

The Influence Of Education And Training On Teacher Performance At Global Islamic High School Surya Bandar Lampung

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Abstract

This research aims to find out influence education and training on teacher performance is to understand in more depth how education and training affects teacher performance and ultimately affects the quality of education provided to student. The selected population is all teachers who provide teaching at the Global Islamic High School Surya Bandar Lampung, consisting of 30 people, is considered representative and has characteristics relevant to the research objectives. Data collection is carried out through survey with a pre- designed questionnaire. After the data is collected, analysis is carried out using the device SPSS software, including multiple linear analysis, t test for hypothesis testing, F test, and closing with the coefficient of determination test to assess the strength of the relationship between variables. Based on studies theoretically and from the results of data analysis, it can be concluded that both partially and anova" Education and Training has a significant effect on Teacher Performance at Global Surya Islamic High School Bandar Lampung" is acceptable.

Keywords: Education, Training, and Performance.

INTRODUCTION

Education and training is a teaching and learning process using certain techniques and methods, in order to improve skills and work abilities of a person (employee or group



of people). Education and training (*training*) is a learning process that involves acquisition of skills, concepts, rules or attitudes to improve performance (Uliana et al., 2022).

Education and training can be interpreted a teaching and learning process using certain techniques or methods, in order to improve skills a person or group of people within handle tasks and functions through systematic and organized procedures that take place in relatively short (Dehotman, 2021)period of time.

Education and training have a significant influence on teacher performance. Formal education expands their knowledge and skills, while training advanced help them update and improve their teaching methods in line with the latest developments in Education (Nasution et al., 2024). Both contribute to improving the quality of teaching and student learning outcomes especially at Global Islamic High School Surya Bandar Lampung.

Education and training includes two objectives at once, namely educational objectives and training objectives which are an inseparable unity, the objectives are held his education and training center /agency/ institution /unit that generally to be able to solve behavioral problems in organizations which include knowledge problems (Wijaya et al., 2023).

Efforts to improve human resource standards, progress in the field of education remain the focus main (BPS, 2017). To implement repair as well as improvement quality Education needs to start based on aspects The most important thing is education there are professional teachers. Teachers are the most important resource, and because they contribute to the generally poor quality of education, they are necessary special attention to improvement quantity and quality (Sanjani, 2020). As a teacher educator at Global Islamic High School, Surya plays an important role in education, in schools teachers have a position that determines the success of education. Parents of students hopes that teachers can be responsible for the development of their students at Global Surya Islamic High School. Thus, teachers can provide contribution as well as provide major changes to improve the quality of education.

Students are important subjects in the teaching and learning process at school. Meanwhile, the teacher is a learning resource who directly deals with students in that process. In this regard, teachers need to always keep up -grading continuously included in matter of getting the right method, approach, or method in learning, because only with the right method, the goals and results of teaching and learning can be realized (Sanjani, 2020).



One of the main problems at Global Surya Islamic High School is the quality of education received by teachers before they start teaching. If their initial education was inadequate or not relevant to the demands of work as teachers, this can reduce their performance in class. Not all teachers receive adequate training throughout their career. Sometimes, training is available No aligned with actual needs in the field or not covers skills needed to deal with particular challenges in their learning environment.

The purpose of research on influence education and training on teacher performance is to understand in more depth how education and training affects teacher performance and ultimately affects the quality of education provided to student.

LITERATURE REVIEW

Education

According to Ahmad in Hasbullah (2017) "Education is conscious guidance or leadership by educators towards physical and spiritual development educational going to formation the main personality". According to Rousseau in Ahmadi & Uhbiyati (2015) "Education is giving We supplies that are not there in childhood, will but We need it as an adult." Furthermore, according to John Dewey in (Hasbullah, 2017) "Education is a formation process fundamental intellectual and emotional skills towards nature and fellow human beings". Based on the definitions of the experts above, it can be concluded that Education is a conscious effort carried out by the family, community and government through various activities for the role in the future and ongoing throughout life. According to Tirtahardja (2005) in Robbiantara et al. (2022), level indicator education consists of :

1. Educational level

Level Education is a stage of education that is found based on the participant's level of development educate, the goal will be achieved and capabilities developed.

2. Suitability of Majors

The suitability of the major is that before the company recruits employees analyze level education and suitability of the employee's educational major so that they can be placed in a position that matches their qualifications education.

3. Competence

Competency is knowledge, mastery of tasks, skills and basic values that are reflected in habit think and act.

Training

The meaning of training is Pramudyo (2017) simply defined as a learning process designed to change performance person in do his job". What is meant in there are four of

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these things to pay attention to. Namely, the training process, participants training, performance, and employment. Must be understood that the training process refers to a change that must occur in the participants training. Rachmawati (2017) explain that Training is an environmental forum for employees, where they acquire or learn attitudes and teaching processes certain knowledge and expertise, so that employees become more skilled and able to carry out their responsibilities better, in accordance with the required standards. Process of training activities sometimes given after the employee is placed and assigned according to their respective fields. According to Edwin B. Flippo in Larasati (2018), state that training is a business improvement *knowledge* and *skills* of an employee to apply certain work activities. From several definitions according to the experts above, it can be concluded that Training is a process of gaining skills regarding work, through series a systematic procedure or one carried out by one person experts aiming to improve skills and knowledge to employees. According to Mangkunegara (2017) training indicators, including :

1. Type of Training
training program needs analysis that has been carried out, training needs to be carried out increasing employee performance and work ethics for the lower and middle levels.
2. Training Objectives
Concrete and measurable training objectives ; therefore improve work skills so that participants are able to achieve performance.
3. Training Materials
Training materials can include management, script management, work psychology, work communication, discipline and work ethics.
4. Training Methods
training method used is a technical training method participatory, namely group discussions, conferences, simulations, simulations in class.
5. Qualification Participant
Participant Training is employees who meet qualifications condition such as permanent employees and staff who receive recommendations leader.

Performance

performance is implementation a job and perfecting the job in accordance with their responsibilities so that they can achieve the expected results (Choirunnisa & Ali Alam, 2023). According to Afandi (2018) Performance, it is the work results that can be

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achieved by a person or group of people a companies in accordance with their respective authorities and responsibilities in an effort to achieve organizational goals illegally, no breaking the law or not contrary to morals and ethics. According to Mangkunegara (2017) the definition of performance (work performance) is the quality and quantity of work results achieved by an employee in carry out their duties in accordance with the responsibilities given to him. According to Rivai (2018), performance is the real behavior displayed by each person as a work achievement produced by employees in accordance with their role in company. Indicators for measuring individual employee performance according to Robbins & Timothy A. Judge. (2016) There are six indicators, namely:

1. Quality

Quality of work is measured from employee perceptions of the quality of work produced as well as perfection of tasks towards employee skills and abilities.

2. Quantity

resulting amount expressed in term such as number of units, number of cycles completed activities.

3. Punctuality

Represents level activity completed at the beginning of the stated time, judging by corner coordination with output results as well maximize the time available for activities other.

4. Effectiveness

It is the level of use of organizational resources (energy, money, technology, raw materials) that is maximized with the aim of increasing the results of each unit in the use of resources.

5. Independence

Represents level an employee who will later be able to carry out his work functions. Work commitment. It is a the level that the employee has work commitment with the agency and employee responsibilities towards the office.



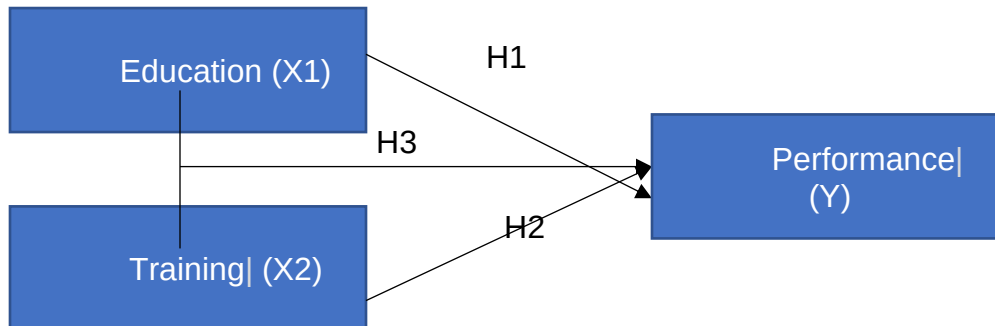


Figure 1. Framework of Thought

Hypothesis formulated on base framework thought which is answer temporary on formulated problem. Based on background problems and problems, the hypothesis that can be put forward is as follows :

- H1: Education has a positive and significant effect on teacher performance at Global Surya Islamic High School.
- H2: Training has a positive and significant effect on teacher performance at Global Surya Islamic High School.
- H3: Education and training together have a significant effect on teacher performance at Global Surya Islamic High School.

RESEARCH METHODOLOGY

Research Design

According to Malhotra (2020) In research there are two types of research, namely, qualitative and quantitative. Qualitative research is research that provides insight and understanding of the problems that occur, while quantitative research is research that attempts to measure data and apply some form of statistical analysis. Whenever a new marketing research issue is undertaken, quantitative research research should be preceded by appropriate qualitative research. Likewise, qualitative research is carried out to explain things findings obtained from quantitative research.

This research uses quantitative research, because it measures data and applies several forms of statistical analysis and this research uses *descriptive research*, because this research takes the form of a survey conducted to find out how important the various causes of the independent variables are to the dependent variable.

Population

Population is the totality of all possible values, both the results of counting and measurements. Quantitative and qualitative rather than certain characteristics regarding a complete and clear set of objects. Another meaning says that population is a group subjects, whether people, symptoms, test scores, objects or events (Ghozali, 2018). In line with the above definition, it is determined that population from this research is a teacher at Global Islamic High School Surya Bandar Lampung.

Sample

According to Sugiyono (2018), the sample is part of the number and characteristics possessed by the population. Meanwhile, the meaning of Population is a generalized area consisting of objects / subjects that have certain qualities and characteristics determined by the researcher to be studied and then conclusions drawn. The sampling technique in this research is non- probability, namely *convenience sampling*. According to Sugiyono (2018), *convenience sampling* is a determination method sample by selecting sample freely as the researcher wishes. Sampling for research according to Arikunto (2018), if the subject is less than 100 people, it is best to take all of them, if the subject is large or more than 100 people can be taken 10-15% or 20-25% or more. So the samples taken from this research were all teachers who provided teaching at the Global Islamic High School Surya Bandar Lampung, consisting of 30 people, is considered representative and has characteristics relevant to the research objectives.

Research methods

Quantitative analysis is analysis used for data in the form of numbers that can be measured or calculated (Kurniawan & Ali Alam, 2022). The purpose of this analysis is to find out how big the influence is a variable or thing contains other variables quantitatively (Erwin, 2019). This analysis uses calculations through statistical methods and to make data analysis easier, this research uses *SPSS 25 software*. The tests carried out are validity test, reliability test, multiple linear test, coefficient of determination test, t test and F test.

Research Results and Discussion

Descriptive Analysis

Scores from variables obtained from a set of measuring tools in the form of statements measured using a Likert scale with five potential answers: strongly disagree,

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disagree, unsure, agree, and strongly agree. To assess characteristics The instrument used consists of 10 questions, with each question item having a range grades 1–5. And to determine the answer criteria for each question item in the Education (X1), Training (X2) and Performance (Y) variables, the total score per question item is calculated.

Education Analysis (Free Variable X₁)

Table 3. Total Score Per Statement Item & Answer Criteria for the Education Variable (X₁)

No	Indicator	Max Score	Real Score	Percentage (%)	Criteria
1	I really like this job	150	109	72.67%	Agree
2	I am satisfied with this job	150	106	70.67%	Agree
3	The wages given are in accordance with my work	150	111	74.00%	Agree
4	The wages given are very satisfying	150	107	71.33%	Agree
5	Promotions provided company according to my performance	150	106	70.67%	Agree
6	Fair company in promote jobs	150	111	74.00%	Agree
7	Supervision very good leadership	150	105	70.00%	Agree
8	Leaders always deliver motivation in Work	150	106	70.67%	Agree
9	My coworkers always deliver input in Work	150	112	74.67%	Agree
10	My coworkers are always helpful if difficulties arise Work	150	109	72.67%	Agree
Average		150	108.2	72.13%	Agree

Source: Processed Data, (2024).



$$\text{Percentage Score} = \frac{\text{Maximum Score \%} - \text{Minimum Score \%}}{K} = \frac{100\% - 20\%}{5} = 16\%$$

Information :

20% - 35% = Strongly Disagree

36% - 51% = Disagree

52% - 67% = Neutral

68% - 83% = Agree

84% - 100% = Strongly Agree

Based on the table above, it can be explained that the average value of respondents' answers to all question items regarding educational variables is 108.2 or equivalent to 72.13 % with the criteria "Agree".

Analysis (Free Variables X₂)

Table 4. Total Score of Peer Item Statements & Answer Criteria for Variables Training (X₂)

No	Indicator	Max Score	Real Score	Percentage (%)	Criteria
1	The type of training is in accordance with the existing curriculum	150	101	67.33%	Neutral
2	Ethics and Moral training is often carried out	150	104	69.33%	Agree
3	The aim of the training is to form more competent teachers	150	103	68.67%	Agree
4	The aim of the training is to form teachers who have high ethics and morals	150	98	65.33%	Neutral
5	The material provided is very helpful for teachers teach	150	105	70.00%	Agree



6	The training material is very good and easy to understand	150	99	66.00%	Neutral
7	training methods taught are very good	150	104	69.33%	Agree
8	Training methods taught makes it easier I communicate with other teachers	150	106	70.67%	Agree
9	This training is on recommendation from superior	150	108	72.00%	Agree
10	training is for employee career development	150	108	72.00%	Agree
Average		150	103.6	69.07%	Agree

Source: Processed Data, (2024).

Based on the table above, it can be explained that The average value of respondents' answers to all question items regarding the training variable was 103.6 or equivalent to 69.07 % with the "Agree" criterion.

Performance Analysis (Y Dependent Variable)

Table 5. Total Score of Peer Item Statements & Answer Criteria for Performance Variables (Y)

No	Indicator	Max Score	Real Score	Percentage (%)	Criteria
1	I really like this job	150	106	70.67%	Agree
2	I am satisfied with this job	150	104	69.33%	Agree
3	The wages given are in accordance with my work	150	110	73.33%	Agree
4	The wages given are very satisfying	150	104	69.33%	Agree



5	Promotions provided company according to my performance	150	116	77.33%	Agree
6	Fair company in promote jobs	150	110	73.33%	Agree
7	Supervision very good leadership	150	113	75.33%	Agree
8	Leaders always deliver motivation in Work	150	117	78.00%	Agree
9	My coworkers always deliver input in Work	150	117	78.00%	Agree
10	My coworkers are always helpful if difficulties arise Work	150	122	81.33%	Agree
Average		150	111.9	74.60%	Agree

Source: Processed Data, (2024).

Based on the table above, it can be explained that The average value of respondents' answers to all question items regarding the Performance variable is 111.9 or the equivalent of 74.60 % with the "Agree" criterion.

Multiple Linear Regression Test

Table 3. Multiple Linear Analysis

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,317	7,016		,188	,852
	Education	,612	,197	,457	3.102	,004
	Training	,402	,151	,392	2,661	.013

a. Dependent Variable: Performance

Source: Data processed with SPSS 25, (2024).



Interpretation

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + e_t$$

$$Y = 1.317 + 0.612X_1 + 0.402X_2 + e_t$$

Interpretation:

Based on the linear regression equation above, the interpretation is as follows:

1. Constant value (a) is 1,317 means that If No notice Education and Training then Performance is only equal to 1,317.
2. efficiency value for the Education variable (X₁) is 0.612, meaning that there is an influence positive between the Education variable (X₁) and the Performance variable (Y) thus if (X₁) is increased by 1% temporarily Training considered remains constant, performance increases by 6.12%
3. efficiency value for the Training variable (X₂) is 0.402, meaning that there is an influence positive between the Wage variable (X₂) and the Performance variable (Y) thus if (X₂) is increased by 1% temporarily Education considered fixed then Performance increases 4, 0 2%
4. Based on the information above, conclusions can be drawn that The Education regression coefficient (X₁) value of 0.612 is greater than the Training regression coefficient (X₂) of 0.402. This shows that The contribution of the Education variable is higher or dominant compared to Training in Improving Teacher Performance at Global Surya Islamic High School Bandar Lampung.

Coefficient of Determination**Table 4. Determination Coefficient**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.711 ^a	.506	.469	4,834

a. Predictors: (Constant), Training, Education

Source: Data processed with SPSS 25, (2024).

From the table above it shows closeness The influence of education and training variables on performance. The calculation results are obtained $R = 0.711$ and the coefficient of determination is $R^2 = 0.506$ or 50.6%. The size coefficient of determination,



gives the meaning that the magnitude of the change in the Performance variable 5 0.6% is influenced by Education and Training, the remaining 49.4% is influenced by other factors that the author did not examine such as motivation, work ability, work discipline and others.

Partial Hypothesis Test or t Test

Partial hypothesis testing can be carried out to determine the influence of each independent variable on the dependent variable. If the sig value is <0.05 then the proposed hypothesis is accepted or H_0 is rejected and H_a is accepted.

Table 5. Partial Hypothesis Test (t Test)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,317	7,016		,188	,852
	Education	,612	,197	,457	3.102	,004
	Training	,402	,151	,392	2,661	.013
a. Dependent Variable: Performance						

Source: Data processed with SPSS 25, (2024).

Hypothesis Testing Education on Performance

Based on the hypothesis test above, t can be calculated Education variable 3.102 with a significance level of 0.004 because the probability is much smaller than 0.050, education has a positive and significant effect on performance, meaning H_0 is rejected and H_a is accepted. In this way the first hypothesis "Education has a positive and significant effect on teacher performance at Global Surya Islamic High School Bandar Lampung" is accepted.

Test the Training Hypothesis on Performance

Based on the hypothesis test above, t can be calculated the Training variable is 2,661 with a significance level of 0.013 because the probability is much smaller than 0.050, training has a positive and significant effect on performance, meaning H_0 is rejected and H_a is accepted. Thus the second hypothesis "Training has a positive and significant effect



on Teacher Performance at Globar Surya Islamic High School Bandar Lampung" is accepted.

Anova Hypothesis Test or F Test

Table 4. Hypothesis Testing by Anova (F Test)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	645,263	2	322,632	13,804	,000 b
	Residual	631,037	27	23,372		
	Total	1276,300	29			
a. Dependent Variable: Performance						
b. Predictors: (Constant), Training, Education						

Source: Data processed with SPSS 25, (2024).

From the anova test or F test, the calculated F is 13,804 with an F table of 3.10 with a significance level of 0.000 because the probability is much smaller than 0.050, so education and training together have a significant effect on performance, meaning that H_0 is rejected and H_a is accepted. Thus the third hypothesis : " Education and Training together have a significant effect on Teacher Performance at Globar Surya Islamic High School Bandar Lampung" can be accepted.

CONCLUSION

Based on studies theoretical and data analysis results, it can be concluded that :

1. Education has a positive and significant effect on teacher performance at Globar Surya Islamic High School Bandar Lampung.
2. Training has a positive and significant effect on teacher performance at Globar Surya Islamic High School Bandar Lampung.
3. "Education and training together have a significant effect on teacher performance at Globar Surya Islamic High School Bandar Lampung" is acceptable.

Suggestion

Based on the results of qualitative and quantitative data analysis, there are several things that need to be recommended to Globar Surya Islamic High School Bandar



Lampung in order to increase Performance to be better than the current situation includes :

1. To company should be as one Leaders must be able to influence a person or group to achieve a goal. Leaders must know about dimensions orders and gifts support where each dimension is applied to a particular situation.
2. Should company pay more attention to rights workers and the wage system must remain in accordance with the principles justice and fairness, for that is expected it should be the entrepreneur implement wage standards for its workers so that the principles This can be implemented well as well give benefit between the two parties.
3. Should company improve education and training, thereby making consumers happy and interested in becoming regulars at Pangkalan Gas This method can improve attitudes towards buying, and is expected to improve performance.

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