

THE EFFECT OF EDUCATION LEVEL ON EMPLOYEE PERFORMANCE WITH TRAINING AS A MODERATING VARIABLE

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ABSTRACT

This research is a quantitative research with an explanatory approach (Lestari & Ghaby, 2018). The data used in this study are primary data that researchers obtained from Financial Services Authority employees spread throughout Indonesia as many as 5000 employees. The data were obtained from an online questionnaire and analyzed using the smart PLS 4.0 analysis tool with the following hypothesis. The result in this article show the Education Level variable can have a positive relationship direction and a significant influence on Employee Performance because it is positive and below the significance level of 0.05, namely 0.045. This means that the higher the education of an employee, the more it can influence employees to be more careful in understanding superiors' directions, working intelligently, and solving every problem that exists well, which ultimately improves Employee Performance.. In the next line, the researcher's hypothesis can also be proven if the Training variable can strengthen the influence of the Education Level variable on Employee Performance because the direction of the relationship is positive and the ebrad is below the significance level of 0.05, namely

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0.021, which is more significant than direct testing of 0.05. Thus, the first and second hypotheses in this article can be accepted.

Keywords : Education Level, Employee Performamnce, Training

INTRODUCTION

The definition of education according to Presidential Instruction No. 15 of 1974 is all efforts to foster personality and develop the physical and spiritual abilities of Indonesian people, which last a lifetime, both inside and outside of school, in the context of building Indonesian unity and a just and prosperous society. Education is an effort to prepare and equip students through learning activities, guidance. Education as an object and subject of development needs to be considered because education is the main driver of development. The level or stage of education is a stage of education that is determined based on the level of development of students. With the aim of achieving goals and having abilities that can be developed (Mujiatun, 2013).

Law of the Republic of Indonesia Number 20 of 2003 concerning the National Education System states that education is a conscious and planned effort to create a learning atmosphere and learning process so that students actively develop their potential to have spiritual religious strength, self-control, personality, intelligence, noble morals, and the skills needed by themselves, society, the nation and the state (Hernidatiatin, 2017).

(Almeida et al., 2016)states that education has a function as a driver and a spur to the potential of human resources' abilities in improving their work performance and the competency value of a worker can be fostered through education, development and training programs. Education is interpreted with the meaning of maintaining individuals with needs that are always increasing and is a hope to be able to develop themselves to be successful and to expand, intensify knowledge and understand the elements around them. Education also includes all changes that occur as a result of individual participation in experiences and learning, which are efforts by adults to guide those who are not yet to maturity (Atifa, 2023).

According to (Saputra, 2021)Education has an important role in the process of socialization, acculturation, and social reconstruction. In the current digital era, it tends to be difficult to determine which culture is worth preserving. The function and purpose of national education in accordance with the Republic of Indonesia Law. No. 20 of 2003 concerning SIDIKNAS is to develop abilities and shape the character and civilization of a dignified nation in order to educate the life of the nation. While the goal is to develop the potential of students to become human beings who believe in and fear God Almighty, have

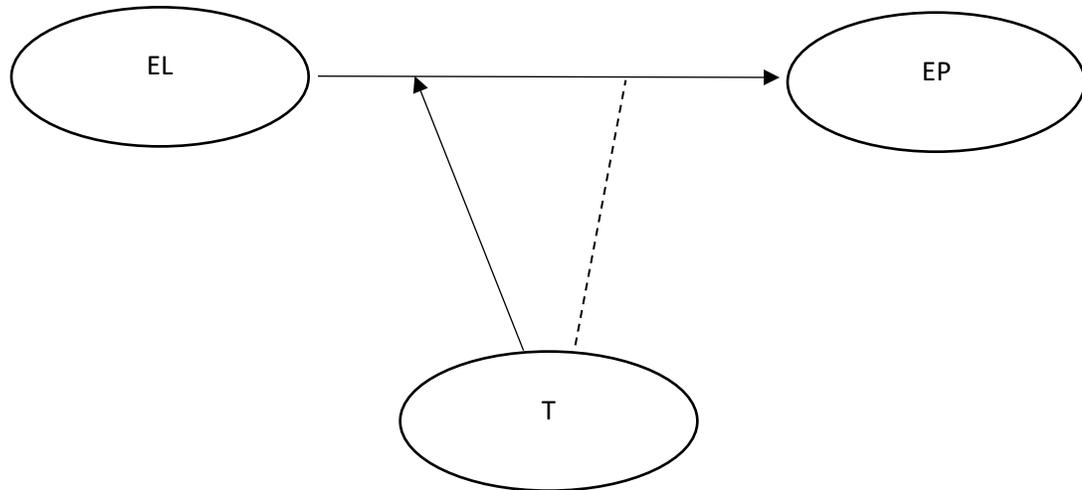
noble character, are healthy, knowledgeable, capable, creative, independent and become democratic and responsible citizens.

In addition, education has the following functions: 1. Preparing as a human being 2. Preparing the workforce 3. Preparing good citizens. According to (Hasbullah, 2011) the function of informal or family education is: 1. The first experience of childhood Educational institutions in the family provide the first experience which is an important factor in the development of the child's personality, the atmosphere from here the balance of the soul in the development of the individual is determined. 2. Guaranteeing the emotional life of children Through this family education, emotional life or the need for affection can be obeyed or can develop well, this is because of the blood relationship between education and students, because parents only face a few students and because the relationship was based on pure love and affection. 3. Instilling the foundation of social education. In the family, it is the instillation of the first education of moral principles for children, which is usually reflected in the attitudes and behavior of parents as forming immorality. 4. Providing the foundation of social education The family is an official social institution, consisting of father, mother and child. The development of social seeds in children can be planted as early as possible, especially through family life which needs to create a sense of family help and mutual cooperation. 5. Laying the foundations of religion. The family functions in instilling the basics of moral and social education, and also functions in laying the foundations of religion. Because childhood is the best time to absorb the basics of religious life

Based on the explanation above, the researcher believes that an employee's Education Level can have a positive relationship direction and significant influence on Employee Performance. A number of previous studies. (Sagita, 2020); (HASIBUAN, 2022); (Afrizal, 2017); (Simanungkalit, 2019); (Sari, 2020) & (Anggun, 2020) which show a positive relationship direction and significant influence of the Education Level variable on Employee Performance. Unlike the five studies above, this study adds the Training variable as a moderating variable.

METHODS

Figure 1
Model



Noted:

EL : Education Level

EP: Employee Performance

T: Training

Based on the researcher's explanation in the introduction, the level of education possessed by an employee is very useful in determining whether or not the employee's performance will be good (Sugiyono, 2019). Improving employee performance is meant because the level of education is related to the speed with which employees understand company targets, solve problems, and so on (Jonathan Sarwono, 2016). Therefore, this article aims to analyze the effect of education level on employee performance. Previously, there were a number of similar studies, namely (Sagita, 2020); (HASIBUAN, 2022); (Afrizal, 2017); (Simanungkalit, 2019); (Sari, 2020) & (Anggun, 2020). Unlike the five studies above, this study adds the Training variable as a moderating variable. This research is a quantitative research with an explanatory approach (Lestari & Ghaby, 2018). The data used in this study are primary data that researchers obtained from Financial Services Authority employees spread throughout Indonesia as many as 5000 employees (Kholil et al., 2014). The data were obtained from an online questionnaire and analyzed using the smart PLS 4.0 analysis tool with the following hypothesis (Rati Wulandari, 2019).

Hypothesis:

H1: The Influence of Education Level on Employee Performance

H2: Training Can Moderates The Influence of Education Level on Employee Performance

RESULTS AND DISCUSSION

Background Analysis

The definition of education according to Presidential Instruction No. 15 of 1974 is all efforts to foster personality and develop the physical and spiritual abilities of Indonesian people, which last a lifetime, both inside and outside of school, in the context of building Indonesian unity and a just and prosperous society. Education is an effort to prepare and equip students through learning activities, guidance. Education as an object and subject of development needs to be considered because education is the main driver of development. The level or stage of education is a stage of education that is determined based on the level of development of students. With the aim of achieving goals and having abilities that can be developed (Mujiatun, 2013).

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Validity Test

In every repeated study if the researcher uses the PLS 4.0 smart analysis tool, then the first stage that must be used is the validity test stage with the aim of ensuring that each data used in this study is valid. The data referred to in this case is what the researcher has collected from 500 employees of the Financial Services Authority. The following are the results of the validity test in this article (Gujarati, 2013):

Table 1
Validity Test

Variable	Item Question	Loading Factor
Education Level (X1)	Education level can make employees smarter	0.835
	Education level can make employees easily	0.829

	understand superiors' directions	
	Education level can make employees easier to complete work effectively	0.842
	Education level can improve their performance	0.852
Employee Performance (Y)	Employee performance can be influenced by employee intelligence and their education level	0.888
	Employee performance can be influenced by employee success in completing existing tasks	0.892
Training (Z)	Job training can improve employee intelligence in working	0.905
	Job training can improve employee performance	0.924

Valid > 0.70

Reliability Test

The next stage is the reliability test. This stage can be carried out when the researcher has passed the validity test stage. The validity test stage focuses on the validation of the data that the researcher has successfully collected. The reliability test stage focuses on the variables used in this article so that it can be said to be reliable or not. The following are the results of the reliability test in this article (Sarstedt et al., 2014).

Table 2
Reliability Test

Variable	Composite Reliability	Cronbach Alfa	Noted
Education Level	0.867	0.827	Acceptable
Employee Performance	0.881	0.840	Acceptable
Training	0.923	0.881	Acceptable

Reliable > 0.70

Path Coefisien

The final stage is the Path Coefficient stage. This stage is the stage of proof as well as the determining round of the hypotheses that researchers put forward with a myriad of arguments, namely. This stage can be passed if it has passed the validity test and reliability test stages. The following are the results of the Path Coefficient in this article (Ghozali, 2016):

Table 3
Path Coefisien

	Variable	P-Values	Result
Direct Influence	EL-> EP	0.045	Accepted
Indirect Influence	T* EL-> EP	0.021	Accepted

Significant Level 0.05

The third table of Path Coefficients above shows that the hypotheses that the researcher put forward in the introduction and research methodology can be accepted and proven. In the first row of the third table of Path Coefficients in this article, it shows that the Education Level variable can have a positive relationship direction and a significant influence on Employee Performance because it is positive and below the significance level of 0.05, namely 0.045. This means that the higher the education of an employee, the more it can influence employees to be more careful in understanding superiors' directions, working intelligently, and solving every problem that exists well, which ultimately improves Employee Performance. These results are in line with five previous studies, namely (Sagita, 2020); (HASIBUAN, 2022); (Afrizal, 2017); (Simanungkalit, 2019); (Sari, 2020) & (Anggun, 2020). In the next line, the researcher's hypothesis can also be proven if the Training variable can strengthen the influence of the Education Level variable on Employee Performance because the direction of the relationship is positive and the ebrad is below the significance level of 0.05, namely 0.021, which is more significant than direct testing of 0.05. Thus, the first and second hypotheses in this article can be accepted.

CONCLUSIONS

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