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The Influence Of Education And Training Programs On Employee Achievement In Republic Of Indonesia Public Radio Broadcasting Institution Medan

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ABSTRACT
Education and training are carried out by private companies and government agencies with the aim of creating a potential workforce and improving employee skills.This research was conducted at LPP RRI Medan with a sample of 30 people and the sampling technique used was the saturated sampling method. Data sources are primary data and secondary data. Data collection methods are observation, interviews, questionnaires and documentation. Analysis of the data used is multiple linear regression analysis, t test, F test and coefficient of determination.From the results of the study with a partial test, the educational variable has a positive and significant effect on employee performance, it can be seen with tcount = 2.863> t table = 2.051 and sig 0.005 <0.05. The training variable has a positive and significant effect on employee performance, it can be seen from tcount = 14.120> ttable = 2.051 and sig 0.000 <0.05. Simultaneously, the variables of education and concentration have a positive and significant effect on employee performance, it can be seen from Fcount = 469205 > Ftable = 3.145 and sig 0.000 <0.05. The coefficient of determination is obtained at 78.4%. It can be interpreted that 78.4% of employee performance is influenced by education and training programs, the rest is influenced by other variables

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INTRODUCTION

Preparing competent human resources cannot be seen in terms of quantity alone, because the current availability of human resources cannot necessarily be used as a guarantee that the work of employees in a company or company agency will be effective and efficient. The first step to obtaining quality human resources begins with recruiting new employees who comply with company agency HR standards. The benefits for the company include:

1. The company has employees who are ready to carry out their work well so that with such a workforce the company can achieve its goals more easily.

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2. Creating a professional and responsible workforce that will have a good impact on the company.
3. Create a sense of employee loyalty to the company.
4. Creating employees who are disciplined towards the company and their work.

By implementing education and training programs for company employees, it is hoped that all new and existing employees will be increasingly able to understand and carry out their functions in the organization. Apart from that, it is also hoped that there will be improvement or development of attitudes, behavior, knowledge and skills of organizational actors in order to achieve company goals. Based on initial observations in the field, the results of employee work can be presented in the following table:

Table 1 Employee Work Results Number of Employees Who Have Taken Training From 2018 – 2021 At the LPP RRI Medan Office

No.	Tahun	Jumlah Pegawai Yang Telah Mengikuti PelatihanSelama 4 tahun (Orang)	(Persentase)
1.	2018	30	15%
2.	2019	45	25%
3.	2020	25	20%
4.	2021	50	40%
		Total persentase	100%

Data source: LPP RRI Medan (Data processed by researchers 2022).

Based on the table above, it can be seen that the condition of employee work performance is developing every month, specifically in 2020 it decreased due to the Covid-19 pandemic which required some employees to WFH. So apart from this, this means an increase in the qualifications of the workforce, and furthermore it means a step forward to obtain a position and greater responsibility in the company. The Republic of Indonesia Radio Public Broadcasting Institution (RRI) Medan is one of the government agencies engaged in conveying relevant information to the public through radio broadcasting since 1945 until now using an extensive network. LPP RRI Medan's activities are to organize, report and provide reliable information services that can be a reference and means of social control for the community which aims to explore, preserve and develop national culture, provide entertainment through music or other entertainment activities that are healthy for the family, form good character, and national identity in the midst of globalization. To meet the need for quality workers who must be able to carry out their duties well, training and education need to be carried out by each company on an ongoing basis, so that the workforce they have is truly qualified, competent towards the company, has a spirit of loyalty high towards the company and have expertise and skills in the work carried out by employees in order to achieve employee work results in the company that are more productive, effective and efficient.

according to Werther Jr and Keith Davis (1993: 310), namely:

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1. Need Assessment This activity is an effort to diagnose current problems and future challenges which will be overcome through education and training, which must also consider individual interests.
2. Training and Development Objectives Education and training needs, resulting in education and training goals or objectives.
3. Program Content Program content is formed by needs assessment and educational and training targets. This content may be intended to teach a particular skill, provide needed knowledge, or simply influence mental attitudes.
4. Learning Principles Learning principles have been explained in the previous training principles section. According to Indrastuti (2008: 48) that: "Performance is a state or enthusiasm that an employee has in doing his work". From the definition above, it can be said that performance is a result achieved by a person in carrying out the tasks assigned to him in terms of quality and quantity.

Based on the description of the background above, the problem formulation in this research is how is Education and Training Programs on Employee Achievement?

METHODS

Research Location The location where the researcher conducted this research was at the Public Broadcasting Institute Radio Republik Indonesia (RRI) Medan which is located at Jl. General Gatot Subroto, Sei Sikambing C. II, Medan Helvetia, Medan City, North Sumatra 20123, Indonesia. Research Time The researcher carried out this research from September 2022 to October 2022 with very limited conditions and time when conducting research. 3.2 Types of Research In carrying out research and preparing this thesis, quantitative analysis methods were used.

RESULTS AND DISCUSSION

Validity Testing and Reliability Testing of the Questionnaire

Validity Test

1. **Education Program Variable (X1)**

According to Situmorang and Lutfi (2014: 76) validity tests show the extent to which a measuring instrument measures what it wants to measure. Meanwhile, to find out whether the score for each question item is reliable or not. The results of the validity test for the Education Program process variable (X1) are as follows:

Table 2 Education Program Variable Validity Test Results (X1)

No Pernyataan	Corrected ItemTotal Correlation (r_{hitung})	r_{tabel}	Keterangan
Item 1	0,833	0,361	Valid
Item 2	0,708	0,361	Valid
Item 3	0,701	0,361	Valid

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No Pernyataan	Corrected ItemTotal Correlation (rhitung)	r tabel	Keterangan
Item 4	0,535	0,361	Valid
Item 5	0,644	0,361	Valid
Item 6	0,890	0,361	Valid

Source: Results Processed by SPSS Version 22

Based on Table IV.4 above, it is known that the validity values of the statements for the educational program are all valid because they are all greater than r table (n-k)= 30-2=28=0.361). Thus, it can be concluded that all statement items from the educational program variable are declared valid and can be used in further research.

2. Training Variable (X2)

According to Situmorang and Lutfi (2014: 76) validity tests show the extent to which a measuring instrument measures what it wants to measure. Meanwhile, to find out whether the score for each question item is reliable or not.

The results of the validity test of the Training process variable (X2) are as follows:

Table 3 Training Variable Validity Test Results (X2)

No Pernyataan	Corrected ItemTotal Correlation (rhitung)	r tabel	Keterangan
Item 1	0,811	0,361	Valid
Item 2	0,799	0,361	Valid
Item 3	0,883	0,361	Valid
Item 4	0,798	0,361	Valid
Item 5	0,849	0,361	Valid
Item 6	0,810	0,361	Valid
Item 7	0,836	0,361	Valid
Item 8	0,820	0,361	Valid
Item 9	0,857	0,361	Valid
Item 10	0,855	0,316	Valid
Item 11	0,829	0,316	Valid
Item 12	0,785	0,316	Valid
Item 13	0,882	0,316	Valid
Item 14	0,854	0,316	Valid
Item 15	0,848	0,316	Valid

Source: Results Processed by SPSS Version 22

Based on Table IV.6 above, it is known that the validity values of the statements for Achievement are all valid because they are all greater than r table (n-k)= 30-2=28=0.361). Thus

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it can be concluded that all statement items from the Achievement variable are declared valid and can be used in further research.

Reliability Test

Validity and reliability tests were carried out to test whether the questionnaire was suitable for use as a research instrument or not. Valid means that the data obtained through the questionnaire can answer the research objectives. Reliable means that the data obtained through the questionnaire results are consistent when used for this research. The results of the reliability test in this research are as follows:

Table 4 Instrument Reliability Test Results

Variabel	Nilai Cronbach Alpha
Pendidikan	0,954
Pelatihan	0,979
Prestasi	0,957

Source: Results processed by SPSS Version 22

Based on table IV.7 above, it is known that the Cronbach Alpha value for the Education, Training and Achievement variables is greater than 0.6, the reliable limit for rejection. So it can be stated that the three variables Education, Training and Achievement are reliable.

Classic Assumption Test

1. **Data Normality Test**

The normality test is a form of testing normally distributed data. The normality tests used in this research are:

1. Normality Probability Plot Graph. If the data spreads around the diagonal line and follows the direction of the diagonal line or the histogram graph shows a normal distribution pattern, then the regression model meets the assumption of normality.

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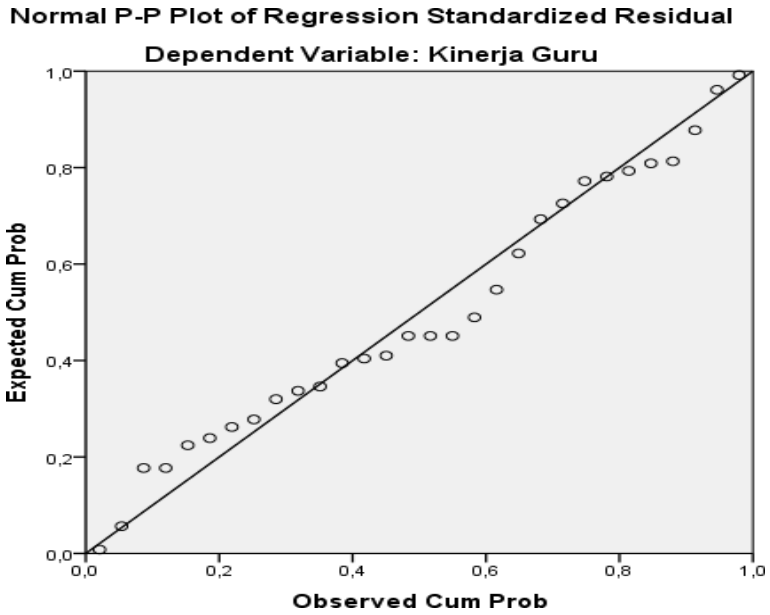

Source: Processing Results with SPSS Version 22.

Normality Probably Plot Test Results

Figure IV.1 Normality Probably Test Results The plot of the image above shows that the data (dots) are spread around the diagonal line and follow the diagonal line. So from this it can be concluded that the residuals in the regression model are normally distributed.

D. Multicollinearity Test

In this regression model, the multicollinearity results can be seen from the table following:

Table 5 Coefficientsa Multicollinearity Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.446	1.276		.350	.727		
	Pendidikan	.164	.057	.165	2.863	.005	.294	3.406
	Pelatihan	.414	.029	.814	14.120	.000	.294	3.406

a. Dependent Variable: Y

Source: Processing Results with SPSS 22

Based on the processing results in the table above, it shows that the VIF and tolerance values for all variables in this study did not experience multicollinearity. This is shown by the VIF value of the two independent variables which is less than 10, the VIF value of Education is 3,406, the training variable is 3,406 and the tolerance value far exceeds 0.01. The tolerance

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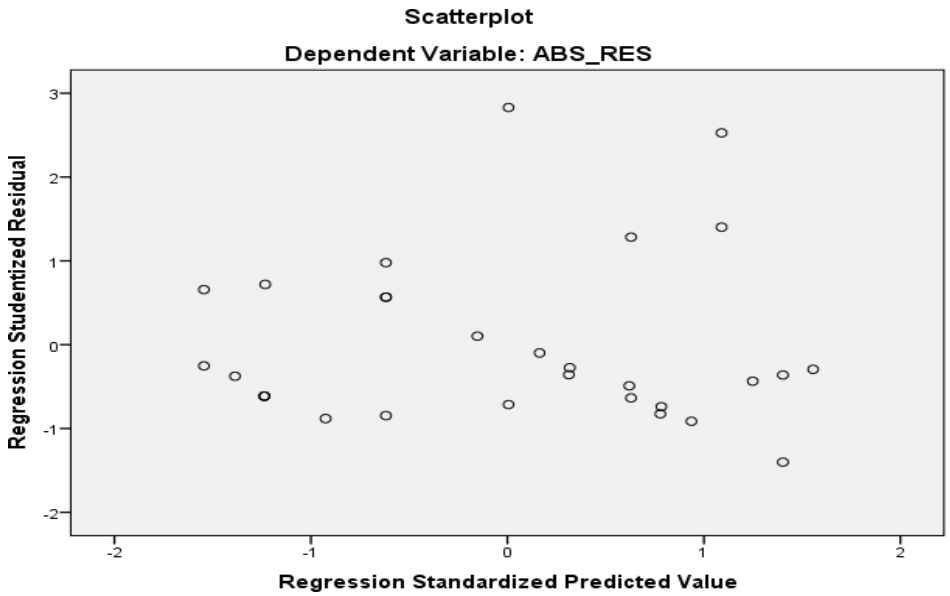
value for the Education variable is 0.294, the Training variable is 0.294. So it can be concluded that in this regression model all independent variables do not have multicollinearity problems.

Heteroscedasticity Test

The heteroscedasticity test is carried out to test whether in a regression model there is an inequality in the residual variance from one observation to another. If there is a certain pattern, such as dots forming a regular pattern, then heteroscedasticity has occurred. If there is no clear pattern and the points are spread out irregularly then heteroscedasticity does not occur.

The results of implementing the heteroscedasticity test can be seen in the following picture:



Source: Processing Results with SPSS Version 22

Tabel 6 Scatterplot Heteroscedasticity Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.446	1.276		.350	.727		
Pendidikan	.164		.057	.165	2.863	.005	.294	3.406
Pelatihan	.414		.029	.814	14.120	.000	.294	3.406

Source: Results processed by SPSS Version 22

Based on the results of the data processing above, the following multiple regression equation is obtained:

$$Y = 0.446 + 0.164X1 + 0.414X2 + + e$$

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In the multiple linear regression equation above, the equation can be interpreted as follows:

a. This constant value of 0.446 indicates that the value of the independent variable (Education and Training) can increase work performance by 0.446.
b. The Education variable (X1) has a coefficient value of 0.164, which means that if an increase of 1 unit in the Education variable will increase the Work Performance variable by 0.164 units, assuming that the other independent variables are considered constant.
c. The Training variable (X2) has a coefficient value of 0.414, which means that if an increase of 1 unit in the Training variable will increase the Work Performance variable by 0.414 units, assuming the other independent variables are considered constant.

Partial Test (t Test)

The t test is carried out to find out whether partially or each independent variable has an effect on the dependent variable. This testing carried out using a 95% confidence level. The independent variable is said to have a partial effect if tcount> ttable. The t table value can be found with a significance of 0.05 with df = n –k= 30 – 3=27 So we get a t table of 2,051.

Table 7 Partial Test Results (t Test)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	.446	1.276		.350	.727		
Pendidikan	.164	.057	.165	2.863	.005	.294	3.406
Pelatihan	.414	.029	.814	14.120	.000	.294	3.406

a. Dependent Variable: Y

Source: SPSS Version 22 processing results.

Based on Table IV.13 above, the following results are obtained:

1. The significance value for the Education variable (0.005) is smaller than alpha 5% (0.05) or t = 2.863> t table 2,051 (n- k = 30-3 = 27 = 2,051). Based on the results obtained, H0 is rejected and Ha is accepted for the education variable. Thus, partially, the educational variable has a positive and significant effect on employee work performance at LPP RRI Medan.
2. The significance value for the Training variable (0.000) is smaller than alpha 5% (0.05) or t = 14.120 > t table 2,051 (n-k=30-3=27=2,051). Based on the results obtained, reject H0 and accept Ha for the training variable. Thus, partially the training variable has a positive and significant effect on employee work performance at LPP RI Medan.

Simultaneous Test (F Test)

The F test is used to find out whether together the independent variables have a significant effect on the dependent variable. If the value of Fcount > Ftable, using 95%

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confidence with , and k or the number of all variables, both dependent and dependent variables, is 3, then the value of df1 is 2 and (df2 = n-k = (30-3)=27). So the F table value is 3.35. Following are the results of the F Test:

Table 8 F Test Results (Simultaneous)

ANOVAa

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	2479.269	2	1239.635	469.205	.000[b]
	Residual	229.853	27	2.642		
	Total	2709.122	29			

Source: SPSS Version 22 processing results

Simultaneous tests show that education and training together have a positive and significant influence on employee work performance. This can be seen through the value of Fcount (469.205) > Ftable (3.35) at a significance level of 000 which is smaller than 0.05.

Coefficient of Determination (R2)

The coefficient of determination test is used to measure the closeness of the relationship from the model used. The coefficient of determination (adjusted R2) is a number that shows the size of the variance or distribution of the independent variables which explains the dependent variable or a number that shows how much the dependent variable is influenced by the independent variable. The following are the results of the coefficient of determination obtained:

Table 9 Coefficient of Determination Results

Model	R	R Square	Adjusted RSquare	Std. Error of theEstimate
1	,894[a]	,799	,784	,957

a. Predictors: (Constant, Training, Education

Source: SPSS Version 22 processing results

In the coefficient of determination test, it can be seen that the Adjusted R Square value is 0.784. This means that as much as 78.4% of the variation in employee work performance scores can be influenced by education and training, so it can be concluded that education and training can influence employee work performance by 78.4% and the rest is influenced by other variables.

CONCLUSION

Based on the results of the research and discussion in the previous chapter, it can be concluded as follows: 1) Partially, the Education variable (X1) has a positive and significant effect on employee work performance (Y) where the Education variable has a value of tcount> ttable and sig<0.05. 2) Partially, the Training variable (X2) has a positive and significant effect on employee work performance (Y) where the Education variable has a value of tcount>ttable and

sig<0.05. 3) Overall (simultaneously) the variables education (X1) and training (X2) have a positive and significant effect on employee work performance (Y) because the Fcount> Ftable value with a significance level of 0.000 is smaller than 0.05. 4) The coefficient of determination test result is 0.784 (78.4%). So it can be said that 78.4% of the variation in related variables, namely education and training, in the model can explain employee work performance variables at LPP RRI Medan.

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