The Influence of Education, Training, and Competency on the Performance of PT. XYZ

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Abstract

One way to improve the quality of PT. XYZ is implemented, planned, and systematically through education, training, and existing competencies. In other words, the importance of education and training in the organization is the improvement of employee performance which includes knowledge and skills that support, as well as the formation of the attitude of each employee as desired by the organization. This study uses an explanatory type of research with a quantitative approach. The independent variables used in this study were education and training (X1) with formal and non-formal education indicators, competence (X2) with indicators of leadership training, functional training, and technical training. The dependent variables in this study are performance with indicators of quantity, quality, and attitude/reliability.

Keywords: Training Education, Competencies, Employee Performance

A. INTRODUCTION

The company is a system where various elements have different roles. These elements interact with each other according to their individual needs to achieve company goals. One of these elements is human resources/employees, which are the main elements in the company. In achieving company goals, human resources have the ability, physical knowledge, skills, and life experience. Human resources are also very influential in improving the quality of the company. The coaching, education, and development of workforce management greatly influence the workforce. So, labour management itself has a great responsibility for workforce effectiveness.

Many problems arise related to labour, especially material problems and employee job training methods. This presumably makes the management consider more deeply when Education and training programs are needed for old and new employees; this depends on the company's needs. Education and training also encourage employees to be more productive at work because these employees already know well their duties and responsibilities and strive to reach higher levels.

Employee performance is generally encouraged by promotions, initiatives, creativity, rewards, and others. However, such a form of reward is not entirely correct, depending on the management system applied by the company. The right human resource management system is the key to the company's success in achieving its goals. The company's development process must be supported by qualified human resources, which are expected through education and training to produce employees with attitudes and traits, responsiveness, initiative, creativity, and high performance.

PT XYZ also conducts a lot of employee education and training. Therefore, the author wants to know whether employee education and training impact employee performance.

Management

According to (Hasibuan, 2012: 1), management is the science and art of regulating the process of utilizing human and other resources effectively and efficiently to achieve a certain goal. (Sarinah and Mardalena, 2017: 7) it was stated that management is a process of achieving goals by working together through people and other organizational resources.

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According to G.R. Terry (2019: 16) states that management is a typical process consisting of planning, organizing, mobilizing, and controlling actions to determine and achieve goals through the use of human resources and other resources. Based on the understanding of management above, it can be concluded that management is a science, art, and process of activities carried out to achieve common goals by managing resources optimally through cooperation between members of the organization.

Human Resource Management

(Mondy and Martocchio, 2016: 2) stated that Human Resource Management is the process of achieving organizational goals through the use of humans or individuals in it, individuals or employees who are managed to have the competencies and expertise needed to support work. (G.R. Terry, 2020: 3) states that the process of utilizing humans as human labour so that their physical and psychological potential functions optimally to achieve organizational/institutional / business entity goals. According to (Widodo, 2020;5), human resource management is a science and art that regulates the relationship and role of the workforce to be effective and efficient in achieving goals in each company.

Based on the understanding of Human Resource Management above, it can be concluded that human resource management is the process of achieving organizational goals through human utilization to be effective and have the competencies needed to support work.

Education and Training

According to (Hasibuan, 2010: 75), education and training are the processes of improving technical and managerial work skills. Education oriented to theory, carried out in class, lasts long. While practice-oriented training, carried out in the field, lasts a short time. With education and training, employee work productivity, production quality, and quantity will improve.

B. RESEARCH METHOD

The type of research approach in this study is the quantitative type. According to (Sugiyono, 2015), quantitative methods can be interpreted as research methods based on positivism, used to examine certain populations or samples, data collection using research instruments, and quantitative/statistical data analysis, aiming to test hypotheses that have been applied.

Population and Sample

One of the steps taken in research is determining the object to be studied and the size of the population. According to (Sugiyono, 2015), the population is a generalization area consisting of subjects or objects with certain qualities and characteristics set by researchers to be studied, and then conclusions are drawn. The population in this study is employees of the Organization and Talent Management Department, totalling 78 employees. Samples were taken from as many as 44 people.

$$n = \frac{N}{1 + (N.e^2)}$$

Where:

n = number of sample members

N number of members of the population

e = per cent of non-attachment allowance due to desired sampling error.

By using e of 10%, the number of samples of the Solvin formula can be calculated as follows:

$$n = \frac{78}{1 + (78. 0,1^2)}$$
$$n = \frac{78}{1,78}$$
$$n = 43,8$$
$$= 44$$

Data Collection Techniques

The internal validity test of the questionnaire was carried out utilizing a trial (tryout) on 44 responses. Test the construct validity of the questionnaire using the product moment correlation technique and the consistency test (reliability) with Cronbach's Alpha technique.

Analysis Design

The questionnaire used to collect data from the variables studied using a Likert scale for each answer was scored 1 to 5 in answering the problem and revealing the purpose of the study, which is to determine the amount of influence of variables on other variables, both direct and indirect influences, carried out by path analysis (Path-Analysis). Data with a size of at least intervals are needed to analyze it as a requirement for path analysis tools.

Test the hypothesis

As stated in the analysis design, hypothesis testing is carried out through statistical tests to determine the influence between pathways. The structure is tested using path analysis (Path Analysis). This analysis is used considering that the relationship between variables in this study is correlative and casualty.

C. RESULTS AND DISCUSSION

The Effect of Education and Training on Employee Performance

The results of this study show that the variable Training Education has a calculated t value of $1.526 < t$ table 2.019 with a significant value of $0.135 > 0.05$, which means that Training Education does not have a significant effect on the Performance of Employees of the Organization and Talent Management Department of PT. XYZ. This also means that training education is not one variable affecting employee performance. Education and Training factors are this study's second largest influence on Employee Performance. This research indicates that Training Education is less important and not a factor in improving Employee Performance in the Organization and Talent Management Department of PT. XYZ.

The Effect of Competency on Employee Performance

The results of this study show that the Competency variable has a calculated t value of $3.203 > t$ table 2.019 with a significant value of $0.003 < 0.05$, which means that Competency has a significant effect on the Performance of Employees of the Organization and Talent Management Department of PT. XYZ. This also means that competence is one variable affecting employee performance. Competency Factors that have the greatest influence on Employee Performance in this study. This research indicates that competence is a major factor in improving Employee Performance in the Organization and Talent Management Department of PT. XYZ.

Test the hypothesis

The F count results show a value of 19.237 greater than the F table of 3.23 with a significant value of $0.000 < 0.05$. This shows that regression models can be used to predict the variables of Training (X1) and Competency (X2) on Employee Performance (Y), or it can also be said that there is a simultaneous influence between the variables of Training (X1) and Competence (X2) on Employee Performance (Y). The point here is that the existence of Education, Training, and Competency will increase Employee Performance.

D. CONCLUSION

Based on the research results conducted at the Department of Organization and Talent Management of PT. XYZ, then the conclusions that can be put forward in this study are as follows:
1. The result of t calculating the training (X1) is 1.526 while t table = 2.019, then the value of t count < t table. At the same time, the significant value of Training (X1) is 0.135 > 0.05. Based on these results, it can be concluded that partial training does not significantly affect employee performance.

2. The result t calculate Competency (X2) is 3.203 while t table = 2.019, then value t calculate > t table. At the same time, the significant value of Competency (X2) is 0.003 < 0.05. Based on these results, it can be concluded that competence partially significantly influences Employee Performance.

3. The calculated F result shows a value of 19.237, greater than the table F of 3.23, with a significant value of 0.000. This shows that regression models can be used to predict the variables of Training (X1) and Competence (X2) on Employee Performance (Y), or it can also be said that there is a simultaneous influence between Education and Training variables and Competencies on Employee Performance.

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