THE INFLUENCE OF EDUCATION AND TRAINING ON EMPLOYEE PERFORMANCE AT THE OFFICE OF REGIONAL DEVELOPMENT PLANNING AGENCY, SIDRAP DISTRICT (BAPPEDA)

Ulyana Muslimin [1], Pandi Putra [2]

Andi Sapada Institute of Social Sciences and Business, Indonesia.

email: ulymuslimin25@gmail.com
Fandyputra89@gmail.com

ARTICLE INFO

ABSTRACT

The Influence of Education and Training Against Employee Performance at the District Regional Development Planning Agency Office Sidrap (BAPPEDA).
Study This aim To see how big the influence of education and training programs on performance employee Good in a manner Partial nor in a manner simultaneous and fotoeasure enhthe ancementof performance employee afparticipatingpate in education and training programs. The analytical metho used : ValidityTest , Reliability est , Analysis Statistics Descriptve , Analysis Multiple Linear Regression and t-testparcell), and F-test (simultaneous). R2-test (coefficient determination). Research results This is method qualitative and quantitative, and d0 questionnaires to respondents and process data for show tot education and training influentiaare l in a manner partial and simultaneous . We ot take conclusion that research results show that Education (X1) has an effect in a manner Partial with t count value 2.752 > t table 2.051, value significant 0.010 <0.05, training (X2) has an effect in a manner Partial with t count value 3.032 > 2.051 value significant 0.005 <0.05 on the performance of employees of the Regency Regional Development Planning Agency Sidrap (BAPPEDA).
Keywords: Education, Training Employee Performance .

1. Introduction

Just problems And challenges faced very diverse, including one of them is limited HR capacity and competence. To overcome the problem the needed solution is concrete and adaptive. Wrong only one is implementation program education And training. The most important thing for Agencies in order for they can become employee productive and effective. Through Education and Training, Employees helped do work there. Can increase the whole career employee. And help develop not quite enough answers on the Century front.

The amount of data District BAPPEDA employees Sidrap based on type sex as follows

Data Amount Employee Employee BAPPEDA Regency Sidrap

NO	GENDER	AMOUNT
1	Man	8
2	Woman	22
	Amount	30

Source data Body Planning Development Area Regency Sidrap

Based on observation done on office BAPPEDA Regency Sidrap is known that amount employees is still as many as 30 people with details 8 employees are Men And 22 employees are women.

a. **Education**

Education is something process, technique, And method Study teach with Meaning transfer something knowledge from somebody to person other through procedure Which systematic and organized Which going on in period relatively long time. Whereas according to center Language department education, education is the process of changing attitude and ordinances somebody or insider group _ business mature man through effort teaching training (Harsono, 2011: 162) (Muslimin et al., 2022). Hasibuan quoted from Flippo (2002:69), education is relate with enhancement knowledge common and understanding of ethe environment We in a manner thorough. Ruky in Setiawan (2006:78) (Muslimin & Putra, 2022), education/study is action Which done by a party employee in an effort master, skill, knowledge And attitude certain Which resulted change relative characteristic permanent in behavior Work them.

According to Sukoco (2010:76), education is For prepare HR before enter market work. With knowledge Which he got from expected education _ in accordance with conditions Which demanded by something job.

According to Suwanto (2013:105), Education is activity look after and improve competence employee To use reach effectiveness organization Which done through development career as well as education And training. According to Sustainable in Edy hero (2016:3), indicators of education are, education formal (The indicator in the form of the last education instilled by each worker Which covers Elementary School , Upper Middle School , and College Tall.) and Education informal (The indicators form attitudes and personality formed from family And environment.)

b. **Training**

Training is something activity Which stiffened Company To increase ability And skill employees, To use reach success for employees And company. According to Kaswan (2016:2) (Rumahlaiselan & Wenas, 2018), Training is a process to increase the knowledge And Skills of employees. According to Harsuko Riniwati (2016:152), Training is an activity or exercise To increase quality, expertise, ability, And Skills (done after And during occupying position or work.

According to Simamora in a journal (Nigrum, Sunuharyo, & Hakam, 2013) (Hidayat & Agustina, 2020), Training is a systematic process alteration behavior of employees in something direction to increase goals organizational.

According to Veitzhal Rivai in a journal (Mulyani, 2017) "Training is part of Education concerning the learning process For obtain And increase Skills outside system Which more prioritize on practice than theory.

According to Hendry Simamora in the journal (Martina & Syarifuddin, 2014), Training is a method For motivating And increasing Skills work, including gift counseling on behavior that employees take action continues with procurement training.

According to Rivai and Sagala (2013, 226) mention a number of indicator - indicator Training covers: Quality material training, Quality method training, Quality instructor training, Quality means And facility training, Quality participant training.

c. Performance

Performance is an aspect important in effort achievement something purpose. Achievement is something with purpose. Achievement maximum goal _ is fruit from performance team or good individual, and vice versa, failure _ in reach target that has is also formulated consequence from performance individual or team Which No optimal.

Luthans (2017:71) (Muslimin et al., 2022) Approach behavior in management , performance is quantity or quality something that is generated or given _ by somebody Which do job .

Tika P (2016) Performance is results function work / activity somebody or group in something organization Which influenced by factor For reach objective organization in period time .

Mangkuprawira S (2009) (Adil et al., 2018) . performance or performance is results Work Which can achieved by somebody or group person in something organization in accordance with authority and responsibility each answered in effort achievement objective organization .

Wibowo (2016:2) State performance originate from understanding performance. There are those who give a notion of performance as results Work or performance work. however, Actual performance has meaning Which wide, No only in how results work , but including How process Work going on.

Sedarmayanti (2018) Performance can seen from what is done by an employee in it works. In other words, performance individual is How an employee carries out his job or For it works. Performance Officer I who increase participation influence / increase performance organization place employee Which concerned work, so objective organization that has determinedcan achieved.

There are several Performance indicators, Which put forward by Mangkunegara (2015:92) namely: Finish task from direction, finish work appropriate time, capable overcome obstacle in work, produce performance which satisfying, results Work optimal in accordance target.

2. Method

Based on data acquisition, this study used primary data, namely data in the form of questionnaires which were distributed to all employees of the Office of Education and Culture of Pinrang Regency. Sugiyono (2017: 121) (Putra & Muslimin, 2022) , reliability is an instrument which, when used several times to measure the same object, will produce the same data. The reliability test used in this study is the reliability composite method which will be said to be valid if each indicator has a composite reliability value above 0.70. Ghozali and Latan (Siswati and Rapitasari 2019). Sugiyono (2017: 267) (Putra, 2021), validity is the degree of accuracy between data that occurs on research objects and data that can be reported by researchers.

A questionnaire is said to be valid if the questions on the questionnaire are able to reveal something that will be measured by the questionnaire. The validity test used in this study is the convergent validity and discriminant validity methods. It will be said to be valid if each indicator has an outer loading value above 0.5. (Students and Rapitasari 2019).

The data analysis technique used in this research is quantitative. Sugiyono (2017: 147) (Tijjang et al., 2020) , quantitative analysis is a way of analyzing data in the form of numbers compared to one another. According to Siswati and Rapitasari (2019), "Data analysis in this research was a partial Least Square technique by using the SPSS program. The methods in SPSS analysis included evaluating the outer model which consisted of convergent validity, discriminant validity and composite reliability while the inner model evaluation included R-Square, and influence test.Data analysis in this study uses the Partial Least Square technique using the SPSSS program.The method in the SPSS analysis includes evaluating the outer model which includes convergent validity, discriminant validity and composite reliability while the inner evaluation model includes R-Square, Q-Square. The coefficient of determination, which is often abbreviated as R-Square, is a value that indicates the size of the variance of the endogenous variables caused by all the exogenous variables connected to it. The coefficient of determination is the measure most often used to evaluate structural models. The r-square value ranges from 0-1 with a value close to 1 indicating greater prediction accuracy. (Paul, 95:2018). Based on the data processing that has been done, the results can be used to answer the hypothesis in this study.

Hypothesis testing in this study was carried out by looking at the T-Statistics and P-Values. The research hypothesis can be declared accepted if the P-Values < 0.025.

3. **Results and Discussion**

   a. Validity Test

   Check validity survey use one _ metric . Questionnaire considered legitimate If the expression explain which variable will used in the calculation . With contrast estimated r value with value r table , get validity test was carried out.

   Decision test isif .

   If a r count > rtable = declared valid

   If a r count < rcount = declared invalid

Results of data validation with using SPSS24 on the Education variable below This is as following : Research This use whole sample with sum df = (N-2) = 30-2 = 28 where a = 0.05 then lowered from r table 0.361:

Analysis validity Variable Education (X 1)

Statement	Corrected total items	r table	Information
X1.1	0.419	0.361	Valid
X1.2	0.488	0.361	Valid
X1.3	0.691	0.361	Valid
X1.4	0.675	0.361	Valid
X1.5	0.577	0.361	Valid
X1.6	0.608	0.361	Valid
X1.7	0.470	0.361	Valid
X1.8	0.581	0.361	Valid

Source Data From Spss 24

Following findings data validation using SPSS.24 on variables training below _ this : Research This use whole sample with sum df = (N-2) = 30-2 = 28 where a = 0.05 then lowered from r table 0.361:

Analysis validity Variable Training (X 2)

Statement	Corrected total items	r table	Information
X2.1	0.480	0.361	Valid
X2.2	0.562	0.361	Valid
X2.3	0.548	0.361	Valid
X2.4	0.503	0.361	Valid
X2.5	0.517	0.361	Valid
X2.6	0.641	0.361	Valid
X2.7	0.548	0.361	Valid
X2.8	0.641	0.361	Valid

Source Data From Spss 24

Results of data validation with using SPSS.24 on the Employee Performance variable below This is as following : Research This use whole sample with sum df = (N-2) = 30-2 = 28 where a = 0.05 then lowered from r table 0.361:

Analysis validity Variable Performance Employee

Statement	Corrected items total	r table	Information
Y1.1	0.642	0.361	Valid
Y1.2	0.732	0.361	Valid
Y1.3	0.420	0.361	Valid
Y1.3	0.520	0.361	Valid
Y1.4	0.520	0.361	Valid
Y1.5	0.477	0.361	Valid
Y1.6	0.563	0.361	Valid
Y1.7	0.636	0.361	Valid
Y1.8	0.397	0.361	Valid

Source Data From Spss 24

We can see from table above bhwa There is more Lots adjustments made _ For each statement item than that in table r (0.361) . Assume that each one can claimed right.

b. Test Reliability

Check reliability each operator Variable used For determine consistent meter is meter the can done u knock compare mark crobach alpha And mark table r. Making test reliability This if:
Cronbach alpha > r 0.60 = said reliable or consistent
Crobach alpha < r 0.60 = said No can dependable or consistent

Results Analysis Reliability Variable Study

Variable	Croanbach Alpha	N of items
Education (X1)	0.651	8
Training (X2)	0.685	8
Performance (Y)	0.677	8

Source Data From Spss 24

Cronbach Alpha for each variable examined more of 0.60, accordingly table 12 above . Variable Education (X1) with mark Croanbach Alpha 0.651, Variable Training (X2) with mark Croanbach Alpha 0.685 and Variable (Y) with mark Croanbach Alpha 0.677. because _ that , all factor studies has verified or tested.

c. Analysis linear Double

To analyze the data and determine how much major Education (X1) and Training (X2) respectively whole and together impact negatively on Performance (Y). based on findings coefficient regression following.

Results Analysis Linear Regression Double

Model		Unstandardized Coefficients		standardized coefficient	t	Sig.
		B	std.Error	Betas		
1	(Constant)	59,445	43.105		1,379	.179
	Education	.403	.147	.429	2,752	010
	Training	.441	.145	.472	3,032	005

Source Data From Spsss 24

On table 13 Results from coefficient regression the , so from That built regression equation as below :

$Y=a=b_1 X_1 + b_2 X_2$

$Y=59.445+0.403X_1 +0.441$

X_2

Information :

a = Constant

$b_1 b_2$ = Coefficient Regression Y = Performance

X_1 = Education X_2 = Training

Based on table 13 above got pulled decree following :

a) Constant have mark positive 59.445 This show that level calculated performance _ No influenced by Education (X_1), Training (X_2) then magnitude Employee Performance Variables is 59,445.

b) With value 0.403 variable education (X1) shows good relationship _ between education with performance worker . Education will increase by 0.403 if number the only raised once.

Variable Training (X2) has the value is 0.441 which means if Training is increased very just so value will increase by 0.441. this _ show that training increase performance worker .

d. **Partial Test (test t)**

Test it t t-statistics prove How effect individual One explanation / independent variable in explain variety dependent variable . Hypothesis results in testing shown on table14.

Table 14
Result Test T

Model	Unstandardized Coefficients	Standardized Coefficient		t	Sig.
	B	Std. Error	Beta		
1	(Constant)	59,445	43,105		1,379	.179
	Pendidkan	.403	.147	.429	2.752	.010
	Pelatihan	.441	.145	.472	3.032	.005

Source Data From Spss 24

Results test t above Which used For find every effect part variable free (individually) variable bound following :

a) Influence Education Against Employee Performance

The influence of education (X1) has an effect significant on Employee Performance (Y), accordingly t test results in Table 14, concurrently with mark educational significance (X1) 0.010 0.05 and t table = (/ 2;n -k -1 = t (0.025;27) = 2.051 which shows that t value count more big from ttable and that (2.752 > 2.051) variable education District BAPPEDA office Sidrap influential positive and significant to performance employee . Consequently , H1 is passed but Ho is rejected .

b) Influence Training Against Employee Performance

Based on t test results in table 14, value significant influence variable Training (X2) on Employee Performance (Y) is significant Training (X2) 0.005 0.05, and the value of t table = (/ 2 ; nk -1 = t (0.025; 27) = 2.051) indicates that t value count more big from t table (3.032 > 2.051). Because Ho does not accepted and H1 is approved so Variable Training influential positive and relevant on Employee Performance at the District BAPPEDA Office Sidrap . Concurrent Test (Test F).

Table 15
Test Statistics F (Test Simultaneous) ANOVA

Model		Sum of squares	Df	Means square	F	Sig.
1	Regressions	25257684	2	12628.842	32,832	.000 [b]
	residual	10385516	27	384,649		
	Total	35643.200	27			

Source Data From Spss 24

Testing This intended For determine the proposed hypothesis Because is known that education and training effect on employee performance in the BAPPEDA office same time . _ Test it run with use count significant > f table , with level error 5%. Calculated F value is 32.832 while the F table equal to f table = f (k:n -k) = f (3:30) = 2.96. (0.05), Estimated F value for the F test is 32.823 > F table 2.96, with level significance 0.000.

e. Coefficient of Determination

Coefficient determination basically _ evaluate modeling capabilities for take into account change variable dependent (R2).

Table 16
Results Test (R^2)
Model Summary

Model	R	R Square	R Square adjusted R Square	std. Error ofthe Estimates
1	.842 [a]	.709	.687	19.61246

Source Data From Spss 24

R Square value is 0.709%. kindly overall , factor execution worker can clarified with 0.709% or 70.9% by Education and Training is 29.1% (100% - 70.9%). Investigation This No exclude element or factor whatever is n't excluded from collection information this . As for factor the that is motivation work , environment work , leadership, etc.

4. **Conclusions**

Based on on results study This And discussion about The Influence of Education and Training on Employee Performance in the Office BAPPEDA Regency Sidrap .

a) Research results show that Education (X 1) has an effect in a manner Partial with t count value 2.752 > t table 2.051, value significant 0.010 < 0.05, Training (X 2) influential in a manner Partial with t value count 3.032 > 2.051 value significant 0.005 <0.05 on Employee Performance Body Planning Development District area Sidrap (BAPPEDA).

b) Research results show that Education (X 1) and Training (X 2) influential in a manner simultaneous Because F count value 32.823 > F table 3.35, mark significant 0.000 < 0.05 to Performance Employee On Office Body Planning Development District area Sidrap (BAPPEDA).

5. References

[1] Adil VM, Sendow GM, & Lumintang GG. Influence Commitment Organizational, Discipline Employment and Non-Financial Compensation Against Employee Performance at the Department of Manpower and Transmigration Prov. North Sulawesi. EMBA Journal: Journal of Economic Research, Management, Business and Accounting, 6 (4), 2018.

[2] Hidayat, AT, & Agustina, T. Influence Training, Competence , Compensation , and Motivation Work on the Performance of the Banjarmasin Police Traffic Police . Business Innovation and Entrepreneurship Journal , 2 (1), 48–53,2020.

[3] Muslimin, U., Murfat , MZ, & Machmud, M. Professionalism of Lecturer Performance in the LLDIKTI Region 9. YUME: Journal of Management , 5 (3), 273–282, 2022.

[4] Muslimin, U., & Putra, P. Employee Performance Analysis Of Workload And Work Stress In Hospital Ibnu Sina Makassar City. Journal of Mirai Management , 7 (3), 80–98, 2022.

[5] Putra, P. Effect of Brand Image and Quality Product to Satisfaction Customer Sedaap Noodle Products . Journal Entrepreneurship , 8 (1), 70–76, 2021.

[6] Putra, P., & Muslimin, U. Effect of Marketing Mix on Satisfaction Mitsubishi Xpander Car Customers At Pt. Bosowa Berlian Motor Parepare. 2022.

[7] Rumahlaiselan , A., & Wenas , RS. Influence Training and Compensation To Productivity Employee Work at PT Sumber Alfaria Trijaya , Tbk Manado Branch. EMBA Journal : Journal of Economic Research , Management , Business and Accounting , 6 (4), 2018.

[8] Tijjang , B., Nurfadhilah , N., & Putra, P. Product and Service Quality Towards Customer Satisfaction Refilled Drinking Water in Indonesia. Li Falah: Journal of Islamic Economics and Business Studies , 5 (2), 90. https://doi.org/10.31332/lifalah.v5i2.2232. 2020.