

The Influence Of Education And Competence On employee Performance At Pt Esaputlii Prakarsa Utama Barru South Sulawesi

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Abstract

There are two purposes for writing the final assignment, namely (1) to determine the effect of employee education on employee performance at PT. Esaputlii Prakarsa Utama, (2) Knowing the influence of employee competence on employee performance at PT. Esaputlii Main Initiative. This research was conducted to employees of PT. Esaputlii Main Initiative, Barru. The number of samples in this study was 40. The data sources used in this final project were primary data and secondary data while the data collection methods used were observation, questionnaires and literature study. The sampling technique used by the author is purposive sampling. This final project uses multiple linear regression data analysis while to determine the effect of variables X_1 and X_2 on variable Y using the t (partial) test. The results of data analysis show that employee education has a significant effect on employee performance at PT. Esaputlii Prakarsa Utama, this is because based on a comparison of the t count and t table it turns out that t count is greater than t table with the acquisition value ($2.386 > 2.02619$), competence has a significant effect on employee performance at PT. Esaputlii Prakarsa Utama, this is because based on a comparison of the t count and t table it turns out that t count is greater than t table with the acquisition value of ($7.038 > 2.02619$).

Keywords: Performance, Competence, Education

INTRODUCTION

Organizations within the company are experiencing very substantial demands of the times, namely demands for high competition and sustainable development. However, this term of competitiveness is often focused on goods that have competitive monetary values. We forget that these goods are the output of human capital creativity which is achieved through a clear business process. It is no longer the time to see humans only as a resource in this process. Humans are strategic capital, along with a feeling of awareness that knowledge capital will increasingly ensure competition for a company in the future (Akmal Abdullah et al., 2020) .

Related to the issue of human resources is being highlighted and the foundation for agencies to be consistent and survive in the era of globalization. As a basic strategy, human resources will ensure the successful implementation of agency activities. One of the aspects faced in an agency is how to produce employees who work efficiently. Therefore, employees are urged to be able to do their work according to their abilities, but not in reality all employees have the ability and work skills as expected by the agency and especially at PT. esaputlii Main Initiative (Yandra Rivaldo, 2021)

Education is the task of increasing the knowledge, understanding or attitude of the workforce so that they can better adapt to their work environment. Education has a relationship with increasing public knowledge and understanding of the entire work environment. Education is related to answering ways and causes. Education is usually more dominant related to the theory of work. (Adam et al., 2020) .

According to Becker, Huselid and Ulrich (2001) in (Darma, 2020) argued that work competence is knowledge, skills and expertise (skills) or personality criteria that exist in a person which directly affect his performance. So it can be concluded that the work competence of an employee can contribute influence to the achievement of performance and will affect the work performance of employees .

Performance is said to play an important role in the progress of the company. It is called important because performance is one of the company's indicators in assessing employees while working in the company. Good performance can bring the company towards company goals or company goals. Meanwhile, poor performance slows down the achievement of company goals (Wijaya et al., 2021) .

Performance is an issue that is often discussed by many people, especially for issues related to the industrial world. One of the fisheries industries in Indonesia which has 377 employees is PT. Esaputlii Main Initiative (Benur Kita) Barru. PT. Esaputlii Prakarsa Utama (Benur Kita) Barru is one of the largest companies in Barru district which

is engaged in the hatchery of vannamei shrimp and milkfish and the cultivation of vannamei shrimp ponds. The company produces very spectacular production, by utilizing modern technological developments, it is proven that the results obtained by PT. Esaputlii Prakarsa Utama (Benur Kita) which is helmed by Jaya Baramuli as the main director. It has been proven that the results obtained by PT. Esaputlii Prakarsa Utama (Benur Kita) for fish and shrimp ponds can achieve a net income of 12 billion per year and fry income of 18 billion per year, not including the profit of the fisherman. The company which people are experiencing quite a complete problem is the fishing industry. The problems facing the fishing industry today include declining consumer demand due to erratic tides.

Many factors can cause a company to progress and develop, including the education and competency of employees without education and competence, employees cannot do their jobs properly and correctly. Because of that the author raised the title "Effect of Education and Competence on employee performance at PT. Esaputlii Parakarsa Utama, Barru.

LITERATURE ANALYSIS AND METHODOLOGY

The writing of this final project is prepared based on the data collection activities carried out at PT. Esaputlii Main Initiative Jalange, Village of Mallawa, Mallusetasi District, Barru Regency, South Sulawesi.

Engineering Data Collection Observation

The observation method is a data collection technique by making direct observations of the problems to be studied, namely the effect of education level and competence on employee performance at PT. Esaputlii Main Initiative. Various data obtained from observations, namely observations of employee performance, the way employees apply company rules

Questionnaire

Questionnaire is a data collection technique by giving a set of statements to employees regarding education, competence and performance which are given in writing and online. This final project uses an assessment using the *Likert scale method* in the form of a *checklist*, where each statement option is given five answer options with a score of 1-5. More details can be seen in table 3.1 below:

Table 1 Likert scale rating

No	Answer Obsession	Value Score
1.	Strongly Agree (SS)	5
2.	Agree (S)	4
3.	Disagree (KS)	3
4.	Disagree (TS)	2
5.	Strongly Disagree (STS)	1

Source: Sugiyono, 2018

The technique used in determining the sample is *purposive sampling*. *Purposive sampling* is a sample collection technique based on criteria determined by the researcher. The sample that was collected was 400 people. The list of statements in the questionnaire can be seen in Appendix 2.

Literature review

Literature study, namely taking some literature from various sources related to the Influence of Education and Competence on Employee Performance both from reports, research, and final assignments as well as existing documents as well as company profile documents from the company office

Population and Sample

Population

According to Sugiyono (2015) in (Pertiwi T., 2018), stated that the population is a generalized area consisting of objects or subjects that have certain qualities and characteristics that have been determined by researchers to be studied and then drawn conclusions. The population in the final assignment of all employees is 377 employees who work at PT. Esaputii Main Initiative, Jalange, Mallawa Village, Mallusetasi District, Barru District, South Sulawesi. The population in PT. Esaputii Prakarsa Utama can be seen in the attachment.

Sample

The sample according to Hadi (2004) in (Pertiwi T., 2018), is part of the population or representative of the population being studied and at least has the same characteristics and this sample will immediately be used as a research subject. This study used a sampling method using a *purposive sampling technique*, which according to Yunus

(2016) *purposive sampling technique* is that an emphasis is placed on the character of the sample members because due to deep consideration, the researcher believes it will truly represent the population character. It is hoped that the results of the research on samples can be generalized to the entire population. The sample used in this study are employees who work at PT. Esaputlii prarsa Utama. However, not all employees were used as samples. The number of samples in this final project based on the sample criteria is 40 employees, 15 women and 25 men.

Sampling technique

In this final project, the writer uses *purposive sampling technique*. According to Notoatmodjo, *purposive sampling* is a sampling technique based on certain considerations such as the characteristics or criteria determined by the author, namely:

1. What was found during the research
2. Is a permanent employee
3. Work minimum 2 years
4. Existing employees on January 15 – March 30 2022
5. Who is willing to be a sample

The number of samples based on the sample criteria was successfully collected by the authors totaling 40 employees with 15 women and 25 men.

Data analysis

The data analysis method used in this final project are:

Multiple Linear Regression Analysis

Multiple linear regression analysis, namely calculating the influence of one or more independent variables on one dependent variable and predicting the dependent variable using two or more independent variables, in this case we can determine the effect of education and competency on employee performance at PT. Esaputlii Main Initiative. The regression analysis used in this final project according to Sugiyono, 2014 can be seen in the following equation:

$$Y = a + b_1X_1 + b_2X_2 + e$$

Information :

Y : Performance employees

a : Constant

b₁ : Coefficient regression X₁

b₂ : coefficient regression X₂

X₁: Variable first independent (education)

X₂: Variable second independent (competency)

e : Confounding variable

T test (partial)

T-test is data analysis whose purpose is to test how each independent variable affects the dependent variable individually. This test can be done by comparing t table and t count.

1. If the value of t count > t table, then there is an influence of the independent variable (X) on the dependent variable (Y) or the hypothesis is accepted
2. If the value of t count < t table, then the independent variable (X) has no effect on the dependent variable (Y) or the hypothesis is rejected.

RESEARCH AND RESULTS

Validity and Reliability Test

Validity test

According to (Sugiyono, 2019) the validity test is used to determine the feasibility of items in a list of questions or statements in defining a variable. A questionnaire is said to be valid if the questions or statements in the questionnaire are able to reveal what is being measured by the questionnaire. According to Sugiyono, the decision of an item to be valid or invalid can be determined by correlating the item score and the total score. If the correlation r count is greater than the r table, it can be concluded that the item question or statement can be said to be valid. The results of the educational validity test (X₁) can be seen in table 2 below.

Table 2. Educational validity test results (X₁)

Item No	R Count	R Table	Information
1	0.679	0.312	Valid
2	0.751	0.312	Valid
3	0.703	0.312	Valid
4	0.526	0.312	Valid
5	0.539	0.312	Valid
6	0.628	0.312	Valid

Source: Primary data after processing, 2022

Based on table 2 it can be concluded that all question items for education variables are declared valid. This is because the results of r count $>$ from r table at a significant level of 5%. While the results of the validity test for competency variables can be seen in table 3 below.

Table 3. Competency validity test results (X2)

Item No	R Count	R Table	Information
1	0.585	0.312	Valid
2	0.524	0.312	Valid
3	0.815	0.312	Valid
4	0.693	0.312	Valid
5	0.797	0.312	Valid
6	0.606	0.312	Valid
7	0.807	0.312	Valid

Source: Primary data after processing, 2022

Based on Table 3 above, it can be concluded that all questions or statements for competency variables are declared valid because the results of r count $>$ r table at a significant level of 5%. The results of the validity test for performance (Y) can be seen in table 4 below.

Table 4 Results of performance validity test (Y)

Item No	R Count	R Table	Information
1	0.621	0.312	Valid
2	0.833	0.312	Valid
3	0.864	0.312	Valid
4	0.780	0.312	Valid
5	0.740	0.312	Valid
6	0.795	0.312	Valid
7	0.885	0.312	Valid
8	0.701	0.312	Valid

Source: Primary data after processing, 2022

Based on Table 4 above, it can be concluded that all questions or statements for performance variables are stated to be valid because the results of r count $>$ r table at a significant level of 5%. The results of the validity test for performance (Y) can be seen in table 4 below.

Reliability Test

According to Sugiyono (2017) states that the reliability test is the extent to which the measurement results using the same object will produce the same data. The reliability test in writing this final project uses data processing tools, namely the SPSS (*Statistical Program and Service Solution*) application. The results of the reliability test for education variables (X1), Competence (X2), and Performance (Y) can be seen in table 5 below.

Table 5 variable reliability test results

Item No	Variable	Cronbach's Alpha	Information
1	Education	0.694 > 0.060	Reliable
2	Competence	0.809 > 0.060	Reliable
3	Performance	0.896 > 0.060	Reliable

Source: Primary data after processing, 2022

Based on Table 5 above, it can be concluded that all questions or statements for education, competency and performance variables are stated to be reliable because the results of $r_{count} > \text{Cronbach's Alpha}$ at a significant level of 5%.

Characteristics of Respondents

Respondents based on gender

Table 6. Characteristics of Respondents based on gender

No	Gender	Frequency	Percentage (%)
1.	Man	25	55.5
2.	Woman	15	37.5
Total		40	100

Source: Primary data of PT. Esaputlii Main Initiative, 2022

Table 6. shows that the number of male respondents is 55.5%, while the number of female respondents is 37.5%. So it can be concluded that the number of male respondents is more dominating than women.

1. Respondents by age

Table 7 characteristics of respondents by age

No	Age (years)	Frequency	Percentage (%)
1.	17-25	6	15
2.	26-34	24	60
3.	35-44	7	17.5
4.	> 45	3	7,5
Total		40	100

Source: Primary data of PT. Esaputlii Main Initiative, 2022

Table 7 shows that the number of respondents aged 17-25 years is 15%, respondents aged 26-34 years are 60%, respondents aged 35-44 years are 17.5% and the number of respondents aged > 45 years is 7.5 %. So it can be concluded that the number of respondents aged 26-34 years is more dominating than the others.

2. Respondents based on Working Period

Table 8. Characteristics of respondents based on years of service

No	Working Period (year)	Frequency	Percentage (%)
1.	1-5	19	47.5
2.	6-10	13	32.5
3.	11-15	6	15
4.	16-20	0	0
5.	>20	2	5
Total		40	100

Source: Primary data of PT. Esaputlii Main Initiative, 2022

Table 8 shows that the number of respondents based on 1-5 years of service is 47.5%, 32.5% of respondents with 6-10 years of service, 15% of respondents with 11-15 years of service, 15% of respondents working 16-20 years as much as 0%, respondents whose working period > 20 years as much as 5%. So it can be concluded that the number of respondents whose tenure of 1-5 years is more dominant than the others.

3. Respondents by Education

Table 9. Characteristics of respondents based on education

No	Level of education	Frequency	Percentage (%)
Low Education (<Senior High School)			
1.	SD	0	0
2.	JUNIOR HIGH SCHOOL	0	0
3.	SMA/SMK	20	50
Higher Education (> D3)			
4.	D3	10	25
5.	S1	10	25
Total		40	100

Source: Primary data of PT. Esaputlii Main Initiative, 2022

Table 9 shows that the number of respondents with the last elementary school education was 0%, the respondents with the last junior high school education were 0%, the respondents with the last high school education were 50%, the respondents with the last D3 education were 25%, the respondents with the last S1 education were 25% . So it can be concluded that the number of respondents at the SMA/SMK education level is more dominating with a percentage of 50%.

Multiple linear regression

To find out how far the influence of education and competence on employee performance at PT. Esaputlii Prakarsa Utama, the authors use quantitative data analysis in the form of multiple linear regression. The results of research data analysis using the SPSS program obtained data in table 10.

Table 10. Multiple Linear Regression Test Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
revision1	(Constant)	18011	4.125		4,217	.001
	EDUCATION (X1)	.431	.181	.361	2,386	.022
	COMPETENCE (X2)	.813	.116	.752	7,038	.000

a. Dependent Variable: PERFORMANCE (Y)

Source: Primary data after processing, 2022

Based on data analysis using SPSS 24, the results of the regression equation are obtained as follows:

$$Y = a + b_1X_1 + b_2X_2 + e$$

$$Y = 18,011 + 0,431X_1 + 0,813X_2 + e$$

The regression equation above shows the relationship between the *independent variable* and the *dependent variable* partially, from this equation it can be concluded that:

1. The constant value is 18.011, meaning that if there is no change in the Education and competence variables (values X_1 and X_2 are 0) then the performance of employees at PT. Esaputlil Prakarsa Utama is 18,011 units
2. The regression coefficient value of employee education is 0.431, meaning that if the education variable (X_1) increases by 1% assuming the competency variable (X_2) and constant (a) is 0 (zero), then the employee performance at PT. Esaputlil Prakarsa Utama increased by 0.431. This shows that the education variable contributes positively to employee performance, so that the more complete the education of employees, the higher the level of employee performance.
3. The value of the employee competency regression coefficient is 0.813 meaning that if the employee competency variable (X_2) increases by 1% assuming the employee education variable (X_1) and constant (a) is 0 (zero), then the employee performance at PT. Esaputlil Prakarsa Utama increased 0.813. This shows that the employee competency variable contributes positively to employee performance, so that the greater the employee competency, the employee performance at PT. Esaputlil Prakarsa Utama, the higher the level of employee performance

T Test (Partial)

According to pardede and manurung (2014:29) in (Liza Zulbahri, 2019) , the calculated t value is used to partially test the effect of education (X_1) and competence (X_2) to the dependent variable. Does this variable have a significant effect on the employee performance variable (Y) or not with an error rate of 5 % ? in the following table 11:

Table 11. t test results (partial).

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
revision1	(Constant)	18011	4.125		4,217	001
	EDUCATION (X1)	.431	.181	.361	2,386	022
	COMPETENCE (X2)	.813	.116	.752	7,038	.000

a. Dependent Variable: PERFORMANCE (Y)

Based on Table 11 by observing the row, column t and sig. can be explained as follows:

1) Effect of employee education variable on employee performance (H_1)

Education variable has a positive and significant effect on employee performance at PT. Esaputlil Main Initiative. This can be seen from the significant education (X_1) $0.022 < 0.05$, and the value of $t_{table} = t(\alpha/2; nk-1 = t(0.05)/2; 40-2-1 = (0.025; 37) = 2.02619$. This means that the value of t_{count} is more than t_{table} ($2.386 > 2.02619$), then H_0 is rejected and H_1 is accepted. So the hypothesis that says there is an effect of education on employee performance is partially accepted.

2) Effect of employee competency variable on employee performance (H_2)

Competency variable (X_2) has a positive and significant effect on the performance of employees at PT. Esaputlil Main Initiative. This can be seen from the significant employee competence (X_2) $0.000 < 0.05$, and the value of $t_{table} = t(\alpha/2; nk-1 = t(0.05)/2; 40-2-1 = (0.025; 37) = 2.02619$. This means that the calculated t value is greater than t_{table} ($7.038 > 2.02619$), then H_0 is rejected and H_1 is accepted. So the hypothesis that says there is an effect of education on employee performance is partially accepted.

DISCUSSION

The Effect of Employee Education on Employee Performance

Based on the results of regression calculations, it shows that education has a significant effect on the performance of employees of PT. Esaputlil Main Initiative. It can be seen that the calculated t value obtained is actually greater than t_{table} ($2.386 > 2.02619$). Based on the regression calculation, it has been proven that education has a positive and significant effect on employee performance. Based on the questionnaire data, it shows that almost every statement on the education variable, the majority answered strongly agree and agree, this shows that employees who are educated certainly have different

performance from those who are not educated. Education provides knowledge and skills that can encourage the implementation of a job. From the field facts that have been observed by the author that at PT. Esaputlii Prakarsa Utama, every educated employee is given high jobs and responsibilities and high positions as well as technicians, section heads to managerial (according to the EPU HR manager, 2022). This is supported by research conducted by (Mulyani, 2019) and (Prasetyo & Nurnida, 2017) which suggests that education has a positive and significant effect between education variables on employee performance, but there is also research that disproves this, namely research conducted by (Afrizal, 2021) and (Putri & Ratnasari, 2019) which argue that education does not have a positive and significant effect on employee performance.

The Effect of Employee Competence on Employee Performance

Based on the results of the regression calculations, it shows that competence has a positive and significant influence on the performance of employees of PT. Esaputlii Main Initiative. It can be seen that the calculated t value obtained is actually greater than t table ($7.038 > 2.02619$), in accordance with the field fact that the majority of employees who have competence produce maximum performance because based on questionnaire data it shows that almost every statement on the competence variable the majority answered strongly agree and agree this proves that they are able to master the job, able to adapt, work quickly and are able to work neatly. The results of this study are in line with research conducted by (Firmansyah, 2020) and (Wijaya et al., 2021) which state that competence has a positive and significant influence on the performance of employees or employees

CONCLUSION AND RECOMMENDATIONS

Based on the results of the data analysis that has been done, it can be concluded that:

Partially, employee education has a significant effect on employee performance at PT. Esaputlii Prakarsa Utama, this is because based on a comparison of the t count and t table it turns out that t count is greater than t table with the acquisition value of ($2.386 > 2.02619$). Partially, competence has a significant effect on employee performance at PT. Esaputlii Prakarsa Utama, this is because based on a comparison of the t count and t table it turns out that t count is greater than t table with the acquisition value of ($7.038 > 2.02619$).

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