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The Relationship of Training to the Performance of Pagar Merbau District Education Office Staff

Irma Nurmala Sari

Universitas Putra Indonesia "YPTK" Padang, JL. Raya Lubuk Begalung Padang - Sumatera Barat, Indonesia

A R T I C L E   I N F O

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E-mail:
irmanurmalasari60@gmail.com

A B S T R A C T

This study is entitled "The Relationship of Training on Employee Performance of the District Education Office in Pagar Merbau". The main objective of this study is to analyze the relationship between training and the performance of Pagar Merbau District Education Office employees. The research method used was a qualitative sample of this study as many as 136 people from 136 employees of the District Education Office Pagar Merbau. Data collection is done by distributing questionnaires. Field data are then processed using the SPSS 23 program. As well as t test analysis to prove the research hypothesis. The results showed that the training gave a positive relationship to the performance of Pagar Merbau District Education Office employees with tcount> ttable (10,482> 1,656), then H0 was rejected and Ha was accepted, a significant level using α = 5% (0.5) resulted from this study significant 0.00 means that the error rate is smaller than 0.5, meaning that the partial variable of training has a positive relationship with the performance of Pagar Merbau District Education Department employees.

1.   Introduction

Gouzali in Kadarisman (2013) suggested that the development of human resources is an activity that must be carried out by the organization so that their knowledge, abilities and skills are in accordance with the demands of the work they are doing.

Training is the design of a system in the process of changing one's attitude and behavior as well as increasing or acquiring skills (skills) in the context of maturity through teaching and training efforts. Thus it can be said that training has a relationship to the quality of human resources in an organization which also directly affects work productivity. The Perb Merbau District Education Office is one of the SKPDs that has the authority in the development of Education in the Pagar Merbau District.

2.   Theory

A.   Training

Mangkuprawira (2016) states that training for employees is a process of teaching certain knowledge and expertise and attitudes so that employees become more skilled and able to carry out their responsibilities better, in accordance with work standards.

According to Widodo (2015), training is a series of individual activities in systematically increasing expertise and knowledge so as to be able to have professional performance in their field. Training is a learning process that allows employees to carry out work that is now in accordance with standards.

Dimensions and indicators in training that are used as operational variables are described as follows:
a)   Type of Training
b)   Training Objectives
c)   Training Materials
d)   The method used
e)   Participant Qualifications
f)   Coach Qualifications
g)   Number of Sessions

B.   Performance

According Sedarmayanti (2011) revealed that: Performance is a translation of performance which means the work results of an employee, a management process or an organization as a whole, where the results of the work must be demonstrated concretely and measurable (compared to predetermined standards) .

According to Mangkunegara (2013) Performance is the result of quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

Dimensions and indicators in performance that are used as operational variables are described as follows:
a)   Work Quality
b)   Productivity
c)   Knowledge
d)   Trust
e)   Availability
f)   Freedom

3.   **Research Method**

The research method used is a qualitative method. Data collection using research instruments, quantitative / statistical data analysis with the aim of intending to understand about what is experienced by the research subjects, variables in this study Training (X1) and performance i (Y). While the object of research is all Pagar Merbau District Education Office Staff

This research was conducted at the Education Office of the Pagar Merbau District Office located on Jalan Gotong Royong Pasar Miring Village, Pagar Merbau District. When the study was conducted in March to August 2019. Data analysis techniques used include: (1) Description of respondent data (2) Classical Assumption Test includes normality test (3) Hypothesis Testing. Hypothesis testing to determine whether there is a relationship between the independent variables and the dependent variable.

4.   **Results And Discussion**

A.   **Hypothesis Testing Results**
          Koefisien Determinasi (Adjusted R2)

Koefisien Determinasi menjelaskan seberapa besar variabel dependen dapat dijelaskan oleh variabel independennya dalam model. Nilai dari koefisein determinasi dilihat dari R Square pada tabel Model Summaryb, yang berada pada rentang 0 hingga 1. Semakin mendekati angka 1 maka model dapat dikatakan baik, karena variabel dependen dijelaskan oleh variabel independennya. Nilai koefisien determinasi dan Koefisien Korelasi dapat dilihat pada Tabel 1.

Tabel 1
Nilai Koefisien Determinasi
Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.671[a]	.451	.446	3.72619

a. Predictors: (Constant), pelatihan
b. Dependent Variable: kinerja

Table 1 data can be summarized that

a)   The coefficient of determination R2 (R Square) of 0.451 or (45%) shows that the percentage of training relationships to employee performance variables is 45%. While the remaining 55% is explained by other variables outside the variables used in this study
b)   Correlation Coefficient (R) of 0.671 or (67%) indicates that according to the guidelines to provide interpretations that Sugiyono found at intervals of 0.60-0.799 which is included in the category of strong relationship between training and the performance of Pagar District Education Office employees Merbau

B.   **Hypothesis Test Results (t test)**

Partial Hypothesis Test (t test) is used to determine whether in the regression model the independent variable (X) partially or itself significantly influences the dependent variable (Y).

Ho: $b_1 = b_2 = 0$ means that the free variable pasially has no significant effect on the dependent variable.
H1: $b_1 \neq b_2 \neq 0$ means that the partial large variable has a significant effect on the variable.

Table 2
Research Coefficient (T Test)
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	32.931	3.692		8.919	.000
	pelatihan	.462	.044	.671	10.482	.000

a. Dependent Variable: kinerja

Based on the results of the t test in Table 2 note that the variable Training t value of 10,482 greater t table 1,656 will be compared with the value of t table. Criteria for Accepting hypotheses based on the t test are as follows: Ho is rejected if t arithmetic> t table, conversely Ha is accepted if t arithmetic <t table, t value is obtained using the SPSS 23. The explanation of the t-test hypothesis on each relationship of each variable employee desires are as follows: In training (X) it is known that tcount is 10,482 and ttable is 1,656, tcount> ttable (10,482> 1,656), then H0 is rejected and Ha is accepted, a significant level using α = 5% (0.5) is generated of this study significant 0.00 means that the error rate is smaller than 0.5, meaning that the partial variables of training have a positive relationship to the performance of the Education Department employee Pagar Merbau District.

C.   **Simple Linear Regression**

Simple Linear Regression Analysis is a linear relationship between one independent variable (X) and the dependent variable (Y). This analysis is to determine the direction of the relationship between the variables in table 4.6 above. The coefficient in column B in constant (a) is 32,931, while the value of training (b) is 462, so that the linear regression equation can be written

$$Y = a + bx$$
$$Y = 32{,}931 + 462X_1$$

a)   Where the constant value of 32,931 indicates if the value for the independent variable ie training indicator does not exist. Then the performance relationship is 32,931.
b)   Regression coefficient shows that every training increase is one unit, the change in performance will increase by 461.

5.   Conclusion

Based on the results of data analysis and discussion regarding the relationship of training to employee performance at the Pagar Merbau District Education Office, the results of this study can be concluded as follows:

In training (X) it is known that tcount is 10,482 and ttable is 1,656, tcount> ttable (10,482> 1,656), then H0 is rejected and Ha is accepted, a significant level using α = 5% (0.5) resulted from this study significant 0.00 the error rate is less than 0.5, meaning that the partial variable of the training has a positive relationship with the performance of Pagar Merbau District Education Department employees.

The results showed that there was a significant relationship to the performance of employees at the Pagar Merbau District Education Office. This means that the hypothesis put forward that "allegedly there is a relationship of training to the performance of employees at the Pagar Merbau District Education Office" can be verified.

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