

## **The Influence of Education and Period of Work on Employee Performance in Regional Secretariat Offices Majene District**

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### **ABSTRACT**

This research aims to determine whether education and work experience partially influence employee performance and whether education and work experience simultaneously influence employee performance at the Regional Secretariat of Majene Regency. Because every agency, in carrying out its activities and achieving its goals, is constantly faced with problems both from within and outside the agency. The data used in this research is primary data, which was used by distributing questionnaires to employees of the Regional Secretariat of Majene Regency. The sampling technique in this research used the Slovin formula for 58 employees. The data is processed using a Likert scale as numerical data (numbers). Data collection methods in this research are questionnaires and literature study. The data was processed using SPSS for Windows. The data analysis method used quantitative methods using multiple linear regression analysis.

**Keywords:** Education, Work Period, and Employee Performance

### **INTRODUCTION**

Human resources have a very strategic position in the organization, meaning that the human element plays a role in carrying out or carrying out activities to achieve a goal. For this reason, human resources in organizations are powerful (Ambar et al., 2003). Humans always play an active and dominant role in every organizational activity because humans are planners, actors, and determinants of realizing organizational goals. Goals will only be realized with the active role of employees or employees. The individual performance of its employees influences the success of an organization. An organization will strive to improve the performance of its employees with goals and expectations that can be achieved. Performance is what employees do or do not do.

Majene will only provide optimum results if human resources support it with optimum performance. Employee performance is the achievement or results of a person's work from targets that must be achieved, tasks that must be achieved, or tasks that their respective responsibilities must carry out within a particular time. Employee performance is work achievement, namely the comparison between work results seen in absolute terms and the standards set at the Majene district regional secretariat office.

Performance is how employees achieve job requirements efficiently and effectively (Simamora, 2006). Then Robbins (2008) defines performance as a result achieved

by employees in their work according to specific criteria that apply to a job. Then, Mangku Negara (2005) states that performance results from work in quality and quantity achieved by an employee in carrying out tasks according to his responsibilities.

Based on the definitions of performance from several expert opinions above, it can be concluded that performance is the result of work both in quality and quantity that employees have achieved in carrying out their duties by the responsibilities given, and the results of the work are adjusted with the expected work results, through applicable employee performance criteria or standards. Efforts to improve employee performance include paying attention to education level. In carrying out work, employees are also inseparable from their level of education owned.

The definition of education when linked to workforce preparation, according to Tirtahardja and Sulo (2012:35), "Education as workforce preparation is defined as the activity of guiding students so that they have the basic provisions for work." An employee's education is very influential in determining his or her personality. With their education, employees can face problems related to their profession. Employees with good education can be used for future development because, with education, it is easier for someone to develop, which will indirectly make it easier for the company to develop.

Nitisemito (2000:48) states, "Work period is the length of time an employee contributes energy to a particular company. The extent to which workers can achieve satisfactory results depends on specific abilities, skills, and skills to carry out their work well.

The Majene Regency Regional Secretariat is a government agency whose role is to assist regional heads in formulating policies and coordinating regional services and regional technical institutions. In carrying out his duties and obligations, the regional secretary is responsible to the regional head. Apart from that, the regional secretariat also has several tasks, including preparing government policies and providing services, formulating targets for government administration, administration, organization and management, and service delivery. Improve employee work results because a person's performance can be measured based on the variables related to him. If the Wrong One is, Incorrectly organized variables will affect the work results.

Based on achieving employee performance at the Majene Regency Regional Secretariat office, educational standards are set for each agency's organizational field to occupy a particular field. It aims to ensure that employees in a particular position can carry out their duties according to their capabilities by the principle of "the right man in the right place."

However, at the Majene Regency Regional Secretariat Office, staff placements still need to be by their educational level. For example, some employees in the General

Government Sector have biology degrees; in the Law Department, not all employees have law degrees. Inappropriate placement of employees according to the employee's level of education to occupy a particular field of position can result in a lack of understanding and ability of employees regarding the position they are carrying out and can result in work inequality where the employee's workload can result in reduced performance provided by the employee. The Majene Regency Regional Secretariat office has a total of 256 employees. Of the number of employees, 139 were civil servants, and 117 were non-civil servants/honorary employees. The following is data on the distribution of employees at the Majene Regency Regional Secretariat office.

From several surveys obtained at the Majene Regency Regional Secretariat Office, education greatly influences employee performance. Therefore, the level of education and length of service needs to be paid attention to by the leadership so that they can find a good position and suit the skills of their subordinates, but this needs to be managed well by superiors. From the description above, the author feels interested in the title: "THE INFLUENCE OF EDUCATION AND PERIOD OF WORK ON EMPLOYEE PERFORMANCE AT THE REGIONAL SECRETARIAT OFFICE OF MAJENE DISTRICT."

## **LITERATURE REVIEW**

### **Previous Related Study**

#### **Performance**

Rivai (2009:532) performance is defined as the willingness of a person or group. Based on the definitions of performance from several opinions above, performance is the result of work, both in quality and quantity, that employees have achieved in carrying out their duties and responsibilities. The work results are adapted to the person to carry out an activity and perfect it according to their responsibilities with the results as expected.

She expected work results through the criteria or performance standards that apply within the organization.

#### **Performance Goals**

1. To improve employee performance results, both in quality and quantity.  
We provide new knowledge to help employees solve complex problems with a limited and regular series of activities through tasks according to the responsibilities given.
2. It is improving relations between employees in work activities.

#### **Education**

- a. Definition of education

Education is a process by which a nation prepares its young generation to live life and fulfill life goals effectively and efficiently. Education is more than just teaching because, in reality, education is a process where a nation or country fosters or develops self-awareness among individuals; with this awareness, a nation or country can pass on a wealth of culture or thought to the next generation, thus becoming an inspiration for them in aspects of life.

b. Level of education

Andrew E. Sikula states that education is a long-term process that uses systematic and organized procedures in which managerial workers learn conceptual and theoretical knowledge for general purposes. Another opinion, according to Aziumardy Azra, states that the level of education refers to a person's activities in developing their abilities, attitudes, and behavior, both for the present life and at the same time as preparation for future life through specific organizations or unorganized ones.

So, the level of education is a process by which participants improve their education according to the level they will take in continuing their education in a managerial or organized manner.

c. Education indicators

According to SISDIKNAS Law NO 20 (2003), educational level indicators include majors' educational level and suitability. Consist of :

1. Educational level

- a. Primary education: the initial level of education during the first 9 (nine) years of children's schooling, which underlies the secondary education level.
- b. Secondary education: secondary education level of primary education.
- c. Higher education: the level of education after secondary education, which includes bachelor's, master's, doctoral, and specialist programs organized by universities.

2. The suitability of the major is that before the employee is recruited, the company first analyzes the educational level and suitability of the employee's educational major so that later, they can be placed in a position that matches their educational qualifications. In this way, employees can provide good performance for the company.

### **Educational goals**

Educational goals are something that educational activities want to achieve. National education aims to increase devotion to the Almighty God, intelligence, and skills, improve character, strengthen personality, and heighten the national spirit so that developing people can develop themselves and are jointly responsible for the nation's development. The educational objectives are divided into four, namely:

- a. The general aim of national education is to form the Pancasila people.
- b. Institutional goals are goals that are the task of a particular educational institution to achieve.
- c. Curricular objectives are the objectives of a field of study or subject.
- d. Instructional objectives are the objectives of the curriculum material in the form of study materials consisting of subject matter and sub-subject matter, consisting of general instructional objectives and specific instructional objectives.

### **Understanding performance**

Performance comes from the words job performance or actual performance (work performance or actual achievements that someone can achieve). The Indonesian dictionary (2002:273) defines performance as something that can be achieved.

Rivai (2009:532) performance is defined as the willingness of a person or group. Based on the definitions of performance from several opinions above, performance results from the quality and quantity of work employees have achieved in carrying out their duties and responsibilities. The work results are adapted to the person to carry out an activity and perfect it according to their responsibilities with the results as expected.

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### **Employee performance indicators**

Employee performance can be objectively and accurately evaluated through performance-level benchmarks. This measurement means allowing employees to know their performance level. It makes it easier to review employee performance, further Mitchel in Sedermayanti's book (2001:51). entitled human resource management and work productivity, puts forward indicators performance indicators are as follows:

1. Quality of work (quality of work)
2. Timing (companies)
3. Skills (Skil)
4. Ability (capability)
5. Communication

## **METHOD**

### **Design and Sample**

The research method used in this research uses a quantitative method. The Quantitative Method According to Sugiyono (2015), quantitative data is data in the form of numbers or quantitative data that is scored (scoring). Quantitative data

tends to be analyzed using statistical methods or techniques. This data can be in the form of numbers or scores and is usually obtained using data collection tools where the answers are in the form of a range of scores or weighted questions. The sample used in this research was 58 employees of the Regional Secretariat of Majene Regency.

### **Instruments and Procedure**

To complete the data analysis and to make research more accessible, the variables that must be used must be measured first. Measuring variables can make it easier to create quantitative data. In creating a quantitative sequence from qualitative data, the author uses a Likert scale to measure attitudes, opinions, and perceptions of a person or group of people about social phenomena. Generally, this requires respondents to use a Likert scale to indicate the degree of agreement or disagreement with each statement related to the assessed object. Questions given to respondents will be answered with a cross (x) or tick (√) in the alternative answers.

### **Data Analysis**

Validation analysis is to measure whether data is valid or not. A measurement is said to be valid if the tool measures what it should measure that tool. To obtain data to measure reliability is essential. A reliability test was carried out using the Cronbach's Alpha method, measured based on the Cronbach's Alpha scale of 0 to 1.

## **RESULT AND DISCUSSION**

### **The Relationship Between Educational Variables and Performance**

The results of the entire model regression analysis calculation show that the beta value for the Education variable is 0.040 with a number marked Positive; this means that the relationship between the two variables, namely the Education variable and Employee Performance, is in the same direction, meaning that to improve Employee Performance, the Majene Regency Regional Secretariat Office also must improve the quality of education.

The calculated t value for the Education variable is 0.264, smaller than the t table, which is 2.004. This figure shows the insignificant relationship between the education variable and employee performance.

The results of this first test are in line with the test results from previous research, which supports the existence of an insignificant relationship between education and employee performance, namely research conducted by Muhammad Yani (2013), who also examined the education variable on employee performance which gave the result that the higher the education, the more reducing employee performance.

The results of this test are also the results of observations and related phenomena among Majene Regency Regional Secretariat Employees, which state that there are still employee placements that still need to be by their educational level. Inaccurate placement of employees according to the employee's educational level to occupy a particular position can result in a lack of understanding and ability of employees regarding the position they are carrying out and can result in work inequality where the employee's workload can result in reduced performance provided by the employee. For example, in the General Government Sector, where there are employees who have graduates in biology education, and in the Legal Department, the Legal Section has the function of formulating technical policies and regulations, legal assistance, and Human Rights (HAM) and follow-up handling. In this field, not all employees have law degrees.

### **The Relationship Between Work Period Variables and Employee Performance**

The results of the calculation of the complete model regression analysis show that the beta value for the work period variable is 0.699 with a positive sign; this means that the relationship between the two variables, namely the work period variable, on employee performance is in the same direction, meaning that to improve employee performance, the Regency Regional Secretariat Office Majene must also increase his term of service.

The calculated t value for the work period variable is 4.902, more significant than the t table, which is 2.004. This figure shows that the relationship between the length of service variable and employee performance is significant.

The results of this first test are in line with the test results from previous research which supports the existence of a significant relationship between Years of Service and Employee performance, namely research conducted by Setiyoningsih (2011), which also examined the variable Years of Service on Employee performance which gave the result that the more the Years of Service increase, the more further improve employee performance.

The results of this test are also by observations and phenomena among employees of the Regional Secretariat of Majene Regency, namely that experience in being alert to work failures has decreased due to the work experience possessed by employees. New workers usually need to learn in-depth the ins and outs of their work and safety; also, new workers also often prioritize completing several assigned jobs. In agencies, new employees who lack experience often fail, so special attention and training are given to employees so that they can carry out their work well. An employee's working period can be related to the experience gained at work. The longer an employee works, the more experience he has and the higher his knowledge and skills. Work experience can produce a good performance; this is also proven based on work experience theory. According to Marwansyah in Wariati (2015), work experience is the knowledge, skills, and abilities possessed by employees to carry out responsibilities from previous jobs so that the level of

mastery of knowledge and a person's skills in their work which can be measured from the length of service and the level of knowledge and skills they possess. Business experience, especially work that requires a lot of expertise, skills, and initiative in reacting to produce products that are better in quantity and quality. Work experience can produce a good performance; this is also proven based on work experience theory. According to Marwansyah in Wariati (2015), work experience is the knowledge, skills, and abilities possessed by employees to carry out responsibilities from previous jobs so that the level of mastery of knowledge and a person's skills in their work which can be measured from the length of service and the level of knowledge and skills they possess. Business experience, especially work that requires a lot of expertise, skills, and initiative in reacting to produce products that are better in quantity and quality. Work experience can produce a good performance; this is also proven based on work experience theory. According to Marwansyah in Wariati (2015), work experience is the knowledge, skills, and abilities possessed by employees to carry out responsibilities from previous jobs so that the level of mastery of knowledge and a person's skills in their work which can be measured from the length of service and the level of knowledge and skills they possess. Business experience, especially work that requires a lot of expertise, skills, and initiative in reacting to produce products that are better in quantity and quality. Moreover, employees' ability to carry out responsibilities from previous jobs so that a person's level of mastery of knowledge and skills in their work can be measured from the length of service and the level of knowledge and skills they possess. Business experience, especially work that requires a lot of expertise, skills, and initiative in reacting to produce products that are better in quantity and quality. Moreover, employees' ability to carry out responsibilities from previous jobs so that a person's level of mastery of knowledge and skills in their work can be measured from the length of service and the level of knowledge and skills they possess. Business experience, especially work that requires a lot of expertise, skills, and initiative in reacting to produce products that are better in quantity and quality.

### **Simultaneous Relationship Between Education Variables and Years of Service on Employee Performance**

Based on the results of the F-test contained in the ANOVA table at the Majene Regency Regional Secretariat Office, education and length of service significantly affect employee performance at the Majene Regency Regional Secretariat Office. This research shows that the sig. Is small compared to the significance level (in this case, using the significance level or  $\alpha = 0.05$ ), then H2 is tested, meaning that there is a significant influence between education and length of service, which has a significant effect on employee performance at the Regional Secretariat Office of Majene Regency by comparing Fcount with Ftable. From this comparison, the result is that  $F_{count} > F_{table}$ , it can be concluded that H2 has been tested, which means that education and length of service significantly affect employee performance at the Regional Secretariat Office of Majene Regency. The results of this research align with research conducted by Arfin K. (2012) that education and length of service significantly affect employee performance.



Based on the observations and phenomena, it shows that to improve employee performance, it is necessary to increase education and work experience by going through educational stages for new and old employees so that carrying out work operations can run well. As well as working together in carrying out work, at least there is direction from old employees to new employees so that they are evident in carrying out their work.

The Majene Regency Regional Secretariat Office's Adjust R figure of 0.306, the result of this statistical calculation, means that the ability of the independent variable to explain variations in changes in dependent changes is 30.6%. In comparison, the remaining 69.4% is influenced by other variables outside the regression model being analyzed.

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