

THE INFLUENCE OF EDUCATION LEVEL, TRAINING AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT THE KARANGGENENG SUB-DISTRICT OFFICE

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ABSTRACT

A This study aims to determine the effect of education level, training, and work discipline on employee performance at the Karanggeneng District Office. The research method used is quantitative with a descriptive and associative approach. The sample in this study amounted to 50 respondents taken from office employees. Data were collected through questionnaires and analyzed using t-test and F-test. The results of the study indicate that partially the training and work discipline variables have a significant effect on employee performance, while education does not have a significant effect. Simultaneously, the three variables have a significant effect on employee performance. Among the three variables, work discipline is the most dominant variable affecting employee performance. The implications of this study emphasize the importance of improving discipline and developing training programs to encourage more optimal employee performance..

INTRODUCTION

In In the era of globalization and the rapid development of information technology, the government sector is required to provide fast, accurate, and professional services to the public. The performance of employees as the main implementers in the government bureaucratic system has a very strategic role in determining the success of public services. Therefore, improving the quality of human resources, especially in the scope of sub-district government as the spearhead of public services, is an urgent need.

One of the important factors that influences employee performance is the level of education they have. Formal education is believed to be able to form good mindsets, skills, and work attitudes in carrying out tasks. Lestari (2019) stated that a good level of education is directly proportional to the ability of employees to complete tasks and adapt to change. However, education alone is not enough without continuous job training. Training functions as a means to improve the competence of technical and non-technical employees in accordance with the development of organizational and community needs. Rahayu's research (2020) shows that training that is provided routinely and in accordance with work needs can increase the effectiveness and efficiency of employees in carrying it out.

In addition, work discipline is an element that is no less important. Discipline reflects responsibility, integrity, and time discipline in completing work, all of which greatly determine work productivity. Wicaksono (2021) concluded that work discipline plays a major role in shaping the character of employees who are professional and responsible for the tasks entrusted to them. Therefore, education, training, and work discipline are three important pillars in developing employee performance.

Karanggeneng District as one of the sub-district-level government agencies in Lamongan Regency also faces challenges in improving the performance of its employees. Based on initial observations, there are still employees who are less disciplined in carrying out their duties, and there is a gap between educational background and work implementation in the field. Previous research conducted by Lestari (2019) and Handayani (2020) also revealed that the third factor, namely education, training, and discipline, simultaneously have a significant influence on the performance of state civil servants in the local government environment.

By involving 50 respondents of Karanggeneng District Office employees, this study was conducted to determine the extent to which education, training, and work discipline affect employee performance, as well as to identify the most dominant factors in influencing this performance. The results of this study are expected to not only be useful for sub-districts in formulating internal policies, but can also be a reference for other government agencies in efforts to improve the quality of public services in general.

RESEARCH METHOD

This study uses quantitative research methods. The type of data used in this study is primary data in the form of questionnaire distribution results. The population of the study was all employees of the Karanggeneng sub-district office, totaling 50 employees or 50 employees. The sampling method was by using all employees of the Karanggeneng sub-district office, namely (saturated sample). Data analysis techniques used validity and reliability tests, multiple linear regression, F test and t test. Data processing was carried out using SPSS 25 software.

RESULTS AND DISCUSSION

1. Descriptive Analysis

Validity Test (Table 1. Validity Test Results)

NO	Variable	Result item	r-count	r-table	description
1.	X1	X _{1.1}	0,814	0,278	Valid
		X _{1.2}	0,867	0,278	Valid
		X _{1.3}	0,749	0,278	Valid
2.	X2	X _{2.1}	0,721	0,278	Valid

		X _{2.2}	0,796	0,278	Valid
		X _{2.3}	0,829	0,278	Valid
		X _{2.4}	0,855	0,278	Valid
		X _{2.5}	0,780	0,278	Valid
3.	X3	X _{3.1}	0,902	0,278	Valid
		X _{3.2}	0,922	0,278	Valid
		X _{3.3}	0,951	0,278	Valid
		X _{3.4}	0,807	0,278	Valid
4.	Y	Y _{1.1}	0,870	0,278	Valid
		Y _{1.2}	0,867	0,278	Valid
		Y _{1.3}	0,879	0,278	Valid
		Y _{1.4}	0,704	0,278	Valid

Sumber : Hasil Output SPSS 25

Based on the SPSS output results above, it shows that all indicators or statement items from each variable in this study have a calculated r value > r table (0.278), which means that all indicators from each variable are valid.

Reliability Test

Table 2. Reliability Test Results

NO	Variabel	Nilai Alpha	Cronbach Alpha Limits	description
1	Education Level	0,740	0,60	Reliabel
2	Training	0,867	0,60	Reliabel
3	Work Discipline	0,927	0,60	Reliabel
4	Employee Performance	0,868	0,60	Reliabel

Hasil output SPSS 25

Based on the Results of Table Reliability Testing Above, it is known that the Cronbach Alpha Value for the Education Level Variable is 0.740, the Training Variable is 0.867, the Work Discipline Variable is 0.927, and the Variable is 0.868. So the Cronbach, S Alpha Value of the Four Variables Used in This Study is Greater than the Minimum Cronbach, S Alpha Value of 0.60. Thus, it can be concluded that the statements in this questionnaire are reliable.

Multiple Linear Regression Analysis Test

Table 3. Multiple Linear Regression Analysis Test

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	1.669	1.685		.990	.327
	Education	.045	.150	.040	..301	.765
	Training	.336	.115	.388	2.929	.005
	Work Discipline	.349	.143	.365	2.437	.019

a. Dependent Variable: kinerja pegawai
SPSS 25 output results

$$Y = 1.669 + 0.045 (X1) + 0.336 (X2) + 0.349 (X3)$$

The regression equation is as follows:

$\alpha = 1.669$ is an intercept (Constant) which means that if the independent variables in the study (Education Level, Training, and Work Discipline) have an influence = 0, then the results obtained from Employee Performance are 1.669.

$\beta_1 = 0.045$ means that for the Education Level variable the regression coefficient (b1) shows a value of 0.045 which means that if the Education Level variable increases by 1 unit, it will increase Employee Performance by 0.045 if other influencing variables are considered constant/zero. (α , X_2 , and $X_3 = 0$).

$\beta_2 = 0.336$ means that for the Training variable the regression coefficient (b2) shows a value of 0.336 which means that if the Training variable increases by 1 unit, it will be able to increase Employee Performance by 0.336 if other influencing variables are considered constant/zero. (α , X_1 and $X_3 = 0$)

$\beta_3 = 0.349$ means that for the Work Discipline variable the regression coefficient (b3) shows a value of 0.349, which means that if the Work Discipline variable increases by 1 unit, it will increase Employee Performance by 0.349 if other influencing variables are considered constant/zero. (α , X_1 and $X_2 = 0$). Multiple Correlation Test.

Table 4. Multiple Correlation Test

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.696 ^a	.485	.451	1.28224

a. Predictors: (Constant), disiplin kerja, pelatihan, pendidikan

Sumber data : Hasil Output SPSS 25

From table above, it is known that the correlation coefficient between the independent variables (Education Level, Training and Work Discipline) and the dependent variable (Employee Performance) is 0.696. In accordance with the guidelines for interpreting the correlation coefficient, it can be concluded that the relationship between the two variables is very strong and positive.

Test of determination coefficient (R2)

Table 4. Test of determination coefficient (R2)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.696 ^a	.485	.451	1.28224

a. Predictors: (Constant), disiplin kerja, pelatihan, pendidikan

Source: Data Processed by SPSS 25

From the table it can be seen that the regression calculation can be seen that the coefficient of determination (R square) obtained is 0.485, this means that 48.5% of the job satisfaction variable can be explained by the variables of education level, training and work discipline. The remaining 51.5% of the employee performance variable can be explained by other variables or factors.

t-test (Partial Hypothesis Test)

Table 5. t-test (Partial Hypothesis Test)

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	1.669	1.685		.990
	education	.045	.150	.040	.765
	training	.336	.115	.388	.005
	work discipline	.349	.143	.365	.019

a. Dependent Variable: kinerja pegawai

Variabel	Nilai t-itung	Nilai t-tabel	kesimpulan	keterangan
Education	0.301	2.012	H1 Rejected	thitung < t tabel
Training	2.437	2.012	H1 Accepted	thitung > t tabel
Work discipline	2.929	2.012	H1 Accepted	thitung > t tabel

Source: Data Processed by SPSS 25

From the results of the t-test, the calculated t value (2.301) is greater than the t-table (2.012) so that the calculated $t \geq t\text{-table}$ with a significance level of $0.000 < 0.05$, so H_0 is rejected and H_1 is

accepted, which means that there is a positive and significant partial influence between the Education Level variable (X1) and Employee Performance (Y) at the Karanggeneng District Office.

Dari hasil Uji t diperoleh nilai t-hitung (2,929) lebih besar dari t-tabel (2,012) sehingga t-hitung $\geq$ t-tabel dengan tingkat signifikan $0,000 < 0,05$ maka H_0 ditolak H_1 diterima yang artinya ada pengaruh parsial secara positif dan signifikan antara variabel Pelatihan (X2) dengan Kinerja Pegawai (Y) di Kantor Kecamatan Karanggeneng.

From the results of the t-test, the calculated t value (2.437) is greater than the t-table (2.012) so that the calculated $t \geq$ t-table with a significance level of $0.000 < 0.05$, so H_0 is rejected and H_1 is accepted, which means that there is a positive and significant partial influence between the Work Discipline variable (X3) and Employee Performance (Y) at the Karanggeneng District Office.

f-test (Simultaneous Test)

Table 6. f-test (Simultaneous Test)

		ANOVA ^a				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	71.189	3	23.730	14.433	.000 ^b
	Residual	75.631	46	1.644		
	Total	146.820	49			

a. Dependent Variable: kinerja pegawai

b. Predictors: (Constant), disiplin kerja, pelatihan, pendidikan

Source: Data Processed by SPSS 25

a. Dependent Variable: Employee Performance

F table $df_2 = \alpha$; $df (n-k-1) df_1 = n_1=k$

= 0.05; $91-2-1 = 3$

= 0.05 – 50

= 2.81

The analysis results obtained F count of 14,433, while at the significance level of $\alpha = 0.05$ the F table value is 2.81 with a probability (sig) of $0.000 < 0.05$, then the assumption is obtained that H_0 is rejected H_1 is accepted. Then it is tested that together the variables of Education Level (X1), Training (X2) and Work Discipline (X3) have a positive and significant effect on Employee Performance (Y) at the Karanggeneng District Office.

CONCLUSION AND SUGGESTIONS

Based on the results of the analysis and discussion related to the problems and objectives of the study, it can be concluded that:

1. Based on the results of the study, it shows that the Level of Education, Training and Work Discipline have a partial effect on Employee Performance. This is proven through research that shows the t-test, where the variables of the Level of Education, Training and Work Discipline have a t-count value greater than t-table. So that the results of the four variables show that there is a partial effect on Employee Performance at the Karanggeneng District Office.

2. Based on the results of the study, it shows that the Level of Education, Training and Work Discipline have a simultaneous effect on Employee Performance. This is proven through the F-test where the F-count value is greater than F-table, so H_0 is rejected and H_a is accepted, which means that the four variables have a positive and significant effect on Employee Performance at the Karanggeneng District Office.
3. The variable that has the most dominant effect on Employee Performance (Y) is the Work Discipline variable. This can be proven through the results of the study using Multiple Linear Regression. From these results, it is concluded that Work Discipline has the most dominant influence on Employee Performance because the value of X1 (Education Level), X2 (Training) is smaller than the value of X3 (Work Discipline).

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