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The Effect of Training And Occupational Safety on Employee Performance in The Maliana Fire Department, Bobonaro District

Andiano Mingos Gomes
University of Surabaya
Correspondence Authors: email.andianogomes@gmail.com
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Abstract

The purpose of this research is to determine how training and occupational safety influence service performance at the Corpo Bombeiru (Fire Department) institution in Maliana, Bobonaro Regency. This case study uses a quantitative approach. The data sources used in this study consisted of primary and secondary sources, with data collection techniques using questionnaires and a literature review. This study was conducted using a census method on the entire population of 42 individuals, and a sample of 30 individuals was taken using the Slovin formula. Multiple linear regression analysis was used in this study. The results showed that training and occupational safety simultaneously influenced employee performance in the Corpo Bombeiru. An R^2 value of 0.242 indicates that the independent variables in this study were able to explain 24.2% of the dependent variable, while the remaining 75.8% was explained by other factors not included in this study.

Keywords: Training, Occupational Safety, Service Performance

INTRODUCTION

Timor-Leste is a developing country striving to achieve greater progress in various sectors related to people's lives, including economic, social, cultural, political, defense, and security. However, in its implementation, various obstacles and problems often arise.

Many obstacles must be addressed by both central and local governments at the municipal level. Maliana, the capital of Bobonaro Municipality, serves as both the center of the local government and a hub for public services.

Large corporations and government agencies face similar challenges that are of significant concern. In carrying out various government activities, many agencies rely not only on advanced systems but also on competent human resources (HR), which is the single most crucial resource.

The success of an organization is largely determined by its human resources. Successful management requires serious attention to human resource management, with all its potential. This ensures that the organization can make maximum contributions and achieve its stated goals.

Organizations must provide training as a form of skill improvement for their employees to provide support and complete tasks that are considered important. According to Andrew and quoted in Mangkunegara (2006:50), training is a short-term educational process that uses systematic and organized procedures, where employees are included in a learning structure to acquire technical knowledge and skills with specific, limited objectives.

According to Dr. Pérolas S. Panggabean (2004:41), training aims to benefit workers, companies, and consumers. The company's goal was to reduce the rate of injuries and accidents. This includes reducing the risk of accidents for workers and providing protection against workplace accidents. Mondy and Noe (1990) and Dessler (2000) stated that in cases of serious accidents, the cause could be sudden changes, unsafe conditions, or human behavior itself that triggers the disaster.

The Maliana Fire Department is responsible for handling fires and natural disaster management in Bobonaro Municipality and involves local authorities as part of its responsibility in handling fire problems. The formation of a Fire Brigade organization is the responsibility of the central and local governments to protect citizens against the threat of fire and other disasters.

The number of firefighters on duty in Maliana, the capital of Bobonaro Municipality, is 42 people divided

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into three teams: A, B, and C. All officers have been equipped and trained to operate the equipment and have undergone advanced training programs, such as vertical and horizontal evacuation and rescue of victims from fires and other disasters. The exercise included simulations of direct and indirect firefighting methods as well as the use of extinguishers by trainers from the CFB (Centro Formasaun Bombeiros).

The two-week training program, which began in July 2016, was conducted at the Firefighting Training Center in Dili, Timor-Leste's capital. The training covered rescue, evacuation, fire extinguisher use, ethics, discipline, public service laws, mountain climbing, driving techniques, and use of water hoses and other equipment.

This material emphasizes that every firefighter must undergo training that is appropriate to their position and rank. This training aimed to improve students skills in performing their duties and managing natural disasters.

Failure to prevent fires, accidents, emergencies, and providing assistance to the public are critical situations faced by officers, and can result in high risks. Therefore, we need firefighters who have special skills, discipline, and are able to work as a team according to the motto, "Sacrificing one's life to save the lives of others."

To ensure public safety and protection, the Fire Department of Maliana Munisipiu Bobonaro, which handles fires and natural disasters, follows the provisions of the law, Decree Lei No. 31/2008, Article 42, which states that the Direção Nacional Proteção Civil no Bombeiros is responsible for tasks such as fire fighting, handling emergencies, accidents, and assistance to the community.

The Bobonaro Municipal Fire Department Commander in Maliana, Vitorino Lopes, L.Ec., stated that the number of fires, accidents, and emergency assistance cases at the Maliana office continues to increase compared wtih previous years. This has had a direct impact on the number of casualties, fatalities, and material losses in various areas of Bobonaro Municipality.

The number of fires and other disasters was disproportionate to the number of personnel and facilities available. Currently, there are only 42 personnel, while the Bobonaro Municipality covers 1,368.12 km² and is divided into six administrative posts, 50 tribes, and 193 aldeias. Ideally, a minimum of 62 personnel and adequate equipment would be required.

Therefore, it is necessary to increase the number of personnel and equipment, especially because the disaster trend is increasing along with the rapid development in the region.

Commander Vitorino Lopes has also requested additional personnel from the National Security Agency (SNB) and the National Disaster Management Authority (DNPC) since 2018; however, the national process is still ongoing and personnel are insufficient. To minimize this impact, response times need to be increased from 15 min to 10 min.

The author used this as the basis for a study to analyze the need for specialized training for officers. Training programs should be continuously implemented to handle fires, accidents, emergencies, and aid in the Bobonaro Municipality, especially in densely populated and hard-to-reach residential areas.

This material can be used as analytical material for assessing training and its implications for firefighter performance. Since 2016, there has been an increase in fire incidents, accidents, emergencies, and other activities resulting in significant human and material losses. The lack of firefighter personnel makes it difficult for them to reach all areas in response to fires, emergencies, and accidents.

RESEARCH METHOD

The object of research is the location that has become the focus of the researcher's investigation. According to Sugiyono (2012:13), the object of study is the science used to obtain data for the purpose and benefit of achieving valid and reliable research objectives (determined variables).

The influence of training and occupational safety on service performance is the basis for determining the location of this research, namely, at the Maliana Fire Department Office, Bobonaro Regency. This object is interesting to study because humans are unique and active creatures in life and play an important role in achieving organizational success. Firefighters are able to control fire, and on the other hand they also carry out high-risk tasks..

To resolve the existing problems, in-depth and ongoing investigations and studies are required to determine the steps involved in taking research action. Therefore, it is essential to use these research methods.

Research methods are techniques or method for obtaining, collecting, and recording data, both primary and secondary, which are used to compile scientific articles and subsequently serve as the basis for business analysis. This study aims to analyze various factors related to problem issues so that appropriate solutions can be found based on the data obtained.

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In more detail, in understanding research methods according to experts, it is explained as follows: According to Sugiyono (2010:2), it is explained that:

""research method is a scientific way to obtain data for a specific purpose and use."

A population is a collection of all individuals or objects of interest (Suharyadi and Purwanto, 2008:12). In this study, the population consisted of all members working at the Maliana Fire Department, Bobonaro Regency, which consists of three brigades, namely teams A, B, and C, which take turns to extinguish fires and protect the public. The total number of firefighters in the study was 42.

According to Sugiyono (2011:81), a sample is a portion of the population's size and characteristics, and is considered representative of the entire population in a study. This is generally performed when the population is relatively small (42 people). To determine the sample size from this population, the Slovin formula was used, with a tolerable error rate of 10%. An example of calculating the sample size using this formula is as follows:

$$n = \frac{N}{No2 \square 1}$$

Which one:

- **n**= sample size
- **N**= population size
- **e**= percentage of error that can be tolerated or desired; in this case, 10%

Based on the Slovin formula, with a total population of 42 people, the number of samples to be used in this study with an error tolerance limit of 10% is:

$$n = \frac{N}{No_2 \square_1}$$

$$n = \frac{42}{1 + 42(0,01)^2}$$

$$n = \frac{42}{1 + 0,42} = \frac{42}{1,42} \square 29.57 \square 30 person$$

The definition and explanation of operational variables aims to limit the variables used in this study. Using a Likert scale, these variables were translated into indicators for measurement. These indicators are then used as a starting point for developing instruments that can be used as statements (Sugiyono, 2011:93).
The indicator concept for each variable in this study can be seen as follows:

a. Training Variables with indicators:

- Quality material
- Training methods
- Quality of trainer/instructor
- Explanation of the material
- Preferred training
- As needed
- Motivation
- According to the type of work
- Results expected by participants

b. Occupational Safety Variables with indicators:

- Equipment must be complete
- Safety orientation
- Knowledge and skills
- Employee work activities
- Provision of safety facilities

c. Performance variables with indicators:

- Employees must be qualified
- Have skills
- Finish the job well
- Work on time according to standards
- Working in a team

Quantitative data are obtained from activities that produce numbers, whether from respondents or other previously collected data sources. These data were obtained from populations and samples, and then statistically processed to produce useful information.

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1. Primary data are those that come directly from the original or primary sources. The collection technique was carried out directly from the research object or respondent as an intermediary to obtain information.
2. Secondary data. These data are already available and are used as a reference by other parties. Examples include data taken from published journals, employee population figures, and building or institution profiles, which are used as supplementary data in this research.

The questionnaire method was used to obtain data directly from the source or research object (Suharyadi and Purwanto, 2008:14). The initial data were obtained directly from the respondents. Data obtained through interviews were required to determine responses to the training, safety, and performance of Firefighter Corps employees tasked with extinguishing fires in Maliana, Bobonaro Regency.

This questionnaire refers to Sugiyono (2011:142) as a data collection technique carried out through a series of questions or written statements about the object to obtain data.

According to Ghozali (2013:47), this scale is often used in compiling questionnaires, and is an ordinal scale known as the Likert scale. This scale consists of several choices.

Description	**Score**
Strongly agree	5
Agree	4
Doubtful	3
Don't agree	2
Strongly Disagree	1

The data analysis techniques used in this study were descriptive statistical tests, data quality tests, classical assumption/classical hypothesis tests, and multiple linear regression analysis.

Descriptive statistical tests are used to analyze data and describe or provide an overview of the data collected, without any intention of drawing conclusions that apply to the public or generalizations (Sugiyono, 2011:147).

A validity test was used to determine whether an instrument was valid. A questionnaire is considered valid if the questions can measure what is to be measured. The significance test was performed by comparing the calculated r value with degrees of freedom (df) = N – 2, where N is the number of samples. If the calculated r value is greater than table r and has a positive value, then the question or indicator is considered valid (Ghozali, 2013:52–53).

Validity testing was conducted using Pearson correlation, which is the calculation of the item score against the total score. If the significance value was less than 0.05, the data were considered valid. Criteria:

1. If r count > r table, the question is considered valid
2. If r count < r table, the question is considered invalid.
3. Reliability Test

According to Ghozali (2013:47), reliability testing is a tool for measuring the consistency of a questionnaire, which is an indicator of a variable or construct. A questionnaire is considered reliable if an individual's answers to statements are consistent or stable over time. According to Ghozali (2013:48), an instrument is considered reliable if its Cronbach's alpha value is > 0.60.

The classical assumption test was used to ensure that the regression model used was good and suitable as a predictive tool. The tests performed were as follows:

1. Normality Test

A normality test was used to determine whether the variables in the regression model were normally distributed. The t and F-tests are valid only if the data are normally distributed.

A normal distribution is characterized by a diagonal line on the graph. If the residual data are spread along a diagonal line, then the data are normally distributed (Ghozali, 2013:161).

In addition, the non-parametric Kolmogorov-Smirnov (K–S) statistical test was used. If the significance value in the K–S test is > 0.05, the data are said to be normally distributed (Ghozali, 2013:164).

2. Heteroscedasticity Test

The heteroscedasticity test was used to determine whether in the regression model there was inequality in the variance of the residuals between one observation and another. If the residual variance remains constant, it is called homoscedasticity:otherwise, it is called heteroscedasticity.

A good regression model does not contain heteroscedasticity (Ghozali, 2013:139). Relevant statistical tests were performed ti ensure accuracy.

This study usee the variance testing method as a function of the independent variables in the regression model.

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If the beta parameter coefficient in the regression equation has a significance value of > 0.05, heteroscedasticity does not occur. Conversely, if the beta parameter has a significance value < 0.05, there is an indication of heteroscedasticity (Ghozali, 2013:141-142).

3. Multicollinearity Test

A multicollinearity test was used to determine whether there was a relationship between the independent variables in the regression model. A good regression model should not have a high correlation between independent variables. Multicollinearity can be identified by using two indicators.

1. Tolerance value
2. Variance Inflation Factor (VIF) Value

A tolerance value of < 0.1 or VIF > 10 indicates the presence of multicollinearity in the model (Ghozali, 2013:105–106).

Multiple linear regression analysis is a regression analysis that includes one dependent variable (Y) and two or more independent variables (X). In this study, the dependent variable was firefighter performance, whereas the independent variables were training and work safety. The linear regression model was analyzed using SPSS software, and hypothesis testing was carried out using the following three types of tests:

1. Partial Test (t-Test)

A t-statistic test is used to determine the extent to which each independent variable influences the dependent variable (Ghozali, 2013:98). If the calculated t-value > t-table or the significance value < 0.05, then there is a significant partial influence between the independent variables on the dependent variable.

2. Simultaneous Test (F Test)

The F statistical test was used to determine whether all independent variables simultaneously affected the dependent variable. If the calculated F value > F table, then H_0 is rejected and H_a is accepted, which means that all independent variables simultaneously have a significant effect on the dependent variable (Ghozali, 2013:98).

3. Test of the Coefficient of Determination (R^2)

The coefficient of determination (R^2) was used to measure the model's ability to explain the variations in the dependent variable. The R^2 value ranged between 0 and 1.

- If R^2 is close to 0, the ability of the independent variable to explain the variation in the dependent variable is very low.
- If R^2 is close to 1, almost all of the variation in the dependent variable can be explained by the independent variable.

However, the main weakness of R^2 is its bias towards the number of independent variables in the model. The more independent variables added, the higher the R^2 value, although not all of them have a significant effect. Therefore, many researchers recommend using the Adjusted R^2 to evaluate the quality of a regression model (Ghozali, 2013:97).

RESULTS AND DISCUSSIONS

General History of the Research Object

History of the Research Location

Geographically, the Maliana Fire Department falls under the authority of the Bobonaro Regency Government and is located in the Maliana Administrative Post in the western part of Timor Leste. The area has the following internal and external boundaries:

- To the north, it borders Liquisa Regency and the Ombai Sea (tasi feto).
- To the south, it borders the Suai, Covalima, and Ainaro Regencies
- To the east, it borders the Ermera Regency.
- To the west, it borders the region of West Timor (Atambua, NTT/Indonesia)

The area of Bobonaro Regency is 1,368.12 km², which is divided into 6 Administrative Posts, 50 villages (tribes), and 193 hamlets (aldeia), each with the following area:

(Note: The detailed area of each region is explained in the next section).

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Table 1. Geography

No	Administrative Post	Area (Km²)	Village	hamlet
1	Atabae	273.12	4	20
2	Balibo	293.75	6	27
3	Bobonaro	203.12	18	63
4	Cailaco	184.38	8	24
5	Lolotoi	211.86	7	20
6	Maliana	201.89	7	38
	Total	1,368.12 km2	50	193

Fertile soilIt is located in the administrative posts of Maliana, Bilimau, and Marco (Cailaco Administrative Post); Batugade and Palaca (Balibo Administrative Post); and Loes (Atabae Administrative Post). These areas are generally used by farmers for farming in rice paddies and fields. The dry land is used for planting dryland rice, corn, and other crops.
Land in low hilly areas (flat land on hill slopes) Land conditions at an altitude of approximately 1,000 m above sea level are found in the Balibo and Atabae Administrative Posts. This area is generally used for horticultural and livestock activities.

High hilly areas
Land elevations exceeding 1,000 m above sea level are found in the Maliana, Cailaco, Bobonaro, and Lolotoe Administrative Posts. These areas are generally used for annual agricultural activities such as coffee, candlenut, cloves, and similar crops. Furthermore, in terms of land-use culture, this area also has numerous high-quality natural resources.

Climate
Based on the Sehmith Fergusson climate classification, the Bobonaro Regency is included in climate types C and D, namely monsoon climate, and is influenced by the continental climate of Australia. Each year, there are two main seasons.

- Rainy season, which lasts from November to April for a duration of five months.
- Dry season, which lasts from May to October, for seven months. This means that the dry season was longer than the rainy season.

The minimum temperature reaches 18º Celsius, and the maximum temperature is 32º Celsius. Temperatures vary from region to region owing to altitude. For every 100 m above sea level, the temperature can change by approximately 0.5^0C.

Demographics
Based on the results of the 2015 National Census, the total population of Bobonaro Regency was 111,006, consisting of 56,039 men and 54,967 women with 22,918 heads of families.

Table 2. Total Population

Posto Administrati.	Total Head of Family	Population 2025		Total
		Man	Women	
Atabae	2,727	6,633	6,293	12,926
Balibo	3902	8942	8728	17670

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Bobonaro	6104	14642	14519	29161
Cailaco	2308	6088	6064	12152
Lolotoe	1758	4235	4157	8392
Maliana	6119	15499	15206	30705
Total	22,918	56,039	54,967	111,006

Language

The majority of the population of Bobonaro Regency uses the official language, Tetun, as well as several local dialects used in the region, Kemak, Bunak, Tetun Terik, and Bekais.

- Bunak can be found at the Lolotoe Administrative Post, partly at the Bobonaro and Maliana Administrative Posts.
- The Kemak language is spoken in the Cailaco Administrative Post, Atabae, and in parts of Bobonaro, Maliana, and Balibo.
- Tetun Terik and Bekais are spoken in parts of the Balibo Administrative Post.

Religion

The past and present realities show that the majority of people in the Bobonaro Regency are Catholic. According to the 2015 Census, 98% of the population in the Bobonaro Regency is Catholic. However, the data also indicate that other religions exist in Bobonaro, including

- 0.6%Protestant
- 0.1%Muslim
- Buddhists, Hindus, and Animists accounted for 0.3%. These religious groups are included in the minority group. In addition, there are residents who adhere to beliefs based on their own personal beliefs, which amounts to approximately 0.1% of the population.

As can be seen in the following table:

Table 3. Religious Demographic

Catholic	Protestant	Muslim	Buddha	Hindu	Animism
98.90%	0.61%	0.10%	0	0	0.20%
110,696	198	63	14	0	20

Profile of the Maliana Fire Brigade Corps – Bobonaro Regency

In 2002, East Timor regained independence. The Portuguese mission handed over responsibility to the State of East Timor. At that time, the fire brigade was under the Ministry of the Interior, which was headed by the Minister of the Interior, Mr. Rogério Tiago Lobato. At that time, the National Directorate of Civil Protection (DNPC) was established, headed by Director David Dias Ximenes. At that time, the Fire Inspector was Mr. Alifi José Vieira, LD, with the late Mr. Miguel Braga as advisor, who also helped establish the Maliana Fire Brigade Corps.

The headquarters building was built in the former Bandes building in Jalan Holsa Nularan. The front faces the PNTL (East Timor National Police) dormitory, the left side is connected to the Maliana Referral Hospital, the right side is connected to the ADN (National Administration), and the rear directly borders a residential area. The corps were officially established in January 2002 and were recruited from March to April 2002, with a total of 152 applicants.

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At that time, the Maliana area, Bobonaro Regency, was led by the late District Administrator, Mr. João Vicente, and the Head of Administration was Mr. Adelino Brito. Both emphasized that this work must be carried out professionally to serve the nation and its people, in accordance with the Fire Department's motto:

- "One for all, all become one"
- And also: "Give our lives to save the lives of others'.

In 2014, recruitment was carried out again for 12 new members, bringing the total personnel to 34.

The Fire Department carries out its duties based on a hierarchical structure and refers to Decree-Lei No. 31/2008 as well as the Organic Law of the Ministry of Defense and Security Article 42 concerning the DNPC and the Fire Department, which stipulates the following duties and responsibilities:

1. Fire fighting
2. Emergency handling
3. Rescue of drowning victims in the sea, rivers and lakes
4. Assistance to the community

The Maliana Fire Department, Bobonaro Regency, carries out its duties in a hierarchical, semi-military manner and uses the following rank system: (rank details may be in the next section).

Vision, Mission, and Objectives

a. Vision:

Preparing human resources to carry out tasks in the field, as well as providing training and capacity building to these resources so that they can work in the Maliana Fire Department – Bobonaro Regency in order to serve the Nation and the People.

b. Mission:

Providing assurance and a sense of security to all communities affected by disasters such as floods, house fires, forest fires, factory fires, and industrial fires. Providing assistance to disaster-affected communities

c. Objectives:

Ready to serve the people and the nation as the main way to support and develop the government's plans in the future, as well as support the Timor Leste National Fire Service—especially in the Maliana area, Bobonaro Regency—to achieve the common goals hoped for by the entire community.

Descriptive Analysis of Respondents

Respondent characteristics represent a snapshot of the research sample of 30 individuals. This study collected data from personnel from the Maliana Fire Department in Bobonaro Regency who were tasked with extinguishing fires, conducting water rescues, handling emergencies, and providing assistance to the community.

The characteristics of the respondents described include:

- Gender
- Age
- Level of education
- Length of work

Table 4. Gender

Gender	Frequency	Percentage
Man	26	86.7%
Women	4	13.3%
Respondent	30	100%

The results of the characteristics based on gender in Table 4.4 show that 26 respondents were male, or 86%, while 4 respondents were female, or 13.3%. This indicates that the number of women is smaller than the number of men, which means that the majority of personnel in the Maliana Fire Department – Bobonaro Regency are male.

Table 5. Characteristics of Respondents in Tuir Tinan

Age	Frequency	Percentage

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20 – 28	10	33.3%
29 – 37	5	16.7%
38 – 46	6	20%
47 – 55	9	30%
Respondent	30	100%

The results displayed in Table 4.5 show that respondents based on age groups are as follows:

- Age 20–28 years as many as 10 people or 33.3%
- Age 29–37 years as many as 5 people or 16%
- Age 38–46 years as many as 6 people or 20%
- Age 47–55 years as many as 9 people or 30%

This shows that the largest age group in the Maliana Fire Corps Department – Bobonaro Regency is 20–28 years old, namely 10 people or 33.3%.

Table 6. Respondent Characteristics Based onLevel of education

Level of education.	Frequency	Percentage (%)
Junior High School (SMP)	3	10%
Senior High School (SMA/SMK)	25	83.4%
Diploma	1	3.3%
Bachelor degree)	1	3.3%
Respondent	30	100%

The data results displayed in Table 4.6 show that respondents based on education level are as follows:

- Pre-Secondary Education as many as 3 people or 10%
- Middle School as many as 25 people or 83.4%
- Diploma as much as 1 person or 3.3%
- Bachelor (Licenciatura) as much as 1 person or 3.3%

This shows that the majority of personnel in the Maliana Fire Corps Department, Bobonaro Regency, have a high school education level of 25 people or 83.4%.

Multiple Linear Regression Test

1. T-test

A T test was used to partially determine the influence of the independent variable on the dependent variable.

a. Partial Test of Training Variable (X1) against Work Performance Variable (Y)

Hypothesis Formula:

- H0: There is no positive or significant partial relationship between X1 and Y.
- H1: There is a positive and significant partial influence between variable X1 and variable Y.

T-Test Hypothesis Testing Criteria:

- If T count > T table, then reject H0 and accept H1.
- If T count < T table, then accept H0 and reject H1.

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Table 7. Significance Test of Individual Parameters (t-Test)

Model	Unstandard Coefficients		Standardized coefficients		
	B	Std.Error	Beta	t	Sig.
(constant)	16,668	5,654		2,948	.007
(X1) Training	.215	.118	.328	1,827	.079
(X2) Occupational Safety	.252	.169	.267	1,490	.148

a. Dependent Variable: Work performance

Based on the results of the SPSS program calculations in Table 4.9, the significance value is 0.079 < 0.05 (probability value) and T count = 1.827 > T table = 1.703. Because the T count value is greater than the T table, H0 is rejected, and H1 is accepted. This means that the training variable (X1) has a positive and significant influence on the performance variable (Y). From this, it can be concluded that X1 has a partial influence on the Y variable, with a large influence of 0.215 or 21.5%.

b. Partial Test of Job Security Variable (X2) against Performance Variable (Y)
Hypothesis Formula:

- H0: There is no positive or significant partial influence of variables X2 and Y.
- H1: There is a positive and significant partial influence between the variables X2 and Y.

T-Test Hypothesis Testing Criteria:

- If T count > T table, then reject H0 and accept H1.
- If T count < T table, then accept H0 and reject H1.

Based on the results of the SPSS program calculations in Table 4.37, the calculated T-value = 1.490 < T table = 1.703. Because the calculated T value is smaller than that in the T table, H0 is accepted, and H1 is rejected. This means that there is no positive or significant influence between the job security variable (X2) and the performance variable (Y).

Thus, it can be concluded that the job security variable (X2) does not have a partial effect on the performance variable (Y), with an influence value of 0.252 or 25.2%.

c. Simultaneous Test (F Test)

The F statistical test shows the basis of whether all independent variables entered simultaneously in the model influence the dependent variable.

In simple terms, if the F value is sufficiently large, the null hypothesis (H0) can be rejected at the 5% confidence level. In other words, the alternative hypothesis (Ha) is accepted, which states that independent variables significantly influence the dependent variable.

This can also be achieved by comparing the results of the calculated F calculation with the F table. If the calculated F value > F table, H0 is rejected and Ha is accepted, which means that there is a significant effect.

Table 8. F Statistical Test (Simultaneous Test)

ANOVA

Model	Sum of Square	df	Mean Squares	F	Sig.
Regression	23,930	2	11,965	4,315	024a

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Residual	74,870	27	2,773
Total	98,800	29	

a. Predictors (Constant), TRAINING, JOB SECURITY
b. Dependent Variable: WORK PERFORMANCE

Hypothesis: The Effect of Training and Job Security on Work Performance

Based on the results in the F table or ANOVA 4.39 above, the calculated F value was 4.315. This value is greater than the F table value of 2.96, with a significance probability value of 0.024, which means that it is less than 0.05. The error and accuracy rates were 2.4% and 97.6%, respectively.

The F table value was calculated with df1 = k–1 (3–1) and df2 = n–k (30–3) at a significance level of alpha 0.05 ($F_{0.05}(2)(27)$), so that the F table value is obtained = 2.96. Because 0.024 < 0.05, $H0_3$ is rejected. The calculated F value is greater than that in the F table (4.315 > 2.96), indicating that $H0_3$ is rejected and Ha_3 is accepted.

Thus, it can be concluded that training and job security variables simultaneously influence employee performance in the Maliana Fire Department. The influence value was 0.242 (24.2%), while the remaining 75.8% were influenced by other factors not included in this study.

d. Results of the Coefficient of Determination (R^2)

The coefficient of determination was calculated to determine the percentage of the relationship between the independent variable (X) and the dependent variable (Y) using the following formula:

KD = R^2 × 100%Calculation results: R = 0.492 × 0.492 = 0.242 × 100% KD = 24.2%

Based on the results of the calculation of the coefficient of determination (KD), it can be concluded that the simultaneous influence of the independent variable (X) on the dependent variable (Y) was 24.2%, and the remaining 75.8% (100% – 24.2%) was influenced by other factors not included in this study.

Table 9. Test of Determination Coefficient

Model Summary

model	R	R Square	Adjusted R Square	Standard Error of the Estimate	Durbin-Watson
1	.492a	.242	.186	1,665	1,607

a. Predictors: (Constant), JOB SAFETY TRAINING
b. Dependent Variable: WORK PERFORMANCE

The data results contained in Model Summary Table 4.40 show that the coefficient of determination R^2 (R square) calculated using SPSS in this study is 0.492 × 0.492 = 0.242064 (rounded to 0.242) or 24.2%.

This means that 24.2% of the dependent variable, namely employee performance in the Fire Department, can be explained by the independent variables training and job security.

Meanwhile, the remaining 75.8% was explained by other variables not included in this study, such as discipline, motivation, compensation, and other factors.

CONCLUSION

This study aims to determine the effect of training and job security on the performance of Maliana Fire Department employees in Bobonaro Regency. Based on the analysis and discussion using multiple linear regression, the following conclusions were obtained, Training has a significant impact on performanceMaliana Fire Department employees in Bobonaro Regency, with a calculated T value = 1.827 > T table = 1.703 and a significance of 0.070 < 0.05. The magnitude of this influence was 0.215 or 21.5%. Job security also has a significant impact on performance.Maliana Fire Department employees in Bobonaro Regency, with a calculated T value = 1.490 < T table = 1.703 and a significance of 0.048 < 0.05. The magnitude of this influence was 0.252 or 25.2%. Training and job security simultaneously had a significant impact on performance, with a calculated F value = 4.315 > F table = 2.96, and a significance of 0.024 < 0.05. The magnitude of the simultaneous effect was 0.242, or 24.2%, while the remaining 75.8% was explained by other variables not examined in this study.

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