

The Effect Of Education And Training, Motivation And Discipline On Job Satisfaction As Intervening Variables On The Performance Of PNS Teachers In Public Elementary Schools In Panji District, Situbondo Regency

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Abstract

Education and training is important things for employee in something agencies. Employees who participate in education and training influence on the performance of civil servants. The more employee the active in work and follow in accordance rules and procedures, then the more good Civil Servant Performance obtained. Research This aim For know The Influence of Education and Training, Motivation and Discipline with Satisfaction Work As Intervening Variables on the Performance of Civil Servant Teachers at Public Elementary Schools in Panji District, Panji Regency Situbondo. Based on framework the resulting conceptual, can concluded that Education and Training, Discipline influential positive significant to Satisfaction Work. Motivation influential positive However No significant to Satisfaction Work, and Education and Training, Discipline influential positive However No significant on Performance. Motivation and Satisfaction Work influential positive significant on Performance. Education and Training, Motivation and Discipline influential positive However No significant on Performance through Satisfaction Work.

Keywords: Education and Training, Motivation, Discipline, Satisfaction Work and Performance.



INTRODUCTION

Education and training is important things for employees in agency. The training received has a great influence on educational background employees. Education and Training can develop career and add knowledge knowledge employees. In addition, participating in Education and Training can also add connection friendship from various Institution. Public Elementary School is located in within the Department of Education and Culture. Teachers require education and training that is carried out routinely. every there are activities such as Training Pre-service, Independent Learning Curriculum Workshop, Literacy Workshop Numeracy. With through the education and training provided can absorbed and can studied For can exemplified and delivered to students in each school all sub - districts in Situbondo.

The phenomenon that occurred is there is a lack of skills in teaching, lack of discipline time and discipline yourself, there is a risk stop work, and lack of facility learning so it is very necessary education about learning and ethics, then required existence resource enhancement quality human beings. This can done with existence motivation, especially for teachers who are lacking capable manage his job with Good can given support by the Principal as a driving force to motivate. There are several factors that cause occurrence stop work, among others, one of them is lack of ability self For process ability self in work. This is requires Education and Training and can do Q &A with the resource person For can express self so that can motivating at a time affect performance in Work.

Research conducted by Faizal (2024), The Influence of Education and Training to Job Satisfaction and Its Impact on Employee Performance in the Modern Era. The study produce effective education and training contribute positive to improvement employee job satisfaction. Job satisfaction, in turn, plays a role role crucial in increase performance employees, as seen from more participation high, increased productivity, and better quality of work Good.

Study According to Nurdin et al. (2023), the Influence of Work Discipline and Compensation to Employee Job Satisfaction at PT Indomarco Prismatama, Pedurungan District. Research the produce Variables work discipline and compensation have a positive and significant influence on job satisfaction of PT Indomarco employees Prismatama, Pedurungan District.

According to Rahmah, et al. (2023), the Influence of Education and Training on Employee Performance. There is an influence significant positive between education to performance employee, meaning the more tall factor education so performance employee



the more high. Training has a significant positive effect on performance employee. It means high training will have an impact on performance employee.

History of the establishment of the Situbondo Regency Education Office No let go from development system education in Indonesia in general, as well as history development of Situbondo Regency That alone. Here some important points that can give description: Colonial Period: During the colonial period, education in Situbondo has started, even though with different systems and objectives. Note history show existence institutions education at that time.

Document history and photographs are proof of the existence footsteps education at that time. This recorded in the research results about portrait colonial education in Situbondo. Development After Independence: After Indonesian independence, system education is starting to experience changes and arrangements. Along with development administration government, institutions that handle affairs education also experienced change structure and nomenclature.

The development of the Education Department in Situbondo is also influenced by policies government center related education, such as change nomenclature that occurred during the New Order era. Changes Nomenclature and Structure: The change of name of Panarukan Regency to Situbondo Regency in 1972 also took place influence structure organization government areas, including agency that handles affairs education. Change Constitution about The Regional Government also provides impact on authority management education at the district/ city level.

Development moment This is the Situbondo Regency Education Office responsible for carry out affairs government areas in the field education. The duties and functions of the Education Office include planning, implementation, and supervision of educational programs in the Situbondo Regency area. To get more detailed and accurate information, you can: first visit Situbondo Regency Education Office, second look for archives history at the Regional Archives Office or Regional Library, and third look for information from historical sources trusted local.

Objectives

The purpose of this research is to find out:

1. Analyze the influence of education and training to Job satisfaction;
2. Analyze the influence of motivation on Job satisfaction;
3. Analyze influence Discipline to Job satisfaction;
4. Analyze the influence of motivation on performance;



5. Analyze the influence of education and training on Performance;
6. Analyze influence Discipline on Performance;
7. Analyze influence Job satisfaction towards performance;
8. Analyze the influence of education and training on Performance through Job satisfaction;
9. Analyze the influence of motivation on performance through Job satisfaction;
10. Analyze influence Discipline on Performance through Job satisfaction.

Framework Conceptual in study This depicted like following :

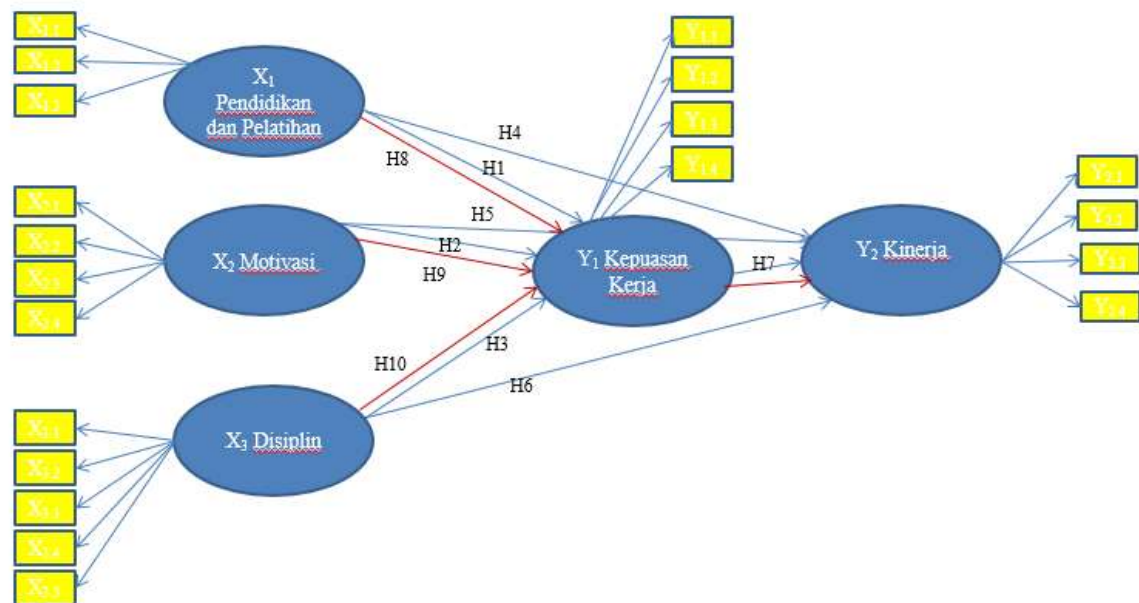


Figure 1: Framework Conceptual

DISCUSSION

The Influence of Education and Training on Job Satisfaction

Research result show that Education and Training (X_1) has a significant positive effect on Job Satisfaction (Y_1) with The original sample value is (0.284) and the P value is of 0.018 (<0.05). Then it can be It is concluded that H1 is accepted. Education and training (X_1) have an influence. Job Satisfaction (Y_1) of teachers, p This show that with the existence of good education and training (X_1) can increase Job Satisfaction (Y_1) of teachers. Education and Training (X_1) is the benchmark Job Satisfaction (Y_1) from a teacher in work, considering that Education and Training (X_1) is attitude a sources who

influence, move and direct respondents in carry out task as well as responsibilities assigned to him. Teachers who participate in Education and Training (X_1) can develop interest For achieve in increase the abilities possessed, so that in Education can grow teacher creativity so that it can reach Job Satisfaction (Y_1). Research results previous research on the Influence of Education and Training to Job Satisfaction conducted by Juniawan & Utami (2020) with research results show that there is an influence positive and significant relationship between Education and Training to Job satisfaction.

The Influence of Motivation on Job Satisfaction

The results of the hypothesis test show that states that motivation (X_2) has a positive influence However not significant to Job Satisfaction (Y_1) with The original sample value is (0.181) and the P value is of 0.188 (>0.05), then can It is concluded that H_2 is rejected. The results of the research show that the motivation (X_2) given to teachers either verbally and No Not yet increase Job Satisfaction (Y_1) teachers, this motivation is the support system obtained employee with objective work and responsibilities assigned done with good and appropriate with applicable provision. Lack of Motivation (X_2) in understanding work and education that teachers have will give Power pull alone For show the ability and creativity of teachers in the world of work, so that without realized own mark loyalty in the workplace that ultimately cause Job Satisfaction (Y_1). Motivation (X_2) can grow independence in act so that cause ability can finish problems faced in duties as a teacher so get Job Satisfaction (Y_1). Research results previously research about influence motivation to job satisfaction of employees of PT Coca-Cola Official Distributor Pekanbaru who have ever worked conducted by Yanti & Mukminin (2021) with study show that there is an influence positive However there is no significant relationship between motivation and Job satisfaction.

The Influence of Discipline on Job Satisfaction

Hypothesis test results show that state Discipline (X_3) has an effect positive significant to Satisfaction Work (Y_1) with The original sample value is (0.514) and the P value is of 0.000 (<0.05), then can It is concluded that H_3 is accepted. Discipline own influence to Satisfaction Work (Y_1) teacher. From the results the show that organization more notice discipline to get satisfaction alone in Work in accordance with burden work that is owned. Many teachers appreciate time in work, things This influence on the level Discipline (X_3) in the world of work is very important and must be carried out everyone in practice yourself to have a sense of responsibility high responsibility and giving mark

533



positive for them. Research results studies empirical ever conducted by Safitri, et al (2021) regarding influence discipline work, motivation work and satisfaction Work to performance of civil servants (PNS) generation "Y" (case in the ministry trade, Jakarta) shows that there is influence positive from discipline work, motivation work and satisfaction Work to performance employee.

The Influence of Education and Training on Performance

The results of the hypothesis test show that states that Education and Training (X_1) has a positive influence However not significant on Performance (X_2) with The original sample value is (0.056) and the P value is of 0.665 (>0.05), then can It is concluded that H_4 is rejected. Good education and training (x_1) should can improving teacher performance (Y_2), can be seen in the research results This show that Education and Training (X_1) does not can improve Performance (Y_2), what has been conducted by the resource person to participant Not yet can accepted perfect. From research This No support the study results empirical ever conducted by Rahmah, et al (2023) with results showing that there is an influence significant positive between education on employee performance.

The Influence of Motivation on Performance

Research result show that state Motivation (X_2) has an effect positive significant on Performance (Y_1) with The original sample value is (0.362) and the P value is of 0.003 (<0.05), then can It is concluded that H_5 is accepted. The results above show that Motivation (X_2) has influence on Performance (Y_1). Motivation (X_2) given unit education during This towards teachers already can improve Performance (Y_1), on the other hand matter motivation this is also an encouragement personal a teacher in Work that is enthusiastic in finish work done with additional support from unit education so that teachers in finish work with Spirit so that Performance (Y_1) will still maintained. The research results are also supported with a number of studies empirical ever done as by Goni, et al (2021) with results study Motivation Work influential in a way significant on Employee Performance, then can it is said Motivation influential positive on Employee Performance. Definition Motivation is a process for achievement something objectives (Jurdi, 2018: 258).

The Influence of Work Discipline on Performance

Research result show that state Discipline (X_3) has a positive effect However not significant on Performance (Y_2) with The original sample value is (0.183) and the P value is of 0.295 (>0.05), then can It is concluded that H_6 is rejected. Discipline is is attitudes or

534



behavior applied by teachers in Work with Good so that expected This discipline (X_3) has increasing performance (Y_2) increase, things the is something growing power in the teacher himself itself that causes discipline can awake with good. Research results studies empirical that is not support from study this is research conducted by Ristiyani (2024) with results showing There is influence positive and significant impact of work discipline on performance.

The Influence of Job Satisfaction on Performance

Research result show that state Satisfaction Work (Y_1) has an effect positive significant on Performance (Y_2) with The original sample value is (0.370) and the P value is of 0.048 (<0.05), then can It is concluded that H7 is accepted. The results of the study show that Satisfaction Work (Y_1) has an effect positive significant on Performance (Y_2), thing This prove that Satisfaction Work (Y_1) is very important for organization in increase quality Performance (Y_2). Satisfaction The work (Y_1) in question covering faithfulness employees on site Work or its institutions, as well as its capabilities in carry out and complete his job, and has positive honesty, as well own creativity teaching that can implemented like moment following Education and Training (X_1). Besides That results study about influence Satisfaction Work on Performance conducted by Paparang, et al. (2021); Subiyanti & Trisnadi (2022); Widayanti & Widiastini (2021); Lerebulan (2022) with study show that there is influence positive and significant between Satisfaction Work on Performance. Research results show there is faithfulness or loyalty to a place Work and work, able show ability in finish job, have attitude Honesty influences responsibility work, as well as own creativity in teach and Work finish the task he carries out.

The Influence of Education and Training on Performance through Job Satisfaction

Research result show that states that Education and Training (X_1) has a positive influence However not significant on Performance (Y_2) through Job Satisfaction (Y_1) with The original sample value is (0.105) and the P value is of 0.082 (>0.05), then can It is concluded that H8 is rejected. From the results above, Education and Training (X_1) at Public Elementary Schools in Panji District, Situbondo Regency needs to be implemented. various positive way supports good performance (Y_2), so that it can give work enthusiasm, improve faith and devotion to Allah SWT., skills, building good character, welfare. The results are also the same with direct influence between Education and Training (X_1) and Job Satisfaction (Y_1) has a significant positive effect. With Thus, the role intervening variable Job Satisfaction (Y_1) has a positive effect However not significant in tie The

535



influence of Education and Training (X1) on Performance (Y2) at Public Elementary Schools in Panji District, Situbondo Regency. The results of the above research are supported by a journal by Wijaya, et al. (2023) with the results of the research show that the results of the work of educators at school get significant influence of education as well as training.

The Influence of Motivation on Performance through Job Satisfaction

Research result show that states that motivation (X2) has a positive influence However not significant on Performance (Y₂) through Job Satisfaction (Y₁) with The original sample value is (0.067) and the P value is of 0.323 (>0.05), then can It can be concluded that H9 is rejected. From the results above, the motivation (X2) given by State Elementary School teachers in Panji District is lacking. good where lacking own full responsibility in work, and lack of development self For achieve Performance (Y₂) in order to be able to reach Job Satisfaction (Y₁). With thus role intervening variables on variables Job Satisfaction (Y₁) has a positive effect However not significant in tie The influence of motivation (X₂) on performance (Y₂) at public elementary schools in Panji District, Situbondo Regency.

The results of the research above are supported by a journal by Awwali, M, H., (2021) with research results show that Work Motivation has a positive and significant influence on Employee Performance with p-value of $0.000 < 0.05$, Work Motivation is not significant on Work Discipline with p-value of $0.858 > 0.05$, Job Satisfaction is not significant on Employee Performance with p-value of $0.600 > 0.05$, Job Satisfaction has a positive and significant effect on Work Discipline with p-value of $0.000 < 0.05$, Work Discipline has a positive and significant effect on Employee Performance with p-value of $0.000 < 0.05$, Work Motivation is not significant on Employee Performance through Work Discipline as an intervening variable with p-value of $0.858 > 0.05$, Job Satisfaction has a positive and significant effect on Employee Performance through Work Discipline as an intervening variable with p-value of $0.001 < 0.05$.

The Influence of Discipline on Performance through Job Satisfaction.

Research result show that state Discipline (X₃) has an effect positive However No significant on Performance (Y₂) through Satisfaction Work (Y₁) with The original sample value is (0.190) and the P value is of 0.089 (>0.05), then can It is concluded that H10 is rejected. From the results findings on show that expected Discipline (X₃) no can improve Performance (Y₂) well That with method compliance with regulations work, level vigilance

536



as well as adherence to standards work. Research results on reject with journals that have ever conducted by Susanti, et al. (2022) shows that variables discipline Work influential positive and significant to performance employee. Variable discipline Work influential positive and negative significant to satisfaction work. Variable satisfaction Work influential positive and significant to motivation work. Variable motivation Work influential positive and significant to performance employee. Variable satisfaction Work influential positive and negative significant to performance employee. Variable satisfaction Work No can mediate between variables discipline Work to performance employee. Variable Motivation Work can mediate between variables satisfaction Work to performance employee.

CONCLUSION

Based on the results of the analysis and discussion that have been described previously, the following conclusions can be drawn from the overall results of this research:

1. Education and training have a significant positive effect on Job Satisfaction (H₁ accepted).
2. Motivation influential positive However No significant to Satisfaction Work (H₂ rejected).
3. Discipline influential positive significant to Satisfaction Work (H₃ accepted).
4. Education and Training influential positive However No significant on Performance (H₄ rejected).
5. Motivation influential positive significant on Performance (H₅ accepted).
6. Discipline influential positive However No significant on Performance (H₆ rejected).
7. Satisfaction Work influential positive significant on Performance (H₇ accepted).
8. Education and Training influential positive However No significant on Performance through Satisfaction Work (H₈ rejected).
9. Motivation influential positive However No significant on Performance through Satisfaction Work (H₉ rejected).
10. Discipline has a positive influence However not significant to Performance through Job Satisfaction (H₁₀ rejected).

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537

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