



# Effect Of Education And Training On Employee Performance At The Education Office Aceh Tamiang Regency

**Suci Widana**

Department of State Administration Science, University Of North Sumatra, Indonesia.

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## ABSTRACT

This study aims to determine the magnitude of the effect of education and training on employee performance at the Aceh Tamiang District Education Office. This study uses a correlational method using quantitative data analysis and statistical formulas. The sample of this study was the employees of the Aceh Tamiang District Education Office who had attended education and training (Diklat) in 2005-2016, amounting to 82 people. Questionnaires are used to measure education and training variables and employee performance, while interviews and observations are used to support research data. The data analysis techniques used are validity test, reliability test, normality test, simple regression analysis, significant test and determinant coefficient. The results showed that education and training had a positive and significant influence on employee performance and the effect was in the high category as indicated by the regression equation  $Y = 22,933 + 0.464X$  with a significant test (tcount) of 7.736, coefficient of determination ( $r^2_{xy}$ ) of 0.428. Based on the coefficient of determination ( $r^2_{xy}$ ) 0.428, it means that 42.8% of employee performance is influenced by education and training of employees while the remaining 57.2% is influenced by other variables not examined in this study. coefficient of determination ( $r^2_{xy}$ ) of 0.428. Based on the coefficient of determination ( $r^2_{xy}$ ) 0.428, it means that 42.8% of employee performance is influenced by education and training of employees while the remaining 57.2% is influenced by other variables not examined in this study. coefficient of determination ( $r^2_{xy}$ ) of 0.428. Based on the coefficient of determination ( $r^2_{xy}$ ) 0.428, it means that 42.8% of employee performance is influenced by education and training of employees while the remaining 57.2% is influenced by other variables not examined in this study.

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### Corresponding Author:

Suci Widana,  
Department of State Administration Science,  
University Of North Sumatra, Indonesia,  
Jl. Dr. Mansur No. 9 Padang Bulan, Kec. Medan Baru, Kota Medan 20222.  
Email: [suciwidana@gmail.com](mailto:suciwidana@gmail.com)

## 1. INTRODUCTION

The development of human resources for government employees through education and training (Diklat) is a dominant factor in improving performance efficiency, as well as employee performance productivity so that civil servants can adapt to national demands and global challenges,

Suradinata1 (2003:2005). To realize good governance, human resources are needed who have the competence to improve quality, professionalism, attitude of devotion and loyalty to the struggle of the nation and state as well as the spirit of national unity and integrity within the framework of the unitary state of the Republic of Indonesia.

In accordance with the national objectives as stated in the preamble to the 1945 Constitution, to protect the Indonesian nation and to promote public welfare, educate the nation's life and participate in carrying out world order based on independence, eternal peace, and social justice, in order to achieve these national goals, Civil servants (PNS) as state servants and public servants have a very strategic role in developing government and development tasks. Civil servants who are expected in the struggle to achieve these national goals are civil servants who have full competence and loyalty to Pancasila, the 1945 Constitution and the Unitary State of the Republic of Indonesia. In addition, civil servants (PNS) must have a professional attitude.

Article 3 of Law Number 1999 states that civil servants are state employees whose duty is to provide services to the community in a professional, honest, fair and equitable manner in carrying out state, government and development tasks. And in article 31 it is stated that, in order to achieve the maximum usability and effectiveness, it is necessary to organize and organize education and training for civil servant positions (PNS) which aims to improve the quality of expertise, abilities, and skills.

Recognizing the importance of education and training (Diklat), it is therefore necessary for government efforts to continuously improve the guidance and development of education and training programs (Diklat), because education and training itself is essentially a "process of transforming the quality of human resources for employees" which touches on the four main dimensions and the physical dimension that is directed at quality changes from the four dimensions of government employee resources.

Civil servants as the main element of human resources of the state apparatus have a very decisive role. The success of governance and development cannot be separated from the role of civil servants in improving the wheels of government and development. For this reason, civil servants must have a conceptual basis of knowledge about what their duties will be, background of their duties, background of work, skills and results to be achieved in carrying out their duties.

Education and training (Diklat) is a process of organizing teaching and learning in the context of increasing the ability of employees which includes the knowledge, skills, attitudes and behaviors required in carrying out their duties, Suradinata2 (2003: 211). Other things that also need to be considered in education and training (Diklat) are policies regarding "priority programs in education and training (Diklat)" in order to improve and improve weaknesses and improve the quality of performance of civil servants who are professional according to their fields of duty and have a work ethic. disciplined, efficient, effective, creative, productive and responsible.

The issue of the need to obtain superior and professional human resources which is expected by many organizations or companies in Indonesia to be able to compete in the era of globalization is often just wishful thinking. So many HR development funds are spent for this purpose. However, it often results in disappointment. The process of human resource development (PSDM) is a starting point where organizations want to improve and develop individual skills, knowledge, and abilities (SKA) according to current and future needs. Talking about the problem of human resource development, it can actually be seen from two aspects, namely quantity and quality. The definition of quantity concerns the amount of human resources.

Rosidah (2003: 175)<sup>6</sup> also emphasized that one way that can be done in an effort to improve employee performance is through employee development, namely by conducting education and training. adequate training for the position so that employees are skilled in carrying out their work. Therefore, researchers want to see the effect of education and training on employee performance at the Aceh Tamiang District Education Office. Employees who take part in structural training are 14 people, while employees who take regular training, namely training to increase competence in accordance with their main tasks and functions, are 68 people.

## 2. RESEARCH METHOD

The method used by the researcher in this research is to use the correlational method by using quantitative data analysis and using statistical formulas to help analyze the data and facts obtained.

Quantitative research method is a research method based on the philosophy of positivism, used to examine certain populations or samples, sampling techniques are generally carried out randomly, data collection uses research instruments, data analysis is quantitative/statistical with the aim of testing predetermined hypotheses.

With this research method, it is hoped that it can provide a clear picture of the influence of education and training on employee performance.

### 3. RESULTS AND DISCUSSIONS

#### 3.1 The magnitude of the influence of education and training in contributing to employee performance at the Aceh Tamiang District Education Office

To see whether there is an effect of education and training (X) on employee performance (Y), it can be seen by using the validity test formula, reliability test, normality test, simple linear regression, significant test, and determinant coefficient. To see how much influence is given between education and training on the performance of employees at the Aceh Tamiang District Education Office, a formula will be used for each test that will be used, namely:

##### a. Validity test

Based on the results of the validity test with a significance level of 0.05, the number of valid r counts from the respondents' answers is the first question of 1.00, the second question of 0.47, the fourth question the twelfth question of 0.30, the thirteenth question of 0.10, the fourteenth question of 0.05, the fifteenth question of 0.14, the sixteenth question of 0.25, the seventeenth question of 0.17, the the eighteenth is 0.16, the nineteenth question is 0.14, the twentieth question is 0.15, the twenty-first question is 0.08, the twenty-second question is 0.42, the twenty-third question is 0.23, the twenty-fourth question is 0.33, the twenty-fifth question is 0.55, the twenty-ninth question is 0.06, the thirtieth question is 0.14, the thirty-first question is 0.14 and the thirty-third question is 0,06. Respondents' answers to the rest of the questions were declared invalid because the number was less than 0.05.

##### b. Reliability Test

Based on the results of reliability testing, it is known that the Cronbach alpha number is equal to 0.62. So the number (0.6) corresponds to the minimum value of Cronbach's alpha of 0.6. Therefore, it can be concluded that the research instrument used to measure the variables of education and training on employee performance can be said to be reliable.

##### c. Normality test

Based on the results of the Kolmogorov Smirnov Z normality test, the results obtained are 0.4549 which states that the data distribution is normal. The explanation is:

Ho : The population is normally distributed

Ha : The population is not normally distributed

The basis for decision making is based on probability If the probability value is  $> 0.05$  then Ho is accepted If the probability value is  $0.05$  then Ho is rejected. So from the Kolmogorov-Smirnov results above, then: Result : 0.4549 which means  $> 0.05$  then the population is normally distributed.

Table 1. Simple Linear Regression

| Variables Entered/Removed <sup>b</sup> |                         |                          |
|--|-------------------------|--------------------------|
| Model                                  | Variables Entered       | Variables Removed Method |
| 1                                      | variable_x <sup>a</sup> | .Enter                   |

All requested variables entered.  
Dependent Variable: variable\_y

The table above describes the variables entered or removed and the methods used. In this case the variable entered is the variable x as a predictor and the method used is the enter method.

**Table 2.** Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .654 <sup>a</sup> | .428     | .421              | 1955                       |

a. Predictors: (Constant), variable\_x

The table above explains the value of the correlation/relationship  $R$  that is equal to 0.654 and explains the percentage of the influence of the independent variable on the dependent variable called the coefficient of determination which is the result of squaring  $R$ . From the output, the coefficient of determination ( $R^2$ ) is 0.428, which implies that the effect of The independent variable (education and training) on the dependent variable (employee performance) is 42.8%, while the rest is influenced by other variables. In this section to explain whether there is a significant (significant) effect between the X variable (education and training) on the Y variable (employee performance). From the output, it can be seen that the calculated  $F = 59.851$  with a significance level / probability  $0.000 < 0.05$ , so the regression model can be used to predict employee performance variables. The coefficient  $b$  is called the regression direction coefficient and represents the average change in the variable Y for each change in the variable X by one unit. This change is an increase when  $b$  is positive and a decrease when  $b$  is negative. So the equation can be translated as:

- 1). The constant of 22,933 states that if there is no value for the education and training variable, the value for the employee performance variable is 22,933.
- 2). The X regression coefficient of 0.464 states that for every additional 1 value for the education and training variable, the value for the employee performance variable increases by 0.464.

#### d. Significant Test

The significance test with the t test is to find out whether there is a significant (significant) effect on the X variable (education and training) on the Y variable (employee performance). hypothesis:

$H_0$ : There is no significant (significant) effect between the variables X (education and training) on variable Y (employee performance),  $H_a$ : There is a significant (significant) effect between variable X (education and training) on variable Y (employee performance).

From the output above, it can be seen that the value of t count = 7.736 with a significance value of  $0.000 < 0.05$ , then  $H_0$  is rejected and  $H_a$  is accepted, which indicates that there is a significant (significant) effect between the X variable (education and training) and the Y variable (employee performance).

#### e. Determinant Coefficient

Based on the results of a simple linear regression test, the value of  $R$  is 0.654a, and the value of  $R^2$  is 0.428, the result of the determinant coefficient is known through the equation:

$$D = (R_{xy})^2 \times 100\% \quad D = (0.654a)^2 \times 100\% \quad D = 0.428 \times 100\%$$

$$D = 4.28\%$$

From these results, the coefficient of determination ( $R^2$ ) is 0.428, which implies that the influence of the independent variables (education and training) on the dependent variable (employee performance) is 42.8%, while the rest is influenced by other variables.

#### f. Education and training

After the data is tested empirically with statistical methods, then the alternative hypothesis proposed can be accepted. From the results of data testing, it can be seen that education and training have an effect on employee performance at the Aceh Tamiang District Education Office and are in the medium category.

Education and Training as a variable (X) is in the medium category, this assessment is based on data obtained by researchers from respondents through questionnaires and research which are summarized in table 37 "Frequency Distribution of Respondents' Answers Regarding Education and Training" where education and training are influenced by educational materials and training, instructor training, education and training curriculum, and education and training facilities.

#### **g. Employee Performance**

The performance of civil servants as a variable (Y) in the Education Office of Aceh Tamiang Regency is in the medium category, this assessment is also based on data obtained by researchers from respondents through questionnaire results which are summarized in table 38 "Frequency Distribution of Respondents' Answers Regarding Employee Performance" where employee performance influenced by performance appraisal, work performance, responsibility, initiative, cooperation, loyalty and obedience. This is also supported by the results of the author's interview with the Head of the Education Office, the Secretariat of the Education Office and the Subsection of Personnel Administration of the Education Office.

## **4. CONCLUSION**

The implementation of education and training at the Aceh Tamiang District Education Office from the data tables obtained from distributing questionnaires to all employees who have attended Education and Training from 2005 – 2016 at the Aceh Tamiang District Education Office is categorized as high. Based on the table 37, namely the frequency distribution of respondent's answer classification for variable X shows that Education and Training which consists of indicators of education and training materials, training instructors, educational curriculum, training methods and education and training facilities are in the high category with a percentage of 63.41%.

Analysis of employee performance at the Aceh Tamiang District Education Office based on table 38, namely the frequency distribution table for the classification of respondents' answers for variable Y shows that employee performance which consists of indicators of performance appraisal, work performance, responsibility, initiative, cooperation, loyalty and obedience is in the high category. with a percentage of 84.15%. This shows that the employee performance at the Aceh Tamiang District Education Office is in the high category.

Based on the analysis of the validity test shows the highest validity results for respondents' answers to the first question of 1.00, the analysis of the reliability test shows the results of the cronbach alpha number of 0.62 and it can be said that the results of the research instrument are reliable, the analysis of the normality test shows the results of 0.4549 which means  $> 0.05$  then the population is normally distributed, in simple linear regression analysis shows results of  $Y = 22.933 + 0.464X$ , then in significant test analysis shows results of 7.736 with a significance value of  $0.000 < 0.05$ , then  $H_0$  rejected and  $H_a$  accepted, which shows that there is a significant (significant) effect between variable X (education and training) and variable Y (employee performance), and the analysis of the determinant coefficient shows the result of 42.8%.

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