

The Influence of Education and Training on Employee Performance Secretariat of the Regional People's Representative Council (DPRD) Barru Regency 2021 - 2024

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Abstract

The aim of this study is to determine the influence of education and training on the performance of employees of the Secretariat of the Regional People's Representative Council (DPRD) of Barru Regency.

The analysis method used in this study is multiple linear regression analysis, T test, F test, correlation analysis and determination. The results of the study indicate that the hypothesis of Education on Employee Performance is accepted on the basis of the calculated T value of 2.516 which is greater than the T table value of 1.7340. In addition, the hypothesis of Training on Employee Performance is accepted on the basis of the calculated T value of 2.628 which is greater than the T table value of 1.7340. The results of the F test calculation show that Education and Training have a simultaneous effect on Employee Performance on the basis of the calculated F value of 14.789 which is greater than the F table value of 3.55. Then the results of the correlation coefficient test show that Education and Training on employee performance have a strong relationship, then based on the results of the determination test it shows that the contribution of Education and Training is 58% to the Employee Performance variable.

INTRODUCTION

Human resource management is the essence of each agency in carrying out activities, therefore the agency must be supported by competent Human Resources (HR) because Human Resources (HR) plays a very important role in running a business to achieve goals, this is because Human Resources (HR) is the most important thing in an organization because of its role as the subject of implementing policies and operational activities of an organization, therefore the organization needs Human Resources (HR) in this case, namely employees who have high performance. High or good employee performance can be used as one of the basic factors for measuring the success of an organization in achieving its goals. In achieving optimal work results, Human Resources (HR) must have good quality so that goals can be achieved, based on this, education is very important to encourage the quality of employees in carrying out work.

The increasingly advanced development of technology over time has increased competition in the world of work, and a person's job is also highly determined by their education. Education cannot be separated from the development of the whole person. Because humans are also the ones who consider the ultimate goal of all development efforts, both as individuals and as members of society. Humans must be given attention and prepared to be able to carry out various kinds of tasks and responsibilities that will be carried out, so that every institution or agency is required to have Human Resources (HR) with high performance in order to build an institution

or agency in a better direction. Education is a process of developing the thinking power and competence of each individual continuously over a long period of time with the main goal of improving self-ability (Kumaat, 2015).

Education plays a very active role in optimizing employee performance, where it is assumed that education is a response to an organizational need, but besides education as an indicator of agency needs, training is also a benchmark for agency success in improving employee performance where training is one way to improve the quality of human resources. Training programs that are implemented in a planned and systematic manner within the organization will improve employee performance which includes supporting knowledge and skills, as well as the formation of attitudes of each employee as desired by the organization.

In achieving the goal, training is very much needed by Human Resources (HR) to achieve optimal work results, in this case is training for each employee as we have known that training is a systematic effort carried out by individuals or groups to make changes and develop self-potential and attitudes in behavior. Training is an effort made to improve the quality of individual work and provide learning opportunities for workers so that work results are more optimal. This is also in line with what was conveyed by Hasibuan in Edi Saputra Pakpahan, Siswidiyanto and Sukanto (2012) training is "An effort to increase the knowledge and skills of an employee to do a certain job".

Based on the results of a study conducted at the Barru Regency Regional People's Representative Council (DPRD) Secretariat office where employee performance must be improved by using education variables where this research has previously been studied by Lusi Khairunnisa, et al (2023) at the Bombana Regency General Election Commission found the fact that education influences employee performance, in addition training is also one of the variables in improving employee performance this has been studied by Ruspratiwi, et al (2024) at the Enrekang Regency Regional Financial Management Agency office, where training has an influence on employee performance. With basic assumptions on the initial facts of researchers in the field accompanied by research conducted by previous researchers using different objects but the same variables, the researchers raised the research title "The Effect of Education and Training on the Performance of Employees of the Barru Regency Regional People's Representative Council (DPRD) Secretariat".

Theoretical Study

Education

According to the Great Dictionary of the Indonesian Language (KBBI) in Rizal Armawansyah et al. (2016), education comes from the root word "didik" (to educate), which means to nurture and provide training (teachings of leaders) regarding morals and intellectual intelligence. Meanwhile, education is understood as the process of changing the attitudes and behavior of a person or group of people in an effort to mature humans through teaching and training efforts, the process of action, and the method of educating.

According to Putri, Ratnasari (2019), education is a human effort to cultivate and develop innate potential, both physical and spiritual, in accordance with the values existing in society and culture that are developed in life, which occurs in an educational process. Education is the most important element in work; a person's level of education will determine the implementation of tasks for an employee.

Referring to the National Teaching Framework law No. 20 of 2003, instructive instructions consist of educational levels and alignment of majors, educational levels are stages of learning

decided based on the level of student progress, the goals to be achieved, and the abilities created, which include instructive levels and the appropriateness of majors, educational levels are stages of teaching decided based on the level of student progress, the goals to be achieved, and:

1. Basic education, namely the initial level of education in the middle of the 6 (six) years of schooling that forms the basis for additional levels of education.
2. Supporting education, supporting education levels, essential education.
3. Higher education, namely the level of education after additional education provided by universities.

Training

Alhudhori, in Lusi Khairunnisa et al. (2023), stated that training is one way to improve employee capabilities in developing assigned tasks, thus increasing employee skills and enabling them to carry out the responsibilities outlined by the organization. Furthermore, Ningsih, in Lusi Khairunnisa et al. (2023), stated that training is crucial for agencies to provide their workforce with knowledge, abilities, and skills to meet the organization's current and future needs.

As for training indicators according to Mangkunegara, (2013).

1. Training Objectives and Facilities Preparation objectives must be concrete and measurable, therefore the preparation to be carried out aims to advance work skills so that members are able to realize maximum implementation and increase participants' understanding of the work morale that must be connected.

2. Material

Preparation of materials can include administration, script administration, brain research, work, work communication, work teaching and morale, work administration, and work announcements.

3. Methods used The preparation strategies used can be preparation strategies with participatory methods, namely collecting discourse, conferences, recreation, role playing (exhibitions), and diversion, class exercises, tests, group work, and consideration visits (comparative studies).

Employee Performance

Harsuko (2011) defines performance as the extent to which a person has played a role in implementing organizational strategies, both in achieving specific goals related to individual roles and/or by demonstrating competencies stated to be relevant to the organization. Performance is a multidimensional concept encompassing three aspects, namely attitude, ability, and accomplishment. In addition, Rakawis & Sary in Lusi Khairunnisa, et al. (2023) define performance as the quality and quantity of work results achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

Moehariono in Lusi Khairunnisa, et al (2023) stated that performance indicator measurements can be categorized into six categories as follows:

1. Effective.
Performance effectiveness can be defined as the ability to achieve maximum work results in accordance with the work goals and objectives that have been set.
2. Efficient.
An endeavor that requires timely completion of work while minimizing resource expenditure.
3. Quality.

A result that can be measured by the effectiveness and efficiency of a job in achieving goals.

4. Punctuality.

The time specified in an organization.

5. Productivity.

Is a comparison between the results achieved with the overall resources required.

METHODS

The type of research used is explanatory research, namely to analyze the relationship between job satisfaction and employee performance at the Samsat Sudiang Office, Makassar City. The population in this study was all 55 employees. Considering the small population, a census was necessary because the number of employees was relatively small. Therefore, sampling was carried out using the 'census sampling technique' or full sampling, where all employees were the target of sampling. The number of samples in this study was 55 respondents. This type of quantitative research is sourced from primary and secondary data. Data collection techniques consisted of observation, confirmation, questionnaires, and documentation. Data analysis used Crosstab analysis and Kendall's Rank Correlation Coefficient.

RESULTS AND DISCUSSION

Classical Assumption Test

Normality Test

Test the normality of residuals using the Kolmogorov-Smirnov method, by looking at the significance value. If the significance value is less than 0.05, the data is not normally distributed. If the significance value is more than 0.05, the data is normally distributed.

Table 1. Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		21
Normal Parameters ^{a,b}	Mean	.0000000
	Standard Deviation	.90438685
Most Extreme Differences	Absolute	.156
	Positive	.156
	Negative	-.155
Test Statistics		.156
Asymp. Sig. (2-tailed)		.197 ^c

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.

Source: Results of SPSS 25 data processing

Based on the table above, it can be seen that the significant value of all variables used in this study is 0.197, which is greater than 0.05 ($0.197 > 0.05$), so it can be said to be normally distributed using the Kolmogorov Smirnov test.

Research Analysis Techniques

Multiple Linear Regression

The analysis technique used in this study is multiple regression analysis. Multiple regression analysis is used as a statistical analysis tool because this study is designed to examine the variables that influence the independent variable on the dependent variable, where more than one variable is used in this study.

Table 2. Regression Test Results

Coefficients ^a					
Model		Unstandardized Coefficients	Std. Error	Standardized Coefficients	t
		B		Beta	Sig.
1	(Constant)	4,062	3,055		1,330
	Education	.413	.164	.438	2,516
	Training	.400	.152	.457	2,628
a. Dependent Variable: Performance					

Source: Results of SPSS 25 data processing

The results of the multiple linear regression analysis in table 4.16 above are then entered into the multiple regression equation model as follows:

$$Y = 4.062 + 0.413 X1 + 0.400 X2 + e$$

The multiple linear regression equation above shows that both independent variables (education and research) have a positive effect on the dependent variable (employee performance). The results of the above calculation can be explained as follows:

- 1) The constant value of 4.061 is positive, meaning that if the education (X1) and training (X2) variables have a value of 0, then employee performance (Y) at the secretariat office of the Barru Regency Regional People's Representative Council (DPRD) is constantly 4.061.
- 2) The regression coefficient of the education variable (X1) is 0.413. This indicates that if the education variable (X1) has a fixed or constant value and the education quality variable (X1) increases by one unit, then the dependent variable (employee performance) will increase by 0.413.
- 3) The regression coefficient of the training variable (X2) is 0.400. This indicates that if the training variable (X2) has a fixed or constant value and the training variable (X2) increases by one unit, then the dependent variable (employee performance) will increase by 0.400.

Correlation Coefficient and Determination

The correlation test is the overall relationship between independent variables and the dependent variable in a single step. The goal is to evaluate all the relationships between independent variables and the dependent variable without considering the individual contributions of each independent variable. The determination test aims to determine the ability of the independent variables to collectively influence the dependent variable. The relationship between the independent variables and the dependent variable is stronger if the R² obtained approaches one.

Table 3. Results of Correlation and Determination Tests

Model Summary				
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.788a	.622	.580	.953
a. Predictors: (Constant), Training, Education				
b. Dependent Variable: Performance				

Source: Results of SPSS 25 data processing

Based on the table above, it is known that the correlation value obtained between education and training is 0.788. Based on the interpretation of the correlation coefficient, the value of 0.788 is included in the category of a strong relationship, in the interval class between 0.60 - 0.799. This shows that the existence of education and training is able to provide a strong relationship to employee performance. The determination test shows the Adjusted R Square value which is the coefficient of determination value of 0.580, meaning that the ability of the independent variable to explain the dependent variable is 58% and the remaining 42% is explained by other variables not examined in this study.

Discussion

Education on Employee Performance

Based on the results of statistical data processing in this study using multiple regression analysis, education on employee performance has a positive influence. where education influences employee performance where the higher the employee's education, the better the employee's performance will be because this is based on the variety of education possessed by employees because each employee has an average of a bachelor's degree then this is in line with what was conveyed by Putri, Ratnasari, (2019). is a human effort to grow and develop the potential of both physical and spiritual innate potentials in accordance with the values that exist in society and culture that are developed in life that occurs in an educational process. Education is the most important element in the work of a person's level of education will determine the implementation of tasks for an employee. The results of this study are also supported by research conducted by Lusi Khairunnisa, et al (2023) showing that education influences the performance of employees of the Bombana Regency General Election Commission.

Employee Performance Training

Based on the results of statistical data processing in this study using multiple regression analysis, training has a positive effect on employee performance. Where training at the Secretariat of the Regional People's Representative Council (DPRD) of Barru Regency is considered very good, this is based on this study where training shows a positive effect on performance because the more routine training is carried out, the more it will improve employee performance. Training according to Alhudhori in Lusi Khairunnisa (2023) is one effort to improve employee capabilities in developing assigned tasks so that employees are more skilled and able to carry out

responsibilities outlined by the organization. This means that an employee training program is a process of teaching certain knowledge and skills so that employees are more skilled and capable and have better attitudes as expected. This research is also based on research conducted by Ruspratiwi, et al. (2024) where Training Influences Employee Performance at the Regional Financial Management Agency Office of Enrekang Regency

CONCLUSION

Based on the test results, it is known that there is a positive influence between the Education variable on employee performance, where in this case the Education variable is measured using the Education indicator achieved by employees where the level of Education will affect employee performance in carrying out each of their jobs, then training has an influence on employee performance because the training carried out will improve the performance of employees of the Secretariat of the Regional People's Representative Council (DPRD) of Barru Regency.

It is hoped that future researchers can raise variables other than education and training on employee performance by taking other objects so that they can obtain varied results and can describe what can influence employee performance.

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