

The Effect of Level of Education and Training on Employee Performance at PT. Japfa Comfeed Indonesia

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ABSTRACT

This research is to test and analyze: (1) The effect of educational level on employee performance. (2) The effect of training on employee performance. (3) The effect of the level of education and training simultaneously on the work performance of employees of PT. Japfa Comfeed Indonesia Tbk. Unit-PS Tompobulu 1 Maros Regency. The type of research used is quantitative research with data collection techniques using exact science, namely through observation, questionnaires and documentation with data analysis techniques using multiple linear regression analysis. The time used in this study was one month from January 2023 from the issuance of the permit. study. The results of the study show that: (1) The level of education has a significant effect on employee performance, with t count = 5,972 > t table 1.671 and a significance of 0.000. (2) Training has a significant effect on employee performance, with t count = 7.568 > t table 1.671 and a significance of 0.000. (3) The level of education and training simultaneously has a significant effect on employee performance, with f count = 261.908 > f table 3.16, and a significance of 0.000. This research can be used as material for decision making, because several previous studies only focused on assessing employee performance.

Keywords: Level of education, training, employee performance;

INTRODUCTION

The competitive ability of a company is largely determined by the quality of its human resources. Therefore, resource managers are needed to be able to achieve the goals of the company starting from the process of withdrawal, level of education, placement, maintenance and development to the aim of increasing the reliability of human resources which is an important factor in the company (Akhmad, 2016; Krismiyati, 2017).

When the recruitment and selection process has been carried out on an administrative basis, then this is where the importance of human resource management is. With this we can manage how each individual who has a different character, mentality, desires and needs can work together in achieving the desired organizational goals (Akny, 2014; Buchari & Basri, 2015; Dr. Kasmir M.M., 2016; Setiadiputra, 2017). We understand that among those involved in an organization, personnel or employees are a very important element, in which personnel have a major function, and that is an inevitable fact.

Labor or employees are a factor of production that is always moving and always changing, has reason and feelings and motivation, if labor as a factor of production feels happy to work with enthusiasm and passion, then it can be ensured that the goals set in company or organization will be more easily achieved (Daraba et al., 2018; Putra & Djam'an, 2013; Suprianto & Arhas, 2022). Because one of the benefits of an employee's performance can be seen from his work history, what is meant in this case is the level of education and work performance, but this does not always guarantee better performance.

It often happens that someone who cannot be said to be experienced turns out to have a better level of performance. Of course, the longer the level of competence, the higher the competition between employees, the more stringent it is. So a more qualified level of education is needed, one that is more able to compete to enter a better organizational world.

In general, companies are more likely to have experienced employees supported by an adequate level of education. Education is an effort that is carried out consciously with the aim of adding insight and openness in improving business capabilities (Hitalessy et al., 2018; Jennifer et al., 2020; Putriana & Saragih, 2020). A high level of education is expected to produce quality human resources and be able to make the best contribution to achieving company goals (Faelassuffa & Yuliani, 2022; Mamahit, 2013). Through education, companies can have employees who have more competence to be able to compete, especially in global competition and consumer demands are increasingly diverse, therefore the level of education is expected to produce quality human resources.

The level of education applied by the company in measuring the quality of human resources consists of basic education, secondary education and higher education. Human resources with an elementary school background usually occupy positions as daily laborers who do not have employee status, these workers are better known as workers who rely on physical work while human resources with secondary educational backgrounds such as junior high school and senior high school are more known as skilled workers and able to operate the company's machines (Gassing et al., 2015).

The company does not only rely on resources from the two levels of education, but also requires staff from the upper secondary education level such as diploma graduates, bachelors, masters and others who are qualified and have a leadership spirit so they can manage the company so that the company's goals can be achieved.

The level of education alone is not enough to guarantee that an employee can motivate himself to achieve more. Remuneration from the company is still needed in material and non-material forms. One of the factors can trigger an employee's performance or job performance (Jannah & Nasaruddin, 2016; Mukti et al., 2019). The importance of developing employee human resources is aimed at improving the quality of work in carrying out activities within the company. One way to develop the performance of employees in the company is to hold a training program in which the implemented program is made according to the needs of the company.

Training is the process of learning the basic skills needed by new employees to carry out work (Niswaty & Nur, nd; Saleh et al., 2021). Training will also provide opportunities for employees to develop skills and abilities at work so that what is known and mastered can help employees understand what should be done and why it should be done, providing opportunities to increase knowledge and skills. Everyone has their own abilities, but the abilities they have are not necessarily in accordance with the specifications sought and needed by the company, therefore it is important for companies to carry out training so that employees know what to do and how to do it. Process-based training helps employees to master specific skills or to correct deficiencies in carrying out work so as to give birth to employee performance achievements.

Work performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Jannah & Nasaruddin, 2016; Mukti et al., 2019). Employees will feel their own pride and satisfaction with the work achievements that have been achieved. Good job performance is

a condition that everyone wants from their work life. An employee can get good work performance if the work results are in accordance with the standards of both quality and quantity.

As is the case with PT. Japfa Comfeed Indonesia Tbk. We often encounter PS Tompobulu Unit 1, Maros Regency, an employee who has a higher level of education, it is possible that he is more likely to carry out effective activities to improve his performance and stimulate employees to carry out efforts to support company goals, and someone who does not have a better quality level of education, then employees usually only give a minimum effort in terms of work, so that the higher the quality of education and training provided to employees in work, it is possible that the work performance achieved by employees will increase. To support this success,

METHODS

The type of research in this research is quantitative. Quantitative research is a research method based on the philosophy of positivism, used to examine certain populations or samples, collecting data using research instruments, analyzing data is statistical, with the aim of testing predetermined hypotheses (Sugiyono, 2018). The research was conducted in the work area of PT. Japfa Comfeed Indonesia Tbk. Unit - PS Tompobulu 1, Maros Regency is located in Tompobulu Village, Tompobulu District, Maros Regency, South Sulawesi 90561. The population used in this research is the total number of employees, totaling 150 people. The data analysis method used in this study is, 1). Validity Test and Reliability Test. 2). Multiple linear regression. 3). Hypothesis test.

RESULTS AND DISCUSSION

Characteristics of Respondents

In this study, research was conducted on 60 respondents to employees of PT. Japfa Comfeed Indonesia Tbk. Unit-PS Tompobulu 1 Maros Regency. Respondent characteristics are useful for knowing the description of the identity of the respondent according to the research sample set.

Characteristics of Respondents by Gender

Based on the results of research on the characteristics of respondents based on gender can be seen in the following Table 1:

Table 1.

Characteristics of Respondents by Gender

NO	Gender	Frequency (Person)	Percentage (%)
1	Man	36	60%
2	Woman	24	40%
	Amount	60	100%

Source: Results of Questionnaire Data Processing, 2023

Based on table 1 it can be seen that the male gender totaled 36 people or 60.0% of respondents and female gender with a total of 24 people or 40.0% of respondents. Thus, it

can be said that the respondents of this study were dominated by male employees. This is because this job requires excellent physical and mental performance in order to work optimally.

Characteristics of Respondents by Age

Based on the results of research on the characteristics of respondents based on age can be seen in the following Table 2:

Table 2.

Characteristics of Respondents by Age

NO	Age	Frequency (Person)	Percentage (%)
1	< 20 Years	2	3.3%
2	21-30 Years	38	63.3%
3	31-40 Years	18	30.0%
4	> 40 Years	2	3.3%
	Amount	60	100%

Source: Results of Questionnaire Data Processing, 2023

Based on table 2 above, it can be seen that respondents aged <20 years amounted to 2 people or 3.3%, respondents aged 21-30 years amounted to 38 people or 63.3%, respondents aged 31-40 years amounted to 18 people or 30% and respondents aged > 40 years amounted to 2 people or 3.3% of respondents. Thus, it can be said that the respondents of this study were dominated by employees aged 21-30 years. this is because this job requires good innovation and creativity so that young employees are needed to advance the company.

Characteristics of Respondents Based on Education

Based on the results of research on the characteristics of respondents based on educational level can be seen in the following Table 3:

Table 3.

Characteristics of Respondents Based on Education

NO	Education	Frequency (Person)	Percentage (%)
1	SMA/SMK	22	36.7%
2	Diploma	5	8.3%
3	S1	31	51.7%
4	S2	2	3.3%
	Amount	60	100%

Source: Results of Questionnaire Data Processing, 2023

Based on table 3 above, it can be seen that respondents with high school/vocational school graduates totaled 22 people or 36.7%, respondents with diploma graduates were 5 people or 8.3%, respondents with S1 graduates were 31 people or 51.7% and respondents with diploma graduates S2 amounted to 2 people or 3.3%. Thus, it can be said that the respondents of this study were dominated by employees who had an undergraduate

educational background. This is because this job requires employees who have knowledge and education that are in accordance with standards and are good for the progress of the company so that the majority of employees have an undergraduate degree.

Validity and Reliability Test

Validity test is used to measure whether a questionnaire is valid or not. This test is carried out using Corwlated Item Total Correlation. A questionnaire is declared valid if r count $>$ r table or have a positive value. The results of the validity test on the questionnaire filled out by respondents with the following results:

Table 4.

Educational Level Validity Test Results (X1)

Items	r count	r table	Information
1	0.507	0.254	Valid
2	0.455	0.254	Valid
3	0.443	0.254	Valid
4	0.609	0.254	Valid
5	0.555	0.254	Valid
6	0.681	0.254	Valid
7	0.649	0.254	Valid
8	0.556	0.254	Valid
9	0.653	0.254	Valid
10	0.598	0.254	Valid

Source: SPSS Data Processing, 2023

Based on table 4 above, it shows that the statement in the education variable is valid. It can be seen that the calculated r value for each statement item is greater than the r table value.

Table 5.

Training Validity Test Results (X2)

Items	r count	r table	Information
1	0.715	0.254	Valid
2	0.780	0.254	Valid
3	0.757	0.254	Valid
4	0.844	0.254	Valid
5	0.563	0.254	Valid
6	0.715	0.254	Valid
7	0.780	0.254	Valid
8	0.757	0.254	Valid
9	0.844	0.254	Valid
10	0.528	0.254	Valid

Source: SPSS Data Processing, 2023

Based on table 5 above, it shows that the statements in the training variable are valid. It can be seen that the calculated r value for each statement item is greater than the r table value.

Table 6.
Job Performance Validity Test Results (Y)

Items	r count	r table	Information
1	0.686	0.254	Valid
2	0.748	0.254	Valid
3	0.649	0.254	Valid
4	0.621	0.254	Valid
5	0.698	0.254	Valid
6	0.715	0.254	Valid

Source: SPSS Data Processing, 2023

Based on table 6 above, it shows that the statements in the training variable are valid. It can be seen that the calculated r value for each statement item is greater than the r table value.

Reliability Test

The reliability test is used to measure that the variables used to measure that the variables used are completely error-free so as to produce consistent results even though they are tested many times. The results of the reliability test with the help of SPSS will produce Cronbach Alpha. An instrument can be said to be reliable if it has a Cronbach Alpha of more than 0.60.

Table 7.
Reliability Test Results

Variable	Cronbach Alpha	Information
Education Level (X1)	0.767	reliable
Training (X2)	0.902	reliable
Work Performance (Y)	0.775	reliable

Source: SPSS Data Processing, 2023

Based on table 7 above it is known that the level of education (X1) with Cronbach alpha 0.767 or Reliable, and Training (X2) with Cronbach alpha 0.902 or Reliable, and Work Performance (Y) with Cronbach alpha 0.775 or Reliable. all variables have a Cronbach Alpha of more than 0.60 so that it can be said that all statements used in the research questionnaire are reliable.

Multiple linear regression

Multiple linear regression analysis is intended to see how much influence the independent variables have on the dependent variable. The results of multiple linear regression analysis in this study can be seen in the following table 8:

Table 8.
Multiple Linear Regression Test Results

Coefficients ^a					
		Unstandardized Coefficients		Standardized Coefficients	
Model		B	std. Error	Betas	t
1	(Constant)	-1,103	1,350		-. 817
	Education (X1)	.314	.053	.438	5,972
	Training (X2)	.308	.041	.555	7,568

a. Dependent Variable: Work Performance (Y)

Source: SPSS Data Processing, 2023

Based on the results of the multiple linear regression analysis above, the regression equation is obtained:

$$Y = a + b_1 X_1 + b_2 X_2 + e$$

$$Y = -1.103 + 0.314X_1 + 0.308X_2$$

A constant of -1.103 means that if the variable Level of Education (X1) and Training (X2) is 0, then the value of work performance produced is -1.103 assuming that other variables that can affect work performance are considered constant.

The regression coefficient of the education level variable (X1) is 0.314 which states that for each addition of one education level variable (X1) of one unit, it will increase the work performance (Y) of employees of PT. Japfa Comfeed Indonesia Tbk. Unit-PS Tompobulu 1 Maros Regency.

The regression coefficient of the training variable (X2) is 0.308 which states that for every addition of one training variable (X2) of one unit, it will increase the work performance (Y) of employees of PT. Japfa Comfeed Indonesia Tbk. Unit-PS Tompobulu 1 Maros Regency.

t test (Partial Test)

The t test is used to determine whether or not there is an influence between the independent variables on the dependent. The results of the t test can be seen in the following table 9:

Table 9.
T test

		Coefficients ^a			
		Unstandardized Coefficients		Standardized Coefficients	
Model		B	std. Error	Betas	t
1	(Constant)	-1,103	1,350		-. 817
	Education (X1)	.314	053	.438	5,972
	Training (X2)	.308	041	.555	7,568

a. Dependent Variable: Work Performance (Y)

Source: SPSS Data Processing, 2023

The t test is used to see the significance of the independent variables that affect the dependent variable partially or individually by comparing the calculated t value with t table and $df = n - 2 = 58$, then t table = 1.671 is obtained. If the significance level is < 0.05 and t count $>$ t table then H_a is accepted and H_0 is rejected. So it can be concluded that these variables have a significant influence. But on the contrary if t count $<$ t table then H_0 is accepted and H_a is rejected and it can be concluded that these variables have no significant effect. Based on the t test results table above, an analysis can be obtained:

Analysis of the value of t count of the Education Level variable (X1) on Work Performance is equal to 5.972 while t table is 1.671, because t count $>$ t table with a significance of $0.000 < 0.05$ to conclude that H_1 is accepted which means there is an influence between education on work performance employee.

Analysis of the value of t count the Training variable (X2) on Work Performance, which is equal to 7.568 while t table is 1.671, because t count $>$ t table with a significance of $0.000 < 0.05$ to conclude that H_2 is accepted which means there is an influence between training on employee performance .

f test (Simultaneous Significance Test)

The f test is used to measure the magnitude of the influence of the independent variables jointly on the dependent variable. The results of the f test can be seen in the following table 10:

Table 10.
Test f

ANOVA b						
Model		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	229,960	2	114,980	261,908	.000a
	residual	25023	57	.439		
	Total	254,983	59			

a. Predictors: (Constant), Training (X2), Education (X1)

b. Dependent Variable: Work Performance (Y)

Source: SPSS Data Processing, 2023

From the results of the data processing above, there is a calculated f value of 261.908 while the f table value is at a significance level of 5% = 0.05 and the degrees of freedom for the numerator (df1) are K (number of independent variables) = 2 and the degrees of freedom for the denominator (df2) are $N - k - 1 = 60 - 2 - 1 = 57$ which is equal to 3.16 . if the f value is compared, then the calculated f value is $261.908 > f \text{ table } 3.16$ with a significance level of $0.000 < \text{than } 0.05$, it can be said that the variable level of education and training simultaneously (simultaneously) influences the variable employee performance.

Coefficient of Determination (R2)

The coefficient of determination (R2) essentially measures how far the model's ability to explain variations in the dependent variable. The coefficient of determination (R2) is between zero and one. A small R2 value means that the ability of the independent variables to explain the variables is very limited. A value close to one means that the independent variables provide almost all the information needed to predict the variation of the dependent variable. The results of testing the deacceptance coefficient can be seen in the following table:

Table 11.**Determination Coefficient Test Results**

Summary models				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.950a	.902	.898	.66258

a. Predictors: (Constant), Training (X2), Education (X1)

Source: SPSS Data Processing, 2023

Based on the table above, it can be seen that the correlation coefficient (R) is 0.898, which means that there is a significant relationship between the independent variables and the dependent variable because the value of r is close to 1. This shows that the greater the value of the variable level of education and training, the greater the achievement value. Work. The R2 value is 0.902 which means that 90.2% of work performance is influenced by the variable level of education and training.

Discussion

This study aims to determine the effect of the level of education and training on work performance of employees of PT. Japfa Comfeed Indonesia Tbk. Unit-PS Tompobulu 1 Maros Regency.

The Influence of Education Level on Work Performance of PT. Japfa Comfeed Indonesia Tbk. Unit-PS Tompobulu 1 Maros Regency.

The results of the study show that the level of education has an effect on employee performance. This is evidenced by the results of the t-test statistic for the education variable with a significance value of 0.000 less than 0.05 ($0.000 < 0.05$), with a t-count value of 5.972 greater than t-table 1.671 ($5.972 > 1.671$). So it can be concluded that the education variable has a significant effect on employee performance.

So this study succeeded in proving the first hypothesis which states that "Level of education has a significant effect on employee performance".

Effect of Training on Work Performance PT. Japfa Comfeed Indonesia Tbk. Unit-PS Tompobulu 1 Maros Regency.

The results of the study show that training has an effect on employee performance. This is evidenced by the results of the t test statistic test for the training variable with a significance value of 0.000 less than 0.05 ($0.000 < 0.05$), with a calculated t value of 7.568 greater than t table 1.671 ($7.568 > 1.671$). So it can be concluded that the training variable has a significant effect on employee performance.

So this study succeeded in proving the second hypothesis which states that "Training has a significant effect on employee performance".

The Influence of Level of Education and Training on Work Performance of PT. Japfa Comfeed Indonesia Tbk. Unit-PS Tompobulu 1 Maros Regency.

Based on the results of education and training research simultaneously (simultaneous) have a significant influence on the work performance of PT. Japfa Comfeed Indonesia Tbk. Unit-PS Tompobulu 1 Maros Regency which shows that f count is $f = 261.908$ while the f table value is at a significance level of $5\% = 0.05$ and the degree of numerator (df1) is K (number of independent variables) = 2 and the degree of freedom of the denominator (df2) of $N - k - 1 = 60 - 2 - 1 = 57$ of 3.16. If these f values are compared, the calculated f value is much greater than the f table ($261.908 > 3.16$) and a significance value of 0.000 is obtained, this value is very small compared to the α (alpha) used, namely 0.05. So it can be concluded that the variable level of education and training has a simultaneous effect on employee performance.

So this study succeeded in proving the third hypothesis which states that "The level of education and training simultaneously influences employee performance".

CONCLUSION

Based on the results of the research and discussion previously described, the following conclusions are drawn: 1). The level of education has a significant influence on the work performance of PT. Japfa Comfeed Indonesia Tbk. Unit-PS Tompobulu 1 Maros Regency. This is evidenced by the t-count value for this variable of 5.972 with a t-table value of 1.671, which means that t-count (5.972) is greater than t-table (1.671) and has a significance level of 0.000 which is less significant than 0.05. so that H1 is accepted. Then the first hypothesis states "Level of education has a significant effect on work performance";

2). Training has a significant influence on the work performance of PT. Japfa Comfeed Indonesia Tbk. Unit-PS Tompobulu 1 Maros regency. This is evidenced by the calculated t value for this variable of 7.568 with a t table value of 1.671, which means t count (7.568) is greater than t table (1.671) and has a significance level of 0.000 which is smaller than the significance of 0.05. so that H1 is accepted. So the second hypothesis states "Training has a significant effect on work performance"; 3). The level of education and training simultaneously has a significant influence on the work performance of PT. Japfa Comfeed Indonesia Tbk. Unit-PS Tompobulu 1 Maros Regency which shows that f count is $f = 261.908$ while the value of f table is at a significance level of 5% and the degree of numerator (df1) is K (number of independent variables) = 2 and the denominator's degree of freedom (df2) is $N - k - 1 = 60 - 2 - 1 = 57$ is 3.16. If these f values are compared, then the calculated f value is much greater than the f table ($261.908 > 3,16$) and obtained a significance value of 0.000, this value is very small compared to the α (alpha) used, namely 0.05, so H3 is accepted. Then the third hypothesis states "Levels of education and training simultaneously affect work performance".

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