TRAINING ANALYSIS AND LOCUS OF CONTROL ON SELF EFFICACY AND WORK ABILITY OF EMPLOYEES

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Abstract

This study aims to get an overview of the effect of training factors and locus of control on self efficacy and work ability of employees in three-star hotels in East Java. The population in this study is the three-star hotel industry in East Java, which totals 20 hotels and all employees at the three-star hotels in East Java, with a total sample of 501 employees. The analysis technique used is by using path analysis. Based on the analysis of the results and the hypothesis proposed previously that the variables of trainer, training material, training method, training facility, and locus of control partially have a significant effect on the variable of self-efficacy, that is acceptable/true. Meanwhile, the hypothesis which states that the variables of trainer, training material, and training methods and locus of control partially have effect on the variable of work ability can also be accepted, only one hypothesis that cannot be accepted, i.e. the effect of the variable of training facility on work ability.

Keywords: Training; Human Resource; Work Ability Of Employees

1. Introduction

At present, the improvement of the quality of human resources (HR) has become a demand for all business and non-business organizations. The faster the flow of changes

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due to intense competition on local, regional, and global scale requires organizations to continue to make changes so as not to be left behind by their competitors. The main factor that determines an organization to exist in facing the competition is qualified human resources. For each organization, the most important assets that must be considered by management are the assets of humans and organizations (Simamora, 2012, p. 2).

The importance of the role of HR for an organization, requires management to continue to carry out HR development activities. HR development is basically an effort to improve the quality and competence of human resources in organizations (Ruky, 2013:227). One effort to develop human resources includes training to improve skills in carrying out work. According to Zwick (2010, p. 1), cognitive aspect have impact to human resource performance (Purnamaningsih et.al. 2019; Strohhecker & Leyer,2019) employee training conducted by companies is one and most important measure in improving and maintaining productivity levels.

Various studies show that effective training has a significant effect on improving work ability. The study conducted by Endayani (2015) for example, resulted in the conclusion that training covering Training Methods and Training Materials has an effect on Work Ability. Training methods are influential in improving employee capabilities. The training methods used include instruction, internships, coaching, written modules that affect work ability. Training as a HR development tool relates to improving employee skills and increasing the ability to meet the demands of an ever-changing work situation. The success of the training held by the company can be found through the opinions given by the training participants through a questionnaire at the end of the training (post test). The question in the questionnaire concerns the participants' satisfaction with the training as a whole, such as the trainer, the material presented, the content of the material, the materials provided, the training environment (space, rest time, food and air temperature), training methods, and management commitment.

According to Anwar Prabu Mangkunegara (2013, pp. 54-55), new employees really need orientation training, they need to understand the work objectives, rules and guidelines that exist in the organization of the company. Besides that, they need to understand their obligations, rights and duties according to their work. So that training factors, such as: training materials, trainer, training method, and training facility and locus of control affect the effectiveness of training in determining self efficacy of employees. Meanwhile, self efficacy as indicated by individual beliefs about their ability to take part in the training will determine the work ability of employees in three-star hotels in East Java. Through this study, it is expected to be able to know the training factors that affect the self efficacy and work ability of employees in three-star hotels in East Java.

2. Theoretical Review

2.1. The Definition of Training

The definition of training according to Simamora (2012, p. 28) is a systematic process of changing the behaviour of employees in a direction to improve organizational goals. Training creates an environment where employees can obtain or learn specific attitudes, abilities, skills, knowledge, and behaviours related to work. In addition, there is also a general view that training consists of formal activities that allow workers to obtain or filter the knowledge, skills and attitudes needed for their current work. Therefore, the focus of training activities is to improve work ability in meeting the needs of the most effective work method demand in the present. Increasing career development of human resources can be carried out by training. Many experts express various opinions regarding training. Dessler (2010, p. 280) stated, "training is a business through the process of teaching new employees or old employees, by providing knowledge of the basic skills needed to run a work". Mangkuprawira (2011, p. 134) stated, "a process teaches certain knowledge, skills and attitude so that employees are more skilled and able to carry out their responsibilities better, according to standards". Training can help employees to acquire new knowledge and skills to meet the needs and achievement of the organization. According to Bangun (2012, p. 201) training is a process to maintain or improve employee skills to produce effective work.

From the various opinions of experts above, it can be concluded that the definition of training is a planned process that is used to change attitudes, knowledge or behaviour, improve abilities and skills, which are needed not only new employees but old employees also need training to complete the work in an effective way. Training is a short-term educational process where non-managerial employees learn their knowledge and skills to improve their work effectiveness and productivity to help achieving organizational goals. Training as a tool for developing human resources is related to improving employee skills and increasing work ability to meet the demands of an ever-changing work situation. Training must be able to increase employee effectiveness and improve employee satisfaction.

2.2. Locus of control (LoC)

According to Robbins, (2012, p. 39) Locus of Control is the level in which individuals believe that they are determinants of their own destiny. Likewise, Locus of Control in training participants is considered to affect the ability to transfer the skills that they have just learned. Locus of Control is one of the variable of personality, which is defined as the self-confidence of each individual in being able to control their own destiny.

Locus of control refers to the extent to which an individual connects their personal life events to external factors or other people (external or to their own deposition/internal). Locus of Control is a term used to refer to individual perceptions of personal control, especially relating with control over important results. In the same quote, Benson defined Locus of Control as a person's belief in how the individual attempts to achieve the desired results.

According to Robbins (2012, p. 138) Internal Locus of Control is individuals who believe that they are the holders of control over whatever happens to them, said to have an

internal Locus of Control. Individuals with internal Locus of Control have a perception that the environment can be controlled by themselves so that they are able to make changes according to their wishes, including in applying the results of training obtained in their work. Since individuals feel they can control themselves, there is a tendency to have high confidence that they are able to absorb the content of the training program so that they can then apply the results of the training to their work. Individual internal factors which include work ability, personality, work actions related to work success, self-confidence and individual work failure are not caused due to relationships with work partners.

2.3. Self Efficacy

Self theory includes self regulation and self reflection. Self-reflection capability is that people reflect back on actions/experiences of certain events and then process cognitively how much they believe in completing tasks in the future – acting as a theoretical basis for self efficacy (Bandura, p. 2005). Bandura strongly emphasized that self efficacy is the most important psychological mechanism of self influence. The formal definition of self efficacy that is often used is the Bandura's statement regarding personal judgment or beliefs about "how well someone can take the necessary actions to deal with a prospective situation" (Bandura, p. 2005).

The broader and more appropriate definition of self efficacy for positive organizational behavior was given by Stajkovic and Luthans: "Self efficacy refers to individual beliefs about their ability to mobilize motivation, cognitive resources, and actions needed to successfully carry out tasks in certain contexts."

How far people improve self-efficacy through successful performance will depend on how much effort is spent. The success obtained through a large effort provides fewer efficacies than the success obtained with little effort. This is because performance that is easily achieved makes an impression that the level of self-ability is higher than achievement obtained through slow and heavy work. Efficacy assessment also determines how much effort is spent and how long the individual endures in the face of hurdles and painful experiences.

Capability assessment is very important for individuals, individuals who estimate their abilities too high when carrying out activities that cannot be achieved will result in they have difficulty to reduce their credibility and suffer failure, while individuals who estimate their abilities too low will limit themselves from beneficial experiences, for which individuals must obtain self-knowledge regarding with abilities, physical skills, and skills to deal with situations encountered daily.

2.4. Work Ability

Capability is intended as the ability of employees to carry out work. This ability contains various elements such as manual and intellectual abilities, even to the personal qualities possessed. These elements also reflect the education, training and abilities demanded in accordance with work details (Zainun, 2013). Capability here refers to an individual's

capacity to work on various tasks in a job (Gibson, et. al., 2012), i.e. ability is a trait (innate or learned) that allows a person to carry out an action or mental or physical work.

Capability consists of two main elements, they are intellectual and physical abilities. Intellectual ability is needed to do mental activities, i.e. activities that are complex and require thinking. Meanwhile, physical abilities lead to the abilities needed to perform tasks that require stamina, dexterity, strength, and similar skills. Psychologically, the ability of employees consists of potential abilities (IQ) and reality abilities (knowledge and skills). This means that employees who have an IQ above the average (110-120) with adequate education for their positions are skilled in doing daily work, it will be easier to achieve the expected performance (Mangkunegara, 2013).

3. Method of Study

3.1. Type of Study

In social study, it is generally divided into three types, namely exploratory study, descriptive study and explanatory study. This study aims to get an overview of the effect of training factors and locus of control on self efficacy and work ability of employees in three-star hotels in East Java, so referring to the three types of study, this study is included in explanatory study. Meanwhile, the method used in this study is the survey method. Study using survey method is an activity to obtain factual information and facts or phenomenal explanations that exist in the object of study.

3.2. Definition of Variable Operational

3.2.1. Variable of Trainer

The variable of trainer is to see the effect of the quality of the instructor/trainer in improving work ability and performance of employees. This variable is measured through several indicators, namely: (1) relevance of educational background with the material provided, (2) mastery of training material, (3) ability to deliver training material, (4) appreciation of feedback and training participants, (5) attitude and how the trainer can deliver training material.

3.2.2. Variable of Training Materials

Variable of training material is to see the effect of training facility in improving work ability and performance of employees. This variable is measured through the following indicators: (1) the benefits of training material on the quality and quantity of work, (2) the relevance of the assignment material to the type of work, (3) the composition of training materials according to the field of work, (4) the ability of the participants to understand training materials, and (5) the benefits of training materials in improving the ability of employees in the operational field.

3.2.3. Variable of Study Method

Variable of training method is to see the effect of training methods in improving work

ability and performance of employees. This variable is measured through several indicators, namely: (1) the suitability of the training methods used with the condition of the participants, (2) the composition of training techniques/methods, (3) the level of participant participation during the discussion activities in the training program, (4) the opportunity given by the trainer in developing problem analysis or alternative problem solving through case studies, and (5) the benefits of work practice simulations in supporting employee work.

3.2.4. Variable of Training Facility

Variable of training facility is to see the effect of training material in improving work ability and performance of employees. This variable is measured through the following indicators: (1) availability of equipment in supporting training activities, (2) the effect of availability of equipment in helping employees to understand training material, (3) conditions of training buildings and the surrounding environments, (4) conditions of lecture/training rooms in providing convenience for participants, and (5) completeness of library facilities in supporting the training process.

3.2.5. Locus of control

Locus of control (X1) is the individual's view of achieving success which is conceptualized as the level of individual confidence in perceiving that success is achieved because they have confidence, that there is a correlation between effort and success, they can manage their own lives, and have self-confidence.

Measurement instruments for locus of control used in this study use 5 statement instruments. Variable measurement uses a Likert scale with a score of 1 (strongly disagree) up to 5 (strongly agree), grouping internal and external locus of control is based on the score of the answer. The higher the respondent's answer score tends to have an internal locus of control, and vice versa if the respondent's total locus of control score is low then the respondents tend to have external locus of control.

3.2.6. Self Efficacy

Self efficacy after training (Z) is the individual confidence in his ability to attend training and confidence to complete the tasks assigned to him/her.

The self efficacy instrument used consists of 5 statements, using a scale of 1-5, range of scale 1 (strongly disagree) up to 5 (strongly agree). If the total score of respondents is high, it shows that the respondents have high self efficacy and vice versa if the total score of respondents is low, the respondents have low self efficacy.

3.2.7. Variable of Work Ability

Work ability as an intermediate variable, i.e as a dependent variable that is affected by variables in training as well as independent variables that affect the performance of employees. Work ability indicator in several question items are used to measure variable of work ability. Indicators used to measure variable of work ability are: (1) the ability to

complete work on time, (2) the intensity of consultation with superiors if faced with difficulties in carrying out work, (3) the physical condition of employees in supporting the workload to be completed, (4) the ability to maintain attitude and behavior as a reflection of the characteristics of the company, and (5) the intensity of following information and developments in the banking world.

3.2.8. Population, Sample, Sample Size and Sampling Techniques

The population in this study is the three-star hotel industry in East Java, which totals 20 hotels and all employees at the three-star hotels in East Java.

In this study, there are two sample groups, namely the sample of three-star hotels and the sample of permanent employees of three-star hotels in East Java. For sample of three-star hotels using the sampling method, it is Total Sampling or Census. The researcher assumes that it is better to consider investigating all elements of the population, if the population elements are relatively small and the variability of each element is relatively high (heterogeneous) (Sugiyono, 2012 p. 44). Thus, all 20 three-star hotels in East Java will be the subject of study. Then, determining the sample size of the employee for three-star hotel employees in East Java, which numbered 3,338 people, is based themselves on the formula of Issac and Michael (Sugiyono, 2012, p. 44) as follows:

$$S = \frac{X2\ NP\ (1\text{-}P)}{d2\ (N\text{-}1) + X2\ P(1\text{-}P)}$$

in which:

S = Sample Size

N = Population Size

P = Proportion in Population

D = Accuracy (error)

X2 = Price of Chi-square table for certain

From the formula, Issac and Michael published a table about determining the number of samples from a particular population with a level of error, 1, 5, and 10% (see attachment). From the table, it can be seen that with N = 3,338-in the Table, it is rounded to 3,500--, the error rate is 5%, then the number of samples is 317 people (9.5% of the population size).

Seeing this fact, the researcher decided to take a sample of 15% of the number of three-star hotel employees in East Java, which amounted to 501 employees.

3.2.9. Data Analysis Technique

Based on the conceptual framework, the analytical technique used is by using path analysis, the steps according to Solimun (2010, pp. 47-55) are as follows:

The first step in path analysis is to design a model based on the conceptual framework of the study, the formulation is as follows:

1.   Trainer (X1) has effect on self efficacy (Z).

2.   Training material (X2) has effect on self efficacy (Z).

3.   Training method (X3) has effect on self efficacy (Z).

4.   Training facility (X4) has effect on self efficacy (Z)

5.   Locus of control has effect on self efficacy (Z).

6.   Trainer (X1) has effect on work ability (Y).

7.   Training material (X2) has effect on work ability (Y).

8.   Training method (X3) has effect on work ability (Y).

9.   Training facility (X4) has effect on work ability (Y).

10.   Locus of control has effect on work ability (Y).

11.   Self efficacy has effect on work ability (Y).

Based on the relationship between the variables above, the model is made in the form of a path diagram as follows:

Figure 1 Path Diagram
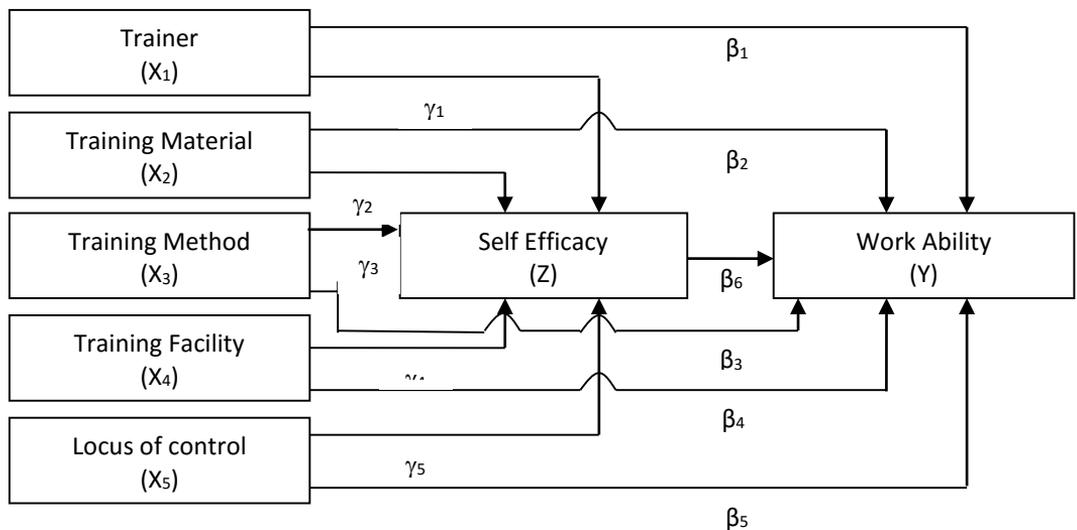
Source: Solimun (2010, pp. 47-55)

The conversion of the Path model into a mathematical model becomes as follows:

$Z = \gamma_0 + \gamma_1 X_1 + \varepsilon$

$Z = \gamma_0 + \gamma_2 X_2 + \varepsilon$

$Z = \gamma_0 + \gamma_3 X_3 + \varepsilon$

$Z = \gamma_0 + \gamma_4 X_4 + \varepsilon$

$Z = \gamma_0 + \gamma_5 X_5 + \varepsilon$

$Y = \beta_0 + \beta_1 X_1 + \varepsilon$

$Y = \beta_0 + \beta_2 X_2 + \varepsilon$

$Y = \beta_0 + \beta_3 X_3 + \varepsilon$

$Y = \beta_0 + \beta_4 X_4 + \varepsilon$

$Y = \beta_0 + \beta_5 X_5 + \varepsilon$

$Y = \beta_0 + \beta_6 X_6 + \varepsilon$

In which:

1. Z (self efficacy) and Y (work ability) as endogenous variables, whereas X_1 (Trainer), X_2 (Training material), X_3 (Training method), X_4 (Training facility), and X_5 (Locus of control) as exogenous variables.
2. Parameter γ (gamma), such as γ_1, γ_5 is parameter of the effect of exogenous variables on endogenous variable of self efficacy (Z).
3. Effect of β (beta), such as β_1, β_5 is the parameter of the effect of exogenous variables on endogenous variable of work ability (Y), whereas 6 is parameter of effect of endogenous variable one to other endogenous variables.
4. Parameter ε (epsilon) is the parameter relating to errors in latent variables based on manifest variables.

The second step of path analysis is an examination of underlying assumptions. Assumptions that underlie path analysis can be divided into two, they are: 1). assumptions relating to the model, and 2). assumptions relating to testing estimation parameter and testing hypotheses.

The third step in path analysis is parameter estimation and testing the hypothesis based on the path coefficient, while the parameter estimation method used is maximum likelihood, with AMOS 4.0 software.

The fourth step in path analysis is checking the validity of the model through testing the Goodness of Fit for the overall model. Testing the Goodness of Fit for overall models aims to measure the correctness of the structure model and measurement model in an integrated manner, so that it must be tested against several fit-indexes.

4. Result of Study

4.1. Testing the Goodness of Fit of Analysis Result Model

After the raw data obtained were tested for validation and reliability, then the processing and testing of path analysis models were carried out in accordance with the existing conceptual framework. In this study, the processing and testing of models were carried out using the AMOS 4.0 program. The conceptual relationship between variables in this study is described as follows:

Figure 2 Diagram Path Model of the Effect of Orientation Program Through Training to the Work Ability and Performance
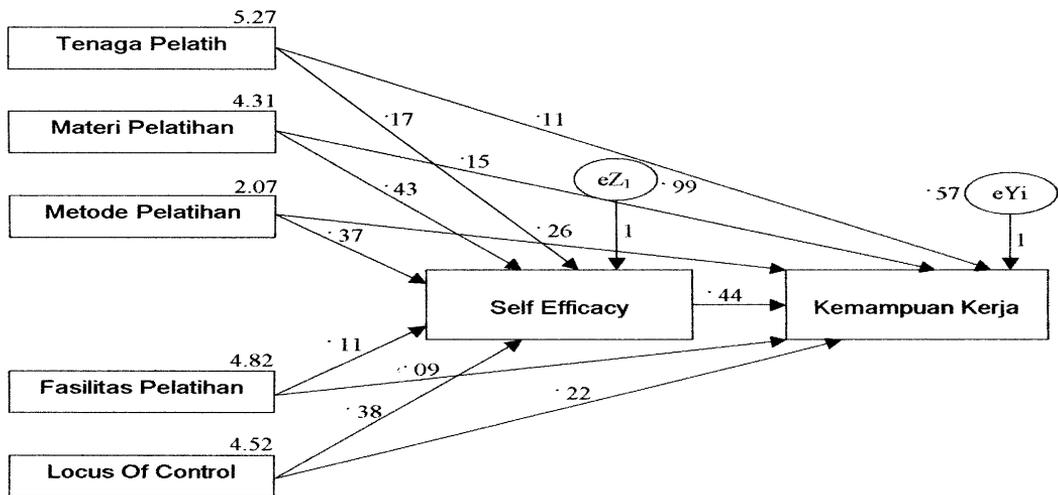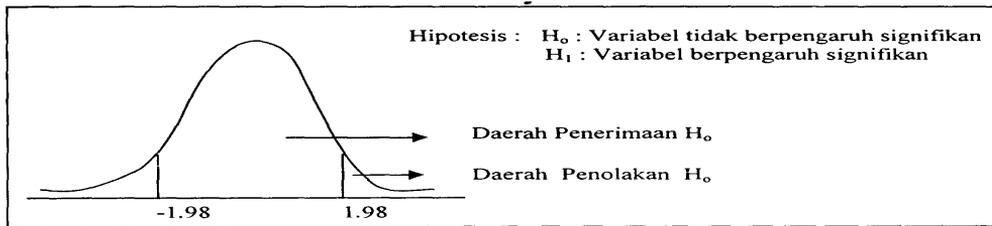

Source: primary data, processed

Table 1 Analysis Result of Direct Effect Between Study Variables

	Trainer	Training Facility	Training Method	Training Material	Locus of control	Self efficacy
Self Efficacy	0.264	0.177	0.363	0.594	0.397	0.000
Work Ability	0.199	0.152	0.279	0.243	0.269	0.482

Source: primary data, processed

In direct analysis between variables in this study, there are two things that must be considered, namely: 1). path coefficient value (standarized value) that shows the magnitude of the effect of a variable on other variables, and 2). the level of significance of the effect of variables partially on other variables. AMOS 4.0 output can be seen from the value of the critical-ratio (c.r) which is analogous to the t-test in regression. The hypothesis proposed is:

Figure 3 t-Test Curve

Source: primary data, processed

The c.r. (critical ratio) value is compared with tTable value with α = 0.05 (i.e. ± 1.98). If -1.98 value > tvalue < 1.98 then the variable partially does not have a significant effect, vice versa if tvalue < -1.98 or tvalue > 1.98 then the variable partially has a significant effect.

4.2. Analysis of the Direct Effect of Variable of Trainer (X1) on Variables of Self Efficacy (Z) and Work Ability (Y)

Based on the table 2, path analysis output is obtained which shows the direct effect of variable of trainer (X1) on the variables of self efficacy (Z) and work ability (Y) as follows:

Table 2 Direct Effect of Variable of Trainer (X1) on Variables of Work Ability (Y) and Self Efficacy (Z)

Variable	Path Coeficient	t-Table	Critical Ratio (c.r.)	Remark
Trainer (X_1) → Self Efficacy (Z)	0.264	1.98	2.661	There is an Effect
Trainer (X_1) → Work Ability (Y)	0.199	1.98	2.263	There is an Effect

Source : Primary data, processed

From the Table above, it can be seen that the magnitude of the direct effect of variable of trainer (X1) on self efficacy (Z) is 0.264. And the significance test obtained that the c.r. value is equal to 2.661> 1.98, so that the variable can be declared partially significantly.

The direct effect of the variable of trainer (X1) on work ability (Y) is 0.199, with c.r. value of 2.263 > 1.98 so that this variable partially also has a significant effect on the variable of self efficacy (Z).

From the hypothesis proposed in this study which states that the variable of trainer (X1) partially has a significant effect on the variable of self efficacy (Z) and work ability (Y) is acceptable/true. The direct relationship model between variable of trainer (X1) on the variables of self efficacy (Z) and work ability (Y) is converted into a mathematical equation as follows:

Z =   0.166X1 + 0.062

Y =   0.113X1 + 0.050

4.3. Analysis of Direct Effect of Variable of Training Material (X2) to the Variable of Self Efficacy (Z) and Work Ability (Y)

Based on table 3, it is obtained path analysis output which shows the direct effect of variable of training material (X2) on the variables of self efficacy (Z) and work ability (Y) as follows:

Table 3 Direct Effect of Variable of Training Material (X2) on the Variable of Self Efficacy (Z) and Work Ability (Y)

Variable	Path Coefficient	t-Table	Critical Ratio (c.r.)	Remark
Training Material (X_2) → Self Efficacy (Z)	0.594	1.98	6.354	There is an Effect
Trainer (X_2) → Work Ability (Y)	0.243	1.98	2.349	There is an Effect

Source : Primary data, processed

From the Table above, it can be seen that the magnitude of the direct effect of the variable of training material (X2) on self efficacy (Z) is 0.594. From the significance test, it is obtained that the c.r. value is equal to 6,354 > 1.98, so that these variables can partially be declared to have a significant effect.

The direct effect of variable of training material (X2) on work ability (Y) is 0.243, with c.r value of 2.349 > 1.98 so that this variable partially also has a significant effect on variable of work ability (Y). From the hypothesis proposed in this study which states that the variable of training material (X2) partially has a significant effect on the variable of self efficacy (Z) and work ability (Y) is acceptable/true. The direct relationship model between variable of Training material (X2) on the variables of self efficacy (Z) and work ability (Y) is converted into a mathematical equation as follows:

Z =   0.429X2 + 0.068

Y =   0.153X2 + 0.065

4.4. Analysis of Direct Effect of Variable of Training Method (X3) on Variables of Self Efficacy (Z) and Work Ability (Y)

Based on Table 4, it is obtained analysis path output which shows the direct effect of variable of training method (X3) on variables of self efficacy (Z) and work ability (Y) as follows:

From the Table 4, it can be seen that the magnitude of the direct effect of the variable of training method (X3) on self efficacy (Z) is 0.363. And the significance test obtained that the c.r. value is equal to 4,075 > 1.98, so that the variable can be partially declared to have a significant effect.

Table 4 Direct Effect of Variable of Training Method (X3) on Variables of Self Efficacy (Z) and Work Ability (Y)

Variable	Path Coefficient	t-Table	Critical Ratio (c.r.)	Remark
Training Method (X$_3$) → Self Efficacy (Z)	0.363	1.98	4.075	There is an Effect
Training Method (X$_3$) → Work Ability (Y)	0.279	1.98	3.367	There is an Effect

Source : Primary data, processed

The direct effect of the variable of training method (X3) on work ability (Y) is 0.279, with the c.r value of 3.367 > 1.98 so that this variable partially also has a significant effect on the variable of work ability (Y). From the hypothesis proposed in this study, that the variable of training method (X3) partially has a significant effect on the variables of self efficacy (Z) and work ability (Y) is true. The direct relationship model between variable of training method (X3) on the variables of self efficacy (Z) and work ability (Y) is converted into a mathematical equation as follows:

Z = 0.368 X3 + 0.090

Y = 0.258 X3 + 0.077

4.5. Analysis of Direct Effect of Variable of Training Facility (X4) on variables of Self Efficacy (Z) and Work Ability (Y)

Based on Table 5, path analysis output which shows the direct effect of variable of training facility (X4) on the variables of self efficacy (Z) and work ability (Y) is obtained as follows:

Table 5 Direct Effect of Variable of Training Facility (X4) on Variables of Self Efficacy (Z) and Work Ability (Y)

Variable	Path Coefficient	t-Table	Critical Ratio (c.r.)	Remark
Training Facility (X$_4$) → Self Efficacy (Z)	0.177	1.98	4.075	There is an Effect
Training Facility (X$_4$) → Work Ability (Y)	0.152	1.98	3.367	There is an Effect

Source : Primary data, processed

From the Table above, it can be seen that the magnitude of the direct effect of the variable of training facility (X4) on self efficacy (Z) is 0.177. From the significance test, it is obtained that the c.r. value is equal to 1,985 > 1.98, so that the variable can be partially declared to have a significant effect. The magnitude of the direct effect of the variable of training facility (X4) on work ability (Y) is 0.152, with the c.r. value of 1.979 < 1.98 so that this variable partially does not affect work ability (Y). From the hypothesis proposed in this study, the variable of training facility (X4) partially has a significant effect on the variable of self efficacy is acceptable, while the variable of work ability is not accepted. The direct

relationship model between variable of training facility (X4) on variables of self efficacy (Z) and work ability (Y) is converted into a mathematical equation as follows:

Z = 0.113 X4 + 0.057

Y = 0.088 X4 + 0.045

4.6. Analysis of Direct Effect of Variable of Locus of control (X5) on variables of Self Efficacy (Z) and Work Ability (Y)

Based on Table 6, output path analysis which shows the direct effect of variable of locus of control (X5) on the variables of self efficacy (Z) and work ability (Y) is obtained as follows:

Table 6 Direct Effect of Variable of Locus of Control (X5) on Variables of Self Efficacy (Z) and Work Ability (Y)

Variable	Path Coefficient	t-Table	Critical Ratio (c.r.)	Remark
Locus of control (X_5) → Self Efficacy (Z)	0.397	1.98	6.315	There is an Effect
Locus of control (X_5) → Kemampuan Kerja (Y)	0.269	1.98	2.116	There is an Effect

Source : Primary data, processed

From the Table above, it can be seen that the magnitude of direct effect of variable of locus of control (X5) on self efficacy (Z) is 0.397. From the significance test, it is obtained that the c.r. value is equal to 6.315 > 1.98, so that this variable can partially be declared to have a significant effect.

The magnitude of the direct effect of the variable of locus of control (X5) on work ability (Y) is 0.269, with the c.r. value of 2.116 < 1.98 so that this variable partially does not affect work ability (Y).

From the hypothesis proposed in this study, that the variable of locus of control (X5) partially has a significant effect on the variable of self efficacy can be accepted, while on the variable of work ability is not accepted. The direct relationship model between variables of locus of control (X5) on the variables of self efficacy (Z) and work ability (Y) is converted into a mathematical equation as follows:

Z = 0.412 X4 + 0.059

Y = 0.139 X4 + 0.052

4.7. Analysis of Direct Effect of Variable of Self Efficacy (Z) on Work Ability (Y)

Based on Table 7, path analysis output which shows the direct effect of variable of Self Efficacy (Z) on the variable of Work Ability is obtained as follows:

Table 7 Direct Effect of Variable of Self Efficacy (Z) on Work Ability (Y)

Variable	Path Coefficient	t-Table	Critical Ratio (c.r.)	Remark
Self Efficacy (Z)→ Work Ability (Y)	0.482	1.98	4.672	There is an Effect

Source : Primary data, processed

The magnitude of the direct effect of the variable of self efficacy (Z) on work ability (Y) is 0.482, with the c.r. value of 4.672 > 1.98 so that this variable partially also has a significant effect on the variable of work ability (Y).

From the hypothesis proposed in this study, that the variable of self efficacy (Z) partially has a significant effect on the variable of work ability is correct. The direct relationship model between the variables of self efficacy (Z) and work ability (Y) can be converted into a mathematical equation as follows:

$$Y = 0.440 X_4 + 0.094$$

4.8. Analysis of Indirect Effect of Exogenous Variable on Endogenous Variable in the Study

Data regarding indirect effect between variables of trainer (X1), training material (X2), training method (X3), training facility (X4), and locus of control (X5) on the variable of work ability (Y) is as follows:

Table 8 Analysis Result of Indirect Effect Between Study Variables

	Trainer	Training Facility	Training Method	Training Material	Locus of control	Self efficacy
Self Efficacy	0.000	0.000	0.000	0.000	0.000	0.000
Work Ability	0.121	0.079	0.168	0.284	0.259	0.000

Source : Primary data, processed

Based on the Table above, it appears that the variable of training material (X2) has the largest indirect effect on the variable of work ability (Y), which is equal to 0.284. Next is the variable of trainer (X1), training method (X3), training facility (X4), and locus of control (X5) with 0.121; 0.168; 0.079; and 0.259 respectively.

4.9. Analysis of Total Effect of Exogenous Variable on Endogenous Variable in the Study

Data regarding the total effect between the variables of trainer (X1), training material (X2), training method (X3), training facility (X4), and locus of control (X5) on variables of self efficacy (Z) and work ability (Y) is as follows:

Table 9 Analysis Result of Total Effect Between Study Variables

	Trainer	Training Facility	Training Method	Training Material	Locus of control	Self efficacy
Self Efficacy	0.252	0.165	0.351	0.592	0.559	0.000
Work Ability	0.309	0.220	0.437	0.515	0.451	0.480

Source : Primary data, processed

From the data above, the training material (X2) still gives the largest total effect on the variables of self efficacy (Z) and work ability (Y), followed by locus of control (X5), training method (X3), trainer (X1), training facility (X4). Since there is no direct effect between the variables of X1 - X5 on the variable of self efficacy, the total effect value of the five variables on the variable of self efficacy is the value of the direct effect itself, while the total effect of the five variables on work ability is more or less as accumulation from the direct effect and indirect effect.

4.10. Testing the Overall Model

Testing the overall model aims to measure the correctness of structural model and measurement model in an integrated manner, so that it must be tested against several fit-indexes. The model is said to be good (fit) if the development of a hypothetical model is conceptually and theoretically supported by empirical data.

The following are some conformity indices and their cut-off values to test whether the model can be accepted or rejected, including:

1. Chi-Square (χ^2) Statistics, is the most fundamental test tool to measure "overall fit" and is very sensitive to the size of the study sample. The greater the number of samples, the smaller the (χ^2) value, the better the model, with p-value of 0.05.
2. RMSEA (Root Mean Square Error of Approximation), is an index that can be used to compensate for Chi Square Statistic in a large sample. RMSEA value < 0.08 shows a "close fit" of the model based on the degree of freedom.
3. GFI (Goodness of Fit Index), is used to calculate the weighted proportion of variance in the sample covariance matrix described by the estimated covariance matrix. Vulnerable value is 0 < GFI < 1, the closer to 1 the better.
4. AGFI (Adjusted Goodness of Fit Index), analogous to R2 in regression with acceptance level > 0.9
5. CMIN/DF (The Minimum Sample Discrepancy Function/Degree of Freedom), as an indicator to measure the suitability of a model. The expected value is < 2.00
6. TLI (Tucker Lewis Index), an index that compares a model tested against the baseline model. The expected value is > 0.90.
7. CFI (Comparative Fit Index), this index is not affected by the size of the sample with the recommended value is > 0.90, the closer to 1 the better.

Table 10 Index of Goodness of Fit for Overall Model

Index of Goodness of Fit	Cut-of Value	Test Result	Conclusion
Chi-Square (χ^2)	It is expected to be small	23.825. Larger than χ^2_{table} (0.05;6) i.e. 12.392	Poor
Degree of Freedom	6	-	
Significance Probability	≥ 0.05	0.001	
RMSEA	≤ 0.08	0.214	Poor
GFI	≥ 0.90	0.885	Very good
AGFI	≥ 0.90	0.597	Good enough
CMIN/DF	≤ 2.00	3.971	Poor
TLI	≥ 0.90	0.754	Good enough
CFI	≥ 0.90	0.901	Very good

Source : Primary data, processed

Based on the result of the overall model test, it appears that some values of the test results show poor value, in Chi-Square (χ^2), RMSEA and CMIN/DF. Chi-Square (χ^2) value which is poor shows that the data is significantly different from the expected results based on the theoretical foundation used. However, this value is not very concerned in testing the correctness of a model because it is very sensitive to the number of samples, the larger the sample then Chi-Square (χ^2) value will also be smaller (significant).

Values of RMSEA and CMIN/DF are testing values relating to Chi-Square (χ^2) value or relating to the suitability of the data with the model/theory. So that when Chi-Square (χ^2) value is poor, then the results of the RMSEA and CMIN/DF tests will also be poor.

This can be overcome by increasing the number of study samples, so that Chi-Square (χ^2) value will be significant, as will the values of RMSEA and CMIN/DF.

From the results of the above test, it can be concluded that broadly speaking, the Goodness of Fit test for the overall model has shown the corresponding value of the cut-of value, so that the path analysis model above can be said to be good.

5. Discussion, and Conclusions

5.1. Discussion

5.1.1. Analysis of Direct Effect of Variable of Trainer on Variable of Self Efficacy and Work Ability

Based on the path analysis output which shows the direct effect of the variable of trainer on the variables of self efficacy and workability, the magnitude of the direct effect of the variable of trainer on self efficacy is 0.264. From the significance test, the c.r. value which is equal to 2.661 > 1.98 is obtained, so that the variable can be partially declared significantly.

The magnitude of the direct effect of variable of trainer on the work ability of employees is equal to 0.199, with the c.r. value of 2.263 > 1.98 so that this variable partially also has a significant effect on the variable of work ability.

From the hypothesis proposed in this study which states that the variable of trainer partially has a significant effect on the variables of self efficacy and work ability is acceptable/true. This result is in accordance with the opinion of As'ad (1998) and Notoadmojo (2009) that trainers/training personnel are one of the important components in training.

5.1.2. Analysis of Direct Effect of Variable of Training Material on the Variables of Self Efficacy and Work Ability

The variable of training material partially has a significant effect on the variables of self efficacy and work ability. The magnitude of the direct effect of the variable of training material on self efficacy is 0.594. From the significance test, the c.r. value which is equal to 6.354 > 1.98 is obtained, so that this variable can partially be declared to have a significant effect. The magnitude of the direct effect of the variable of training material on work ability is equal to 0.243, with the c.r. value of 2.349 > 1.98 so that this variable also partially has a significant effect on the variable of work ability.

Based on the results of the path analysis, it shows that the training material, the composition of the training material and the ease of the training participants in understanding the training material provide benefits to self efficacy and work ability of three-star hotel employees in East Java. This is in accordance with the opinion of Mangkunegara (2013) which stated that training material and development must be adjusted to the objectives achieved.

5.1.3. Analysis of Direct Effect of Variable of Training Method on Variables of Self Efficacy and Work Ability

Based on the path analysis output which shows the direct effect of the variable of training method on the variables of self efficacy and work ability, Variable of the training method partially has a significant effect on the variables of self efficacy and work ability.

The magnitude of the direct effect of the variable of training method on self efficacy is 0.363. From the significance test, the c.r. value which is equal to 4.075 > 1.98 is obtained, so that the variable can be partially declared to have a significant effect. The direct effect of the variable of training method on work ability is equal to. 0.279, with the c.r. value of 3.367 > 1.98 so that this variable partially also has a significant effect on the variable of work ability.

So that the suitability of training methods, the composition of training techniques/methods, the level of participant participation, the development of problem analysis through case studies, and the benefits of work practice simulations have a positive effect on self efficacy and work ability of three-star hotel employees in East Java.

The success of the training program is inseparable from the methods used in the training. Variations in training methods will be able to eliminate participants' boredom. In employee education programs in three-star hotels in East Java, although in addition to using exposure methods in the classroom, group discussions, lab work with tools and field trips were also used. Mangkunegara (2013) stated that training method and development must be in accordance with the level of ability of employees who are participants.

5.1.4. Analysis of Direct Effect of Variable of Training Facility on Variables of Self Efficacy and Work Ability

Path analysis output shows the direct effect of variable of training facility on the variables of self efficacy and work ability. Variables of training facility partially has a significant effect on the variable of self efficacy while on the variable of work ability, it has no effect. The direct effect of the variable of training facility on self efficacy is 0.177. From the significance test, the c.r. value which is equal to 1.985 > 1.98 is obtained, so that the variable can be partially declared to have a significant effect. The magnitude of the direct effect of the variable of training facility on work ability is 0.152, with the c.r value of 1.979 < 1.98 so that this variable partially does not affect the variable of work ability.

Based on the results of the path analysis, it means the availability of equipment to support training activities, the benefits of equipment to help understanding training material, the condition of the training building and the surrounding environment, the conditions of training room to provide participants' comfort, and library facilities/reading materials in supporting training have effect on self efficacy and work ability.

5.1.5. Analysis of Direct Effect of Variable of Locus of control on Variables of Self Efficacy and Work Ability

Based on the path analysis output, it shows the direct effect of the variable of locus of control on self efficacy is 0.397. From the significance test, the c.r. value of 6.315 > 1.98 is obtained, so that the variable can partially have effect significantly. The magnitude of the direct effect of the variable of locus of control on work ability is 0.243 with the c.r. value of 2.116 > 1.98 so that this variable partially has effect on the variable of work ability.

Respondent's answers show that most respondents have internal locus of control, it is having confidence that success could be achieved and being active in responding to changes in the surrounding environment, while 40.4% have external locus of control, they are not sure they are able to respond to environmental changes , so that in themselves, they are more likely to be resigned to what happens, meaning that even though they have the initiative to try to apply what have been obtained from the training, it seems that they still have confidence that fate can change the plans that have been made and success depends on luck.

The results of this study are relevant to the theory which states that basically locus of control is a dimension in the form of copper and internal to external or vice versa, so that an internal person can be external and an external person can be internal because of the conditions which accompany him/her, where he/she lives and does activities. In line with

the theory, in this study, locus of control has a significant effect on work ability, it is possible because someone who is internal locus of control believes that success is determined by oneself, so it is possible to apply training results to work, but when external factors affect it, for example: working patterns, existing facilities, people around him/her (working group) who tend to use old patterns, then the farmer may not be able to improve his/her ability.

5.1.6. Analysis of Direct Effect of Variable of Self Efficacy on Variable of Work Ability

Based on the analysis results, the variable of self efficacy partially has a significant effect on the variable of work ability. The magnitude of the direct effect of the variable of self efficacy on work ability is 0.482, with the c.r. value of 4.672 > 1.98 so that this variable partially also has a significant effect on the variable of work ability. Seeing the analysis results, it means that the benefits of integrated pest control training support the work of employees in completing work difficulties, understanding the conditions of the work environment, giving effect to the ability of farmers.

The result of this study is consistent with the opinion of Notoadmojo (2009) who stated that among the factors that affect performance, only the ability factor can be developed and it can be intervened or treated through training.

5.2. Conclusions

Based on the analysis of the results and the discussion that has been described previously, then some conclusions can be drawn as follows:

1. The variable of trainer provides direct effect on the variables of self efficacy and work ability. The magnitude of the direct effect of the variable of trainer on self efficacy is 0.264. Meanwhile, the magnitude of the direct effect of the variable of trainer on work ability is 0.199. From the significance test, the c.r. value of 2.661 and 2.263 which is greater is obtained and table of 1.98 so that this variable partially has a significant effect on the two variables.

2. Variable of training material partially has a significant effect on the variables of self efficacy and work ability. The magnitude of the direct effect of the variable of training material on self efficacy is 0.594. The magnitude of the direct effect of the variable of training material on work ability is 0.243. From the significance test, the c.r. value of 6.354 and 2.349 > 1.98 is obtained, so that this variable also partially has a significant effect on the variable of work ability.

3. Variable of training method partially has effect on the variables of self efficacy and work ability. The magnitude of the direct effect of the variable of training method on self efficacy is 0.363, while the effect on work ability is 0.279. From

the significance test, the c.r. value which is equal to 4.075 and 3.367 > 1.98 is obtained, so that the variable can be partially declared to have a significant effect.

4.   The direct effect of the variable of training facility on self efficacy is 0.177. From the significance test, the c.r. value which is equal to 1.985 > 1.98 is obtained, so that the variable can be partially declared to have a significant effect. Meanwhile, the magnitude of the direct effect of the variable of training facility on work ability is equal to 0.152, with the c.r value of 1.979 < 1.98 so that this variable partially does not have a significant effect on the variable of work ability.

5.   Variable of locus of control partially has an effect on variables of self efficacy and work ability. The direct effect of variable of locus of control on self efficacy is 0.397, while the effect on work ability is 0.269. From the significance test, the c.r. value which is equal to 6.135 and 2.116 > 1.98 is obtained, so that the variable can be partially expressed significantly.

6.   Variable of work ability partially has a significant effect on variable of employee performance. The magnitude of the direct effect of the variable of work ability on employee performance is 0.482, with the c.r value of 4.672 > 1.98 so that this variable partially has a significant effect on the variable of employee performance.

7.   From the hypothesis proposed previously that the variable of trainer (X1), training material (X2), training method (X3), training facility (X4), and locus of control (X5) partially have a significant effect on the variable of self efficacy is acceptable/correct. Meanwhile, the hypothesis that the variable of trainer (X1), training material (X2), and training method (X3) and locus of control (X5) partially have effect on the variable work ability can also be accepted, only one hypothesis that is unacceptable, i.e. the effect of variable of training facility (X4) on work ability.

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