance can be analyzed from 3 things that are considered to be the dimensions of performance for the company, namely knowledge (knowledge), skills (abilities), and attitude (manners). Supported by the theory put forward by Blanchard and Tacker (2013) there are 3 factors that can influence performance

Self-Awareness can be developed with systematic self-development training programs. The employee self-development program is converted by the HRD team through training. This training aims to make employees recognize themselves and understand their potential Self-awareness is a soft skill that exists in each employee that can be improved by a training. While the physical work environment is a tangible form that cannot be developed or can only be changed if the area owner conducts renovations that are deemed necessary to do.

II. THEORETICAL REVIEW

A. *Self-Awareness*

According to Solso (2008) Self-awareness or self-knowledge in which individuals will be aware of themselves, that individuals have weaknesses and strengths, and in their daily lives the individual is aware of that is himself.

In Lahey (2008) it is written that we can understand the world because we have a series of organs that can receive information about things around us. Self awareness is used to know yourself consciously and connect to feelings, thoughts, and actions. According to the theory presented by Goleman (in Arabsarhangi, 2014) there are 3 components for knowing one's self-awareness, namely:

➤ *Emotional Self-Awareness*

The ability to understand things related to emotions that arise and are being felt and understand the impact caused by these emotions for themselves. So wisely apply these emotions in the right direction.

➤ *Accurate Self-Assessment*

Can measure itself accurately related to strengths and weaknesses that are owned within. So that by understanding this they can use strengths in the direction of achieving goals

and developing weaknesses so that they can lead towards more and also understand the limits of self that exist in each

➤ *Self Confidence*

The ability to feel confident about its suitability and the capabilities that have been owned and forged can be applied where it should be. Have confidence in its existence that is beneficial to the environment.

B. *Physical Work Environment*

Understanding of the physical work environment according to Sedarmayanti (2009: 26) that is all physical forms that exist around the workplace which can affect employees both directly and indirectly.

According Sedarmayanti (2009: 21) states that: "Broadly speaking, the type of work environment is divided into two namely:

1. Physical work environment
2. Non-physical work environment

The physical work environment is all physical forms that are around the workplace that can affect employees directly or indirectly. The physical work environment can be divided into two categories namely:

1. Work environment that is directly related to employees such as work centers, chairs, tables, and so on.
2. The intermediary environment or general environment can also be called a work environment that influences human conditions such as temperature, humidity, air circulation, lighting, noise, mechanical vibrations, unpleasant odors, colors, and others.

C. *Training*

According to Rivai and Sagala (2011: 212) training is a systematic process that can change employee behavior to achieve organizational goals. Supported by the opinion of Rachmawati (2008: 110) training is an environmental forum for employees, where they obtain or learn attitudes, abilities, skills, knowledge, and specific behaviors related to work.

According to Noe (2012: 41) for employees the target of training is to increase the mastery of knowledge, skills and behaviors that are an emphasis on training programs and can apply them in their daily work activities. Training has a dimension that makes it a systematic program. There are 6 dimensions of training according to Noe (2012: 41), namely:

➤ *Needs Assessment*

This refers to the purpose and purpose of the training being held. So the training material is not wide and can be more specific.

➤ *Readiness for Training*

There is readiness for the program, which is not only material that is capable but also the readiness of participants to attend the training.

➤ *Creating a Learning Environment*

Organizers must be able to ensure that the environment or series of agendas can make participants obtain the knowledge delivered.

➤ *Ensure the Transition of Training*

The trainer or trainer in training must be able to ensure that the use of training knowledge that has been learned is channeled to the proper container.

➤ *Choose a Training Method*

The trainer must understand the training methods that are appropriate for use so that the material presented can be understood or according to the needs and nature of the training material that is programmed.

➤ *There is Training Evaluation*

The trainer and the evaluation team must be able to analyze the results of the training that has been held. Usually there is a pre-test before the training is held and post-test after the training is held. Its purpose is to ensure that there is an increase in knowledge from before and after participating in the training program that has been followed.

D. *Employee Performance*

According to Mangkunegara (2013: 67) performance is the result of the work of employees in carrying out tasks and responsibilities as measured by quality and quantity. So, employee performance has a very important role in the success or failure of a company.

Performance also has clear criteria, this is useful in order to be able to distinguish between good and bad performance. Every individual has a different inner drive at work. Written in Blanchard and Tacker (2013) there are 3 factors that can affect performance, namely:

➤ *Motivation*

Alas and Kumpikaite (2009) state that motivation can be a direction, focus, and the amount of effort expended by individuals in achieving specific results.

➤ *Knowledge, Skill, and Attitude*

Is a factor in a person includes knowledge of the responsibilities held, the ability to present matters related to his work, and behavior at work.

➤ *Environment*

Is an external factor of the individual. This depends on the environment in which the individual works.

E. *Theoretical Framework*

From the explanation that has been explained in the previous chapter, the following frame of mind of the writing of this research. The independent variables in this study are self-awareness and physical work environment. Researchers want to see the effect of these two variables on the dependent variable, namely the performance of the employees of PT. Cahaya Lantern Esa Abdi Nusantara. However, in the process of influence between self-awareness and performance there are intervening variables that can strengthen both variables, the intervening variable is MBTI training. Below, it has been explained how the framework of thinking in research is the basis for the existence of this research.

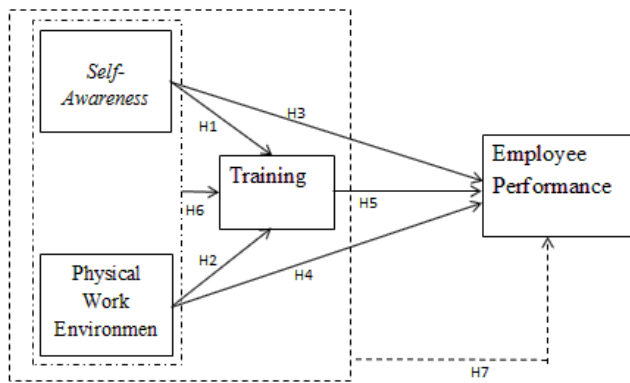


Fig 1:- Inter-Variable Relationship Model

- H1. Self-Awareness has an influence on the MBTI Training Program for employees of PT. Cahaya Lantern Esa Abdi Nusantara.
- H2. Physical Work Environment has an influence on the MBTI Training Program for employees of PT. Cahaya Lantern Esa Abdi Nusantara.
- H3. Self-Awareness has an influence on the performance of employees of PT. Cahaya Lantern Esa Abdi Nusantara.
- H4. Physical Work Environment has an influence on the performance of employees of PT. Cahaya Lantern Esa Abdi Nusantara.
- H5. MBTI Training Program has an influence on the performance of employees of PT. Cahaya Lantern Esa Abdi Nusantara.
- H6. Self-Awareness and Physical Work Environment together have an influence on the MBTI Training Program for employees of PT. Cahaya Lantern Esa Abdi Nusantara.
- H7. Self-Awareness and Physical Work Environment and the MBTI Training Program have an influence on the performance of the employees of PT. Cahaya Lantern Esa Abdi Nusantara.
- H8. The MBTI Training Program significantly mediates Self-Awareness of PT. Cahaya Lantern Esa Abdi Nusantara.
- H9. The MBTI Training Program significantly mediates the Physical Work Environment on the Performance of PT. Cahaya Lantern Esa Abdi Nusantara.

III. RESEARCH METHODOLOGY

At the time the researchers conducted this research, it was known based on its type that it was a survey research. The research method used in the study was a sample survey with a questionnaire to be filled in by respondents who in this study were workers who worked at PT. Cahaya Lantern Esa Abdi Nusantara. This means that the research conducted was quantitative research. Described in Sugiyono (2017: 139), the sample survey is a study in which information is collected from some elements of the population that have been chosen to represent all elements of that population. This sample survey is a survey of samples that represent the population.

➤ *Population and Sample*

The total population of employees in this research object as many as 172 people. The sample in this study was

taken from the total population of employees with a total of 172 employees. The sample is then determined using the Slovin formula and the results become 120 samples

➤ *Method Analysis*

In this study data were processed using statistical methods with SEM-PLS software. The use of methods with the software can facilitate researchers in conducting research. The software also helps researchers in summarizing the research work time.

IV. RESULTS AND DISCUSSIONS

The respondents in this study were employees of PT Cahaya Lentera Esa Abdi Nusantara. The employees are scattered at the point of the cooperation area which is spread in Jakarta and surrounding areas. Vulnerable age of employees owned by the company ranging from 21 years to 35 years. Employees who were respondents in this study have attended MBTI training so that the ability in cell-awareness already has increased. For this reason statistical calculation calculation is needed to see the effect of the training empirically.

Descriptive statistical analysis of research variables is used to determine the tendency of the answers to the questionnaire or the extent to which respondents responded according to the choice of answer categories by using a Likert scale from scale 1 (strongly disagree) to 5 (strongly agree) to the statements of each variable. Based on the tabulated answers above, it can be seen that the Self Awareness variable has an average of 3.28. That Physical Work Environment variable has an average of 3.21. Training has an average of 3.38. Employee Performance variable has an average value of 3.74.

Evaluation of convergent validity from the examination of Average variance extracted (AVE) illustrates the magnitude of variance or diversity of manifest variables that can be possessed by latent constructs, the greater the variance or diversity of variable manifests that can be contained by latent constructs, the greater the representation of variable manifests towards its latent construct.

Evaluation of convergent validity from the examination of Average Variance Extracted (AVE) can be seen from the value of AVE based on the results of data processing with SmartPLS version 3.0.

Variable	Average Variance Extracted (AVE)
Self-Awareness	0.874
Physical Work Environment	0.827
Training	0.859
Employee performance	0.770

Table 1:- Average Variance Extracted (AVE) for Each Variable

AVE values for all variables have AVE values > 0.5, namely 0.874 for Self-Awareness, 0.827 for Physical Work Environment, 0.859 for Training, and 0.770 for Performance

Evaluation of convergent validity from internal consistency reliability checks can be seen from the Cronbach's Coefficient Alpha and Composite Reliability (CR) values shown in the following table below. The table presented is the result of SmartPLS version 3.0 calculations.

Variabel	Cronbach's Coefficient Alpha	Composite Reability (CR)
Self-Awareness	0.966	0.970
Physical Work Environment	0.951	0.959
Training	0.983	0.984
Employee performance	0.948	0.954

Table 2:- Composite Reability (CR)

Cronbach's Coefficient Alpha value for the work environment, motivation, workload and performance variables is more than 0.6 or even close to 1 and the Composite reliability (CR) value is more than 0.7.

It is known that the Cronbach's Coefficient Alpha value and the Composite reliability value for all research variables are more than 0.80 or even close to 1. These values have exceeded the standard, respectively > 0.6 and > 0.7, so that all variables in the study are declared reliable.

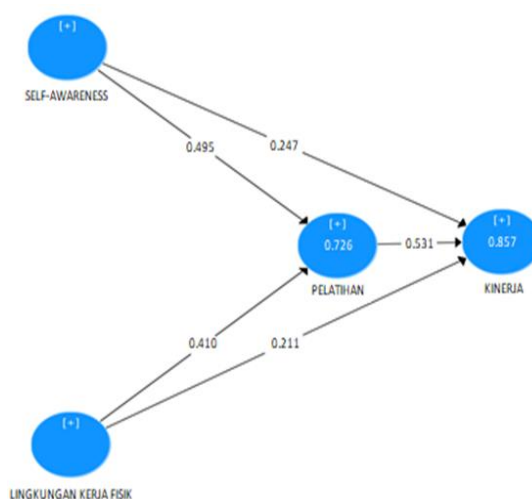


Fig 2:- Inner Model (Original Sample)

	Original Sample(O)	T Statistic (O/STDEV)	P Values
Self Awareness (X1) -> Training (Y1)	0.307	0.113	0.007
Self Awareness (X1) -> Performance (Y2)	0.276	0.115	0.017
Physical Work Environment (X2) -> Training (Y1)	0.599	0.106	0.000
Physical Work Environment (X2) -> Performance (Y2)	0.249	0.099	0.012
Training (Y1) -> Performance (Y2)	0.442	0.112	0.000

Table 3:- Path Coefficient (CR)

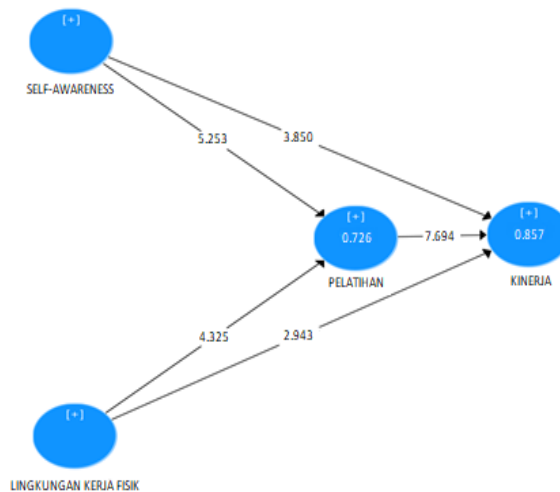


Fig 3:- Inner Model (T Statistik (O/STDEV))

To evaluate the R2 value based on the calculation using the SmartPLS version 3.0 algorithm, the R2 value is 0.726 for the Training variable and 0.857 for the Performance variable. The value of R2 shows that the level of determination of exogenous variables (Self-Awareness and Physical Work Environment) towards the endogenous is quite high.

a. $R^2 = 0,726$ (Training)

$$F_{hitung\ 1} = \frac{\frac{R^2}{(k-1)}}{1-R^2/(n-k)}$$

$$F_{hitung\ 1} = \frac{\frac{0,726}{(4-1)}}{1-0,726/(120-4)}$$

$$F_{hitung\ 1} = 0,242 / 0,00236$$

$$F_{hitung\ 1} = 102,542$$

So the F count is 1 (Self-Awareness variable) which is 102.542

The simultaneous influence of the variables Self-Awareness, Physical Work Environment and Training on Performance can be done by calculating f arithmetic / f statistics using a formula like the following.

a. $R^2 = 0,857$ (Employee performance)

$$F_{hitung\ 2} = \frac{\frac{R^2}{(k-1)}}{1-R^2/(n-k)}$$

$$F_{hitung\ 2} = \frac{\frac{0,857}{(4-1)}}{1-0,857/(120-4)}$$

$$F_{hitung\ 2} = 0.285 / 0.00123$$

$$F_{hitung\ 2} = 231.7$$

So the F count is 2 (Employee performance variable) is 231.7

The purpose of testing the Goodness of Fit Index (GoF) is to validate the combined performance of the measurement model (outer model) and the structural model (inner model) obtained through calculations as follows:

$$GoF = \sqrt{AVE \times R^2}$$

$$GoF = \sqrt{0.83 \times 0.308}$$

$$GoF = \sqrt{0.255}$$

$$GoF = 0.505$$

The purpose of testing predictive relevance (Q2) is to validate the model. Q2 calculation results are as follows:

$$Q2 = 1 - (1 - R1^2) (1 - R2^2)$$

$$Q2 = 1 - (1 - 0.726) (1 - 0.857)$$

$$Q2 = 1 - (0.274) (0.143)$$

$$Q2 = 1 - 0.039182$$

$$Q2 = 0.960$$

Based on the predictive relevance (Q2) calculation above, it shows a value of 0.960. In this research model, endogenous latent variables have predictive relevance (Q2) values greater than 0 (zero) so that exogenous latent variables as explanatory variables are able to predict their endogenous variables namely Performance or in other words prove that this model is considered to have good predictive relevance.

	T Statistic (O/STDEV)	T Table	P Values		
Self Awareness (X1) -> Training (Y1)	0.113	1.668	0.000		
Self Awareness (X1) -> Performance (Y2)	0.115	1.668	0.000		
Physical Work Environment (X2) -> Training (Y1)	0.106	1.668	0.000		
Physical Work Environment (X2) -> Performance (Y2)	0.099	1.668	0.003		
Training (Y1) -> Employee Performance (Y2)	0.112	1.668	0.000		
R square	F Statistik	F Tabel	Alpha	Conclusion	
(SA, LKF) -> PEL	0.786	102.542	2.7	0.05	$F_{count} > F_{Table}$ (H6 received)
(SA, LKF, PEL) -> KIN	0.857	231.7	2.7	0.05	$F_{count} > F_{Table}$ (H7 received)

Table 4:- Effect of Independent Variables on Dependent Variables

- **Hypothesis 1** - Self-Awareness has a significant effect on training

Obtained a path coefficient of 0.407 and t arithmetic (5,253) > t Table (1,986) with p of 0,000, thus H1 is accepted (p <0.05) and H0 is rejected, Self-Awareness has a positive effect on training.

- **Hypothesis 2** - Physical Work Environment has a significant effect on training

Obtained a path coefficient of 0.407 and t arithmetic (4,325) > t Table (1,986) with p of 0,000, thus H2 is accepted (p <0.05) and H0 is rejected, Physical Work Environment has a positive effect on Training.

- **Hypothesis 3** - Self-Awareness has a significant effect on performance

Obtained a path coefficient of 0.250 and t arithmetic (3,850) > t Table (1,986) with p of 0.006, thus H3 is accepted (p <0.05) and H0 is rejected, Self-Awareness has a positive effect on Performance.

- **Hypothesis 4** - Physical Work Environment has a significant effect on performance

Obtained a path coefficient of 0.210 and t arithmetic (2,943) > t Table (1,986) with p of 0,000, thus H4 is accepted (p <0.05) and H0 is rejected, Physical Work Environment has a positive effect on Performance.

- **Hypothesis 5** - Training has a significant effect on performance

Obtained a path coefficient of 0.529 and t arithmetic (7,694) > t Table (1,986) with p of 0.001, thus H5 is accepted (p <0.05) and H0 is rejected. Training has a positive effect on performance.

- **Hypothesis 6** - Self-Awareness and Physical Work Environment have a significant effect on training.

The variable Self-Awareness and Physical Work Environment (R2) is 0.786 with a statistical f value of 102.542 and the f table value at alpha 0.05 is 2.70. This means that f arithmetic (102,542) > fTable (2.70), then H6 is accepted and H0 is rejected. Thus it can be concluded that hypothesis 6 is proven which states that the variable Self-Awareness and Physical Work Environment have a significant effect on Training.

- **Hypothesis 7** - Self-Awareness, Physical Work Environment, Training influences Performance

Variable Self-Awareness, Self-Awareness, Physical Work Environment, Training (R2) is 0.857 with a statistical value of 231.7 and the f table value at alpha 0.05 is 2.7. This means that fcount (231.7) > f Table (2.7), then H7 is accepted and H0 is rejected. Thus it can be concluded that hypothesis 7 is proven which states that the variables Self-Awareness, Physical Work Environment, and Training have a positive and significant effect on performance.

- **Hypothesis 8** - The value of the path coefficient of the direct influence of Self-Awareness to Performance 0.247 = 0.061 <The coefficient value of the path of indirect influence of Self-Awareness to Performance is 0.262 and the value of p value of the indirect effect of the variable Self-Awareness on Performance with mediated by the Training variable is equal to 0,000 with T Statistics of 4,254. Because the p value obtained <0.05 and T statistic> 1.668, it is concluded that the indirect effect of Self-Awareness on Performance is mediated by Performance variables, this shows that Self-Awareness that exists in employees can improve employee performance through training variables

- **Hypothesis 9** - The value of the path coefficient of the direct influence of Physical Work Environment on Performance 0.2112 = 0.044 > The value of the path coefficient of indirect influence of the Physical Work Environment on Performance is 0.217 and the p value of the indirect effect of the variable Physical Work Environment on Performance mediated by the Training variable is equal to 0,000 with T value of 3,922. Because the p value obtained <0.05 and T statistic> 1.668, it is concluded that the indirect effect of the Physical Work Environment on Performance is mediated by the Training variable, this shows that the high Physical Work Environment can improve employee Performance through the Training variable. Based on the analysis results above, then H8 is rejected and H0 is accepted. Thus it can be concluded that hypothesis 9 is proven which states that the Training variable mediates the variable Self-Awareness and Physical Work Environment on Performance.

❖ *Correlation Analysis between Dimensions*

Correlation analysis between dimensions aims to measure the level of relationship between dimensions in variable X with dimensions in variables Y1 and Y2 and dimensions in variable Y1 with dimensions in variable Y2.

In this study the Self-Awareness variable consists of 3 dimensions, the Physical Work variable consists of 2 dimensions, the Training variable consists of 6 dimensions and the Performance variable consists of 4 dimensions.

Variable	Dimension	Training (Y1)						Employee performance (Y2)			
		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y2.1	Y2.2	Y2.3	Y2.3
Self-Awareness (X1)	Emotional Self-Awareness	0.746	0.754	0.765	0.747	0.758	0.753	0.709	0.721	0.759	0.769
	Accurate Self-Awareness	0.683	0.683	0.698	0.704	0.682	0.686	0.614	0.645	0.694	0.722
	Self-Confidence	0.751	0.727	0.744	0.762	0.761	0.767	0.806	0.745	0.726	0.772
Physical Work Environment (X2)	Direct Work Environment	0.691	0.737	0.718	0.761	0.734	0.719	0.691	0.708	0.775	0.745
	Intermediary Work Environment	0.720	0.694	0.698	0.743	0.695	0.713	0.715	0.651	0.684	0.739

Table 5

Variable	Dimension	Employee performance (Y2)			
		Y2.1	Y2.2	Y2.3	Y2.4
Training	Needs Assessment	0.762	0.736	0.790	0.803
	Training Readiness	0.772	0.740	0.801	0.773
	Creating Learning	0.769	0.704	0.788	0.777
	Training Transition	0.770	0.754	0.803	0.797
	Training Method	0.778	0.748	0.793	0.790
	Evaluation	0.816	0.769	0.809	0.802

Table 6:- Matrix Correlation Results among Dependent Variable Dimensions and Its Dependent Variable

- In the Self-Awareness variable for the Training variable, the highest correlation dimension is the Self-Confidence dimension, amounting to 0.767.
- In the Self-Awareness variable against the Performance variable, the highest correlation dimension is the Self-Confidence dimension, amounting to 0.806.
- In the Physical Work Environment variable against the Training variable, the highest correlation dimension is the Intermediary Work Environment dimension, amounting to 0.743.
- On the variable Physical Work Environment on Performance variables, the highest correlation dimension is the Direct Work Environment, which is 0.775.
- In the Training variable on the Performance variable, the highest correlation dimension is Evaluation, which is 0.816.

V. DISCUSSION

The results of this study indicate that Self-Awareness and Physical Work Environment have a significant positive effect on Training and Performance. If Self-Awareness and Physical Work Environment are mediated by the Training variable, the effect is very significant on Performance. In addition, training also has a significant positive effect on performance.

➤ **Effect of Self-Awareness on Training (Hypothesis 1)**

The p value of the influence of the variable Self-Awareness to work training (Self-Awareness→Training) is significant with a p value of 0,000, T statistic of 5.253 and the original sample is positive. Because the p value obtained is significant, T statistic> 1.668 and the original sample is positive then Ho is rejected and it is concluded that Self-Awareness has a positive and significant effect on job training, the more Self-Awareness in working for employees, the higher the skills gained from training employee work, and vice versa.

In everyday life many people still don't really understand what the true meaning of Self-Awareness really is. Self awareness according to Solso (2007) self awareness means awareness / readiness in every event that occurs in the surrounding environment and cognitive events that include thoughts, feelings, physical, and memory. The Effect of Self-Awareness on Training is supported by Migbinovia research, 2016 which shows that Awareness has a positive and significant effect on Self-Awareness of Training. This means that the desire of an employee to want to attend training is caused by his self-awareness and after participating in the training the employee also wants to develop himself based on the knowledge gained from the training caused or based on self-awareness that he already has.

➤ **Effect of Physical Work Environment on Training (Hypothesis 2)**

The p value of the influence of the variable Physical Work Environment on Training (Physical Work Environment → Training) is significant with a p value of 0,000, T statistic of 4.325 and the original sample is positive. Because the p value obtained is significant, T statistic > 1.668 and the original sample is positive then Ho is rejected and it is concluded that the Physical Work Environment has a positive and significant effect on Training, the greater the Physical Work Environment that the company has for employees, the higher the employee's work Training, vice versa.

The physical work environment is anything that exists around workers that can affect themselves in carrying out the tasks that are charged, for example lighting, air temperature, space for movement, security, cleanliness, music and others. This needs to be improved at PT. Cahaya Lentera Esa Abdi Nusantara to pay attention to the physical work environment of employees, for example to improve training, a training program is carried out with due regard to the existing environment and is conducive to supporting the implementation of training so that it runs smoothly such as equipment or training infrastructure such as infocus, room temperature, chairs and tables noise pollution and others.

➤ **Effect of Self-Awareness on Performance (Hypothesis 3)**

The p value of the influence of the variable Self-Awareness on Performance (Self-Awareness → Performance) is significant with a p value of 0,000, a T statistic of 3.850 and the original sample is positive. Because the p value obtained is significant, T statistic > 1.668 and original sample is positive then Ho is rejected and it is concluded that Self-Awareness has a positive and significant effect on performance, the more appropriate Self-Awareness with the ability of employees, the higher the employee's performance, so the opposite.

Someone with a high level of self awareness will not be easy to feel inferior in almost any situation. You have confidence all the time. This is influenced by careful

consideration when going to talk, behave or express opinions. In addition, clear objectives are also involved.

The Effect of Self-Awareness on Performance is supported by the study of Mansureh Arabsarhangi, 2014 explaining that self-awareness influences employee performance. This explains that actually someone will improve their performance based on or often caused by the self-awareness of the employees of PT. Cahaya Lentera Esa Abdi Nusantara that he had before before work or at work.

➤ **Effect of Physical Work Environment on Performance (Hypothesis 4)**

The p value of the influence of the variable Physical Work Environment on Performance (Physical Work Environment → Performance) is significant with a p value of 0.003, a T statistic of 2.943 and the original sample is positive. Because the p value obtained is significant, T statistic > 1.668 and the original sample is positive then Ho is rejected and it is concluded that the Physical Work Environment has a positive and significant effect on work performance, the greater the Physical Work Environment provided by the agency to employees, the higher the Performance, vice versa. According to Norma Sulastrri Manik (2010), one of the increased performance is caused by the employee's Physical Work Environment. Surely the Physical Work Environment will be one of the improved performance if at PT. Cahaya Lentera Esa Abdi Nusantara noticed the Physical Work Environment in PT. Cahaya Lantern Esa Abdi Nusantara. According to Barry Render & Jay Heizer (2001: 239), work environment is the physical environment in which employees work that affects their performance, safety and quality of work life. Physical work environment factors affect the performance of employees including air temperature in the workplace, workspace area, noise, density, and crowding. These physical factors greatly influence human behavior.

➤ **Effect of Training on Performance (Hypothesis 5)**

The value of p value of the Training effect of the variable Training on Performance (Training → Performance) is significant with a p value of 0.001, T statistic of 7.694 and the original sample is positive. Because the p value obtained is significant, T statistic > 1.668 and the original sample is positive then Ho is rejected and it is concluded that training has a positive and significant effect on performance, the higher the employee work training, the higher the employee performance, and vice versa. Training is a process that explains the intensity, direction, and perseverance of an individual to achieve his goals.

Research on the effect of training on performance by Handy and M. H Aima (2019) explains that training has a significant effect on performance. Of course here is what will result from the training program run by the company to develop its employees is the aim to improve the performance of these employees. . One of the company's successes is marked by increased performance. High work performance is one of the company's competitive advantages. According to Arif Yusuf Hamali (2013), Performance is very dependent on employee training and

will be achieved if there is a high and good moral training from human resources. This training will be reflected in a work ethic that will affect overall company productivity. Training is one of the important factors and influences performance.

➤ **Effect of Self-Awareness and Physical Work Environment on Training (Hypothesis 6)**

R² value of the Training variable is 0.786 with an F statistic of 102.542, because the calculated F value > F table (2.70) it is concluded that the variable Self-Awareness and Physical Work Environment simultaneously have a significant effect on the Training variable with a large effect of simultaneity of 78.6 %, while the remaining 21.4% PT. Cahaya Lentera Esa Abdi Nusantaradi is influenced by other factors outside of Self-Awareness and the Physical Work Environment.

Assuming there is a link between the variables Self-Awareness and the Physical Work Environment together with the Training. Based on the results of the research that has been stated above that each variable has a positive influence in influencing work training. For this reason, a temporary conclusion can be drawn that each variable, namely Self-Awareness and Physical Work Environment, together has a positive effect on work training that can be suggested for further research.

➤ **Effect of Self-Awareness, Physical Work Environment, and Training on Performance (Hypothesis 7)**

R square value of the Performance variable is 0.857 with an F statistic of 231.7 because the calculated F value > F table, it is concluded that the variables Self-Awareness, Physical Work Environment and Training, simultaneously have a significant effect on performance variables with a large simultaneous influence of 85,7%, while the remaining 14.3% Performance of employees of PT. Cahaya Lentera Esa Abdi Nusantaradi is influenced by other factors beyond Self-Awareness, Physical Work Environment and Training.

Assuming there is a link between the variables Self-Awareness, Physical Work Environment and Training together on Performance. Based on the results of the research that has been informed above, that each variable has a positive influence in influencing performance. For this reason, a temporary conclusion can be drawn that each variable, namely Self-Awareness, Physical Work Environment and Training on Performance, will be examined further.

➤ **Training on Mediating Self-Awareness of Performance (Hypothesis 8)**

The path coefficient value of the direct influence of Self-Awareness on Performance $0.247^2 = 0.061$ > the value of the path coefficient of the indirect effect of Self-Awareness on Performance is 0.262 then the Self-Awareness of Performance is mediated by the training variable

Based on the above theoretical studies it can be indicated that the Training mediates Self-Awareness of Performance. In this study, it is known that the direct effect of Self-Awareness on Performance is smaller when compared to the indirect effect, relevant to the conditions in the field because the Self-Awareness of existing employee unevenness decreases, resulting in employee performance of course also decreases. While for Mediation variables such as the training used in this study, it has been proven to mediate Self-Awareness of productivity, in this study, training can be suggested to be a mediating variable for future research.

➤ **Training on Mediating Physical Work Environments on Performance (Hypothesis 9)**

The value of the path coefficient of the direct influence of the Physical Work Environment on Performance $0.211^2 = 0.044$ > The value of the path coefficient of the indirect effect of the Physical Work Environment on Performance is 0.217, the Physical Work Environment on Performance is mediated by the Training variable.

Based on the above theoretical studies it can be indicated that the Training mediates the Physical Work Environment on Performance. In this study, it is known that the direct effect of the Physical Work Environment on Performance is smaller when compared to the indirect effect, relevant to the conditions in the field because the Physical Work Environment employee's standards in the field with the physical working environment conditions should be more conducive because it will affect employee performance. The training method is certainly one of the good ways to improve employee performance, one of the ways is done by On Job Training to develop hard skills for each employee especially other service work employees.

VI. CONCLUSIONS AND RECOMMENDATIONS

A. Conclusions

Based on the results of the research and discussion in the previous chapters, several conclusions can be made as follows:

- Self-Awareness has a significant positive effect on Training, with the Self-Confidence dimension, which has the strongest influence.
- Self-Awareness has a significant positive effect on Performance, with the Self-Confidence dimension that has the strongest influence.
- Physical Work Environment has a significant positive effect on Training with the Intermediary Work Environment dimension that has the strongest influence.
- Physical Work Environment has a significant positive effect on Performance, with the most direct dimensions of the Direct Work Environment.
- Training as a mediator in this study has a significant effect on performance with the evaluation dimension that has the strongest influence.
- Work morale and competence together - a significant positive effect on motivation.

- Self-Awareness, Physical Work Environment and Training simultaneously have a positive and significant influence on Performance.
- Training mediates Self-Awareness of Performance.
- Training mediates the Physical Work Environment on Performance.

B. Recommendations

Based on the results of the analysis of the discussion and some conclusions above, the suggestions that can be given to complete the results of this study are as follows:

➤ For Company

Based on the results of the analysis of the discussion and some conclusions above, the suggestions that can be given to supplement the results of this study are as follows:

- The results of the correlation analysis between dimensions show that Self-Awareness significantly influences Self-Confidence training or believes in one's own adequate abilities and is aware of their abilities, and can utilize them appropriately. In the sense that employees need to be given self-comfort in the company environment as a trigger to improve employee performance.
- The results of correlation analysis between dimensions show that Self-Awareness significantly influences performance in the Self-Confidence dimension, just like the points above to improve employee performance, programs need to be run that make employees more confident, for example by making games or events for rest and recreation activities. by involving employees on a regular basis and for the appointment of the committee is carried out alternately in the sense that the committee is not just that employee.
- The results of correlation analysis between dimensions indicate that the Physical Work Environment significantly influences Performance with the Intermediary Work Environment dimension as an amplifier of influence. In the sense of an Intermediary work environment. Intermediary environment or general environment can also be called a work environment that affects the human condition such as temperature, humidity, air circulation, lighting, noise, mechanical vibrations, unpleasant odors, colors and others. This work environment needs to be considered by the company and is always controlled to maintain the health and safety of employees' work so that employees can be even more comfortable in working so as to be able to influence employee performance.
- The results of correlation analysis between dimensions show that training has a significant influence on performance with the evaluation dimension that has the strongest influence. The company needs to follow the changes in the existing employee management management system by applying the 2 user evaluation method, the first to evaluate is the training of the training that has been followed to evaluate the continuity of the topic of training and communicating with the usual work done. The next method is to evaluate participants' training, namely by evaluating the

impact of the training given to the participants, whether there are positive effects or not after the participants have been trained. This assessment is carried out by the employee's supervisor

➤ For Further Researchers

The hope of the authors for further research is

- For further researchers to be able to dig deeper related variables that affect performance.
- The significance of the effect of training as a mediator on performance was not found in the study. It is hoped that what is found in this research will be developed further to open up the possibility of other influences other than for example Job Satisfaction, Need for Rewards and in addition to the Training variable on the Performance variable.
- Based on valid results that Training as an independent variable mediates Self-Awareness and Physical Work Environment on Performance and it is recommended that Performance be added to the variable remains a mediating variable again to Performance if it is carried out on the same research object or on other research objects
- And if you want to keep using it as a training variable as a mediator variable, you can use another theory besides the theory of Noe (2012) and with a different research object from the research object in this study to develop again whether there are other factors besides the training dimensions in this theory.

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