

# **The Influence of Education and Training and Work Facilities on Employee Performance through Workability at the Human Resources Development Agency of South Sulawesi Province**

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## **Abstract**

This study's expected objective is to determine and analyze the effect of education and training and work facilities on employee performance through workability in South Sulawesi province's human resource development agency. This study uses a causal research design that shows a causality or a cause-and-effect relationship between the variables studied and uses a quantitative approach. In this study, the population was 130 employees in the Human Resources Development Agency of South Sulawesi Province. Sampling using purposive sampling technique, the final sample used was 130 people. Data collection was carried out through observation, questionnaires, interviews, and documentation. Analysis of the data in this study with multiple linear regression and processing using SPSS ver. 25. The research shows that education and training through employees' workability positively but significantly affect employee performance, which is 4.2%. In contrast, work facilities through employee workability have a dominant influence on employee performance, namely 70.2%. All the hypotheses proposed in this study can be accepted. The implementation of education and training for workability shows that training activities provide additional technical and functional knowledge. They are also given the cultivation of essential values and character building. Employees will be more enthusiastic and motivated to work if they are facilitated with adequate work facilities. Through good work facilities, they can work more independently and hone their abilities and skills to complete a job.

## **Keywords:**

training, work facilities, workability, performance

## **1. Introduction**

Management activities generally take the form of efforts to achieve organizational goals by utilizing existing resources. One crucial resource and requires more attention in supporting administrative operations is human resources humans who run and become actors in every company activity (Ambar, 2003). Along with its development, all organizations are required to be able to compete in providing full service, including government organizations the

government which has the task of carrying out the entire process of implementing development in various sectors of life from the main level to the regional level (Fathoni, 2006).

The low performance cannot be separated from the individual performance (State Civil Servant (ASN)) of a local government. Individual performance is highly correlated with ASN competence. Suppose the value of local government performance, which is an accumulation of Regional Apparatus Organizations (OPD) performance, has not reached a good category performance. In that case, this means that the contribution of ASN in supporting the performance of OPD is also not optimal. Education and training are instruments for forming and improving knowledge, abilities, and skills of human resources, with changes in management and local government organizations demanding rapid adjustment of human resource competencies (Fauzi, 2011; Mu'adi et al., 2020; Nawawi et al., 2020). An organization must make a good facility plan so that the selected facilities are following their needs. Facility planning is an activity carried out before and after operations. This study seeks to reveal how education and training and work facilities on employee performance through workability at the Human Resources Development Agency of South Sulawesi Province.

## 2. Literature Review

A person who is doing a job cannot be separated from the ability and expertise he has. Of course, not all these abilities are obtained just like that, but through a process called education. Adequate education will provide the power for employees to do work according to their fields. Education is needed to work effectively and professionally, but training is required whose purpose is to provide maturity in work. Besides that, through education and training will improve personality, as stated by Soekidjo Notoatmodjo (1998) that Education and Training as an activity or business humans in enhancing their character by fostering their potential in the form of spiritual (creativity, feeling, and intention) and physical (five senses and skills). A good level of education and employee training will inevitably impact their workability, which will benefit the organization and form a good character for employees with their ease in doing a job. It is undeniable that employees' workability will make them have the capacity to do various tasks and jobs (Robbins, 1995). This view is supported by research by Isa Bharoka Trawardani, Arik Prasetya, Yuniadi Mayow Adhie Fasha Nurhadian (2019), Imron, Tamsah, & Ilyas (2018), which conclude that education and training have a positive and significant impact on employee work abilities. Other studies by Widyasari, Reni (2015) and Gian Gumilar, Hamidah N. Utami, and Ika Ruhana (2015) concluded the same results: education and training have an impact on increasing workability. Thus, hypothesis 1 can be made as follows:

The work environment, including facilities, has a significant role in creating a conducive and comfortable work situation. Work facilities provide convenience and speed in doing a task and a job and give a sense of comfort and encourage individual enthusiasm and passion for work. Through their confidence, of course, they will improve their ability to work. Excellent and complete work facilities will make individuals diligent and enthusiastic in working. On the other hand, imperfect and incomplete work facilities will make them lazy and reduce their enthusiasm and ability to work. Work facilities will provide good workability, while the ability to operate itself assesses the extent to which the person can work (Haitze et al., 2012). Work facilities are physical means by which they process input and produce output. As Moekijat (2001) quoted, a work facility is a physical facility that can process information to the desired outcome. The results of previous research that support research, such as Silfa Rino, Nuryanti, and Restu (2015), Budi Darma et al. (2018), and Yuri Asari (2013), conclude that work facilities have a positive and significant effect on employee work abilities. Therefore, hypothesis 2 can be made as follows:

Education and training or education and training are part of human resource development management whose main objective is to increase the capacity of individuals/employees in completing their duties and obligations. Providing education and training improves the abilities of individuals or employees and can ultimately lead to increased performance. Through training, employees will provide better knowledge and skills than before. This knowledge and skills will encourage the emergence of good performance, as stated by Furtwengler in Mangkunegara (2008) that the aspects used as a measure for implementation are: speed, quality, service, value, skills, mental success, openness to change, creativity, skills for communication, planning and organizational initiatives. Thus, performance supported by good education and training will drive speed, quality, and value for the organization. Supporting research results include Andi Asnani (2016); Miranda Diah Ratnasari, Bambang Swasto (2018) concluded that Education and Training shows a positive and significant effect on improving performance. Other researchers, Fajar Azmi Kurniawan (2015); and Nursiah, Ilyas, & Mattalatta (2019), conclude that Education and Training will positively impact employee performance. Thus, hypothesis 3 can be made as follows:

Facilities as a means of smoothing and facilitating functions are also tools to differentiate one educational institution's program from other competitors (Lupiyadi, 2006; Nuraini et al., 2019; Umanilo, 2020, 2019). Work facilities are a means of supporting organizational activities that are physical and used in the organization's everyday activities, have a relatively permanent applicable life period, and provide future benefits. Work facilities are essential for organizations, including companies, because they can support performance, such as completing and maximizing work. Companies or organizations are required to provide and provide work facilities because an organization's success is never separated from the provision of work facilities. Achievement of maximum performance must be supported by resources (facilities). This is supported by the opinion of Yuki (1996). She suggests intervention variables that affect performance, one of which is resources and support, namely things that can be kept and used in the implementation profession. The study results, which are in line with this research, are Novi Syahrianti, Hasmin, Gunawan (2016), which shows that work facilities positively and significantly affect employee performance. Other researchers Juli Murwani (2017); and Adhie Fasha Nurhadian (2019) concluded that work facilities have a positive and significant effect on employee performance. Therefore, hypothesis 4 can be made as follows:

According to Nawawi (2003), leaders in their interests of their employees' work abilities are sometimes focused more on the performance that their employees can do. This views how the relationship between an employee's level of knowledge and his/her account socially statement. An employee who is happy or happy is undoubtedly an employee who can work productively, which is emphasized a lot by leaders in convincing employees. Employees to be satisfied and happy in carrying out the work given. Besides that, there is evidence that is quite clear where employees with a high level of ability in their work have a good story in an organization or company to support them to continue to exist in it. The influence of employees with quick employee turnover is due to the dissatisfaction they feel, which is related to how the complaints shown by employees with high demands. It is contradictory that employees have high workability that will provide a reasonable work rate, resulting in a good performance for themselves and their organization, which is something they want to achieve together. Another thing is that the organization will undoubtedly emphasize conditions that are important to its employees, such as providing a stimulus to increase its employees' capabilities. Research results that are in line with this research are Kiki Rindy Arini et al. (2015), Soeharto (2004), and Aprina Wardani (2017), which shows the influence of workability on performance. Thus, hypothesis 5 can be made as follows:

### 3. Methods

This study uses a causal research design that shows a causality or cause-and-effect relationship between the variables studied and uses a quantitative approach. In this study, the population was 130 employees in the Human Resources Development Agency of South Sulawesi Province. Sampling using purposive sampling technique, the final sample used was 130 people. Data collection was carried out through observation, questionnaires, interviews, and documentation. Analysis of the data in this study with multiple linear regression and processing using SPSS ver. 25.

### 4. Results

#### 4.1. Data Analysis

For line analysis, this study conducted structural test 1 and structure 3. Based on the multiple linear regression analysis results, the values for each trial of influence between independent variables and dependent variables can be seen in tables 1 and 2.

**Table 1.** Test t Effect of X1 and X2 on Y1

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig
		B	Std. Error	Beta		
1	(Constant)	5.852	1.126		5.198	.000
	Education and Training (X1)	.314	.077	.353	4.099	.000
	Work Facilities (X2)	.199	.048	.354	4.115	.000

Source: Data processing, 2020.

Coefficient's regression result (b1) = 0.353 with a significance value of 0.000 which means positive and significant effect (Sig<0.05) or from the calculated t value of table t (4,099 > 1,978). Therefore, it is stated that variable Education and Training (X1) has a positive and significant effect on Work Ability (Y1). The magnitude of the influence value of Variable X1 over Y1 is seen from the standardized coefficients beta value of 0.353 or 35.3%. Coefficient's regression result (b2) = 0.354 with a significance value of 0.000 which means significant (Sig<0.05) or from the

calculated t value of t-table (4,115>1,978). Therefore, it is stated that for variable Work Facilities (X2) has a positive and significant influence on Work Capability (Y1). The amount of variable X2 influence value on Y1 is seen from the standardized coefficients beta value of 0.354 or 35.4%, which means that each increase of one point of Work Facility (X2) will increase work capability (Y1) by 35.4%.

**Table 2.** Test t Effect of X1, X2, and Y1 on Y2

Model		Unstandardized Coefficients		Standardized Coefficients	t	That's it, that's
		B	Std. Error	Beta		
1	(Constant)	4.314	1.281		3.368	.001
	Education and Training (X1)	.055	.084	.042	.657	.513
	Work Facilities (X2)	.581	.053	.702	10.915	.000
	Work Capability (Y1)	.258	.092	.175	2.814	.006

Source: Data processing, 2020.

Coefficient's regression result (b3) = 0.042 with a significance value of 0.513 means positive but insignificant effect. Therefore, it is stated that variable Education and Training (X1) positive effect but not significant on Employee Performance (Y2). The magnitude of variable X1 influence value on Y2 is seen from the standardized coefficients beta value of 0.042 or 4.2%.

Coefficient's regression result (b4) = 0.702 with a significance value of 0.000 which means significant (Sig<0.05). Therefore, it is stated that for variable Work Facilities (X2) has a positive and significant influence on Employee Performance (Y2). The magnitude of the influence of Variable X2 on Y2 is seen from the standardized coefficients beta value of 0.702 or 70.2%

Coefficient's regression result (b5) = 0.175 with a significance value of 0.006 which means significant (Sig<0.05). Therefore, it is stated that for variable Work Capability (Y1) has a positive and significant influence on Employee Performance (Y2). The amount of influence of Variable Y1 on Y2 is seen from the standardized coefficients beta value of 0.175 or 17.5%

For an extensive calculation of influence for its indirect variable, it can be calculated by multiplying the dependent variable by intervening as follows:

1.  $X1Y1Y2 = (b1xb5) = (0,353x0,175) = 0,061 \rightarrow \rightarrow$

The value of Coefficients 0.061 means an indirect influence of variable X1 over Y2 through variable Y1, which is 0.061 or 6.1%.

2.  $X2Y1Y2 = (b2x b5) = (0,354x0,175) = 0,061 \rightarrow \rightarrow$

The coefficient value of 0.061 means an indirect influence of variable X2 on variable Y2 through variable Y1, which is 0.061 or 6.1%.

#### 4.2. Hypothetical Results

**Table 3.** Hypothetical test summary

Hypothesis	Value	Sig	Conclusion
Education and training have a positive and significant effect on work capability at the Human Resources Development Agency of South Sulawesi Province.	0.353	.000	Accepted
Work Facilities have a positive and significant effect on work capability at the Human Resources Development Agency of South Sulawesi Province.	0.354	.000	Accepted
Education and training have a positive and significant effect on Employee Performance at the Human Resources Development Agency of South Sulawesi Province.	0.042	.513	Accepted
Work Facilities have a positive and significant effect on Employee Performance at the Human Resources Development Agency of South Sulawesi Province	0.702	.000	Accepted

Work Capability has a positive and significant effect on Employee Performance at the Human Resources Development Agency of South Sulawesi Province	0.175	.006	Accepted
Education and training have a significant effect on Employee Performance through Work Capability at the Human Resources Development Agency of South Sulawesi Province	0.103	.000	Accepted
Work Facilities have a positive and significant effect on Employee Performance through Work Capability at the Human Resources Development Agency of South Sulawesi Province	0.763	.000	Accepted

Source: Data processing, 2020.

## 5. Discussion

The magnitude of the influence is 0.353 with a significance value of 0.000. The effect of the Education and Training (X1) variable on Job Ability (Y1) is positive and significant, meaning that it indicates that the increase in Education and Training will increase the level of Work Ability by assuming that other factors that affect the size and size of Education and Training are constant. The research results support this research by Isa Bharoka Trawardani, Arik Prasetya, Yuniadi Mayowan (2015); Imron, Tamsah, & Ilyas, 2018 concluded that Education and Training had a positive and significant effect on the workability of employees. Other studies by Widayarsi, Reni (2015) and Gian Gumilar, Hamidah N. Utami, and Ika Ruhana (2015) concluded the same results: education and training have an impact on increasing workability. The implementation of education and training on workability shows that training activities provide additional knowledge, both technical and functional. They are also given the cultivation of essential values and character building, which will later affect implementing their daily duties obligations as a state servant. Implementing this education and training is critical because every new civil servant has a different educational basis. The implementation of this training will provide them with knowledge and skills, and experience following their position or position in the workplace.

The magnitude of the influence is 0.354 with a significance value of 0.000. The Work Facility variable (X2) on Work Ability (Y1) is positive and significant, meaning that the increase in the Work Facility variable can increase the level of Work Ability by assuming that other factors influence the size and smallness of the work facility value is constant. The results of this study are relevant to research conducted by Silfa Rino, Nuryanti, and Restu (2015), Budi Darma et al. (2018), and Yuri Asari (2013). They concluded that work facilities have a positive and significant effect on employee workability. Adequate and adequate work facilities will directly significantly impact employees' work capacity within the human resource development agency of South Sulawesi Province. The work facility variable as the variable with the highest level of influence compared to other variables shows that employees will be more enthusiastic and motivated to work if they are facilitated with adequate work facilities. Through good work facilities, they can work more independently and hone their abilities and skills to complete a job.

The magnitude of the influence is 0.042 with a significance value of 0.513. The Education and Training variable (X1) on Employee Performance (Y2) is positive but not significant. This means that the increase in Education and Training will increase employees' performance even though it is not substantial by assuming that other factors also influence education's size and size. Training is constant. The research results that are relevant to this research are Andi Asnani's (2016); Miranda Diah Ratnasari, Bambang Swasto (2018) and Fajar Azmi Kurniawan (2015); and Nursiah, Ilyas, & Mattalatta (2019), who concluded that the Education and Training had a positive but insignificant impact on employee performance. Implementing education and training activities as carried out by the human resource development agency of South Sulawesi Province on employee performance improvement has not shown significant results. However, it has demonstrated good value for implementing the education and training concerning employee performance improvement in several other aspects.

The magnitude of the influence is 0.702 with a significance value of 0.000. The Work Facility variable (X2) on Employee Performance (Y2) is positive and significant. This means that the increase in the Work Facility variable will increase Employee Performance by assuming that other factors that affect the size and smallness of the work facility variable are constant. The results of the research strengthened the results of the study by Novi Syahrianti, Hasmin, Gunawan (2016) and Juli Murwani (2017), and Adhie Fasha Nurhadian (2019). They show that work facilities have a positive and significant impact on employee performance. Improved employee performance in the Office of the Human Resources Development Agency of South Sulawesi Province is more optimal if facilitated with

adequate office facilities. This is because employees will be happier to work if the facilities in their office are complete and support their work to work better and independent.

The magnitude of the influence is 0.175 with a significance value of 0.006. The WorkAbility variable (Y1) on Employee Performance (Y2) is positive and significant. This means that the increase in the WorkAbility variable will increase the employee performance increase by assuming that other factors that influence the size and smallness of the Work Ability are constant. The results of this study are in line with this research by Kiki Rindy Arini et al. (2015), Soeharto (2004), and Aprina Wardani (2017), which show a positive and significant influence on workability on employee performance. The increasing integrity values of employees show the effect of workability on employee performance in carrying out their duties. Employees with the ability to work have encouraged themselves to be able to do their job optimally. This is shown by the increasing level of discipline, work commitment, integrity, service levels, and even solid cooperation.

The magnitude of the influence is 0.103. The effect of the Education and Training (Y1) variable on Employee Performance (Y2) through Work Ability (Y1) is positive and significant. This means that an increase in the Education and Training variable will increase Employee Performance through workability by assuming that other factors are involved. Affect the size and size of Education and Training are constant. The implementation of Education and Training has shown a positive impact on improving employee performance, even though not all of Education and Training implementation can form good character to high-performance employees' performance.

The magnitude of the influence is 0.763. The effect of the Work Facility variable (X2) on Employee Performance (Y2) through Work Ability (Y1) is positive and significant. This means that an increase or increase in Work Facilities will increase Employee Performance improvement through workability by assuming that other factors that affect the size and size of the work facility are constant. The most significant influence that underlies the increase in employee performance in the Human Resources Development Agency of South Sulawesi Province is work facilities. Work facilities are supporting facilities capable of encouraging maximum performance achievement of employees. This significant influence is because employees prefer to work independently by utilizing adequate work facilities. The Human Resources Development Agency of South Sulawesi Province, with its facilities such as computers, buildings, parking lots, and transportation routes, has encouraged employees to work optimally and achieve good performance.

## 6. Conclusion

The guidance carried out by BPSDM of South Sulawesi Province leads to efforts to increase: Attitude and spirit of dedication oriented towards the interests of public/society of the nation, state, and homeland; Technical competence in managerial and leadership; Efficiency and effectiveness, and quality in implementing tasks carried out with a spirit of cooperation and responsibility following the facilities and work capabilities.

The implementation of education and training on workability shows that training activities provide additional knowledge, both technical and functional. Still, they are also given the planting of essential values and character building, which will later affect implementing their daily duties obligations a state servant. Apart from education and training, adequate and adequate work facilities will directly significantly impact the performance of employees within the Human Resources Development Agency of South Sulawesi Province. The work facility variable as the variable with the highest level of influence compared to other variables shows that employees will be more enthusiastic and motivated to work if they are facilitated with adequate work facilities. Through good work facilities, they can work more independently and hone their abilities and skills to complete a job. Besides, employees of the South Sulawesi Province Human Resource Development Agency's daily activities instil important organizational values, strengthening the emotional relationship between employees and corporate matters. Employees have a commitment to work, not just carrying out work routines, but there are targets to be achieved that can satisfy them at work.

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