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The effect of education level, work environment and training on employee performance at PT. Karya hevea Indonesia

Melinda[1], Wulan Natali Sihombing[2], Adiski Viska Sari[3], Cut Fitri Rostina[4], Ara Auza[5]

Faculty of Economics, Business Management, Universitas Prima Indonesia, Jalan Sampul No.3 Medan 20118 [1, 2, 3]
PUI Human Resource Management Research and Innovation Center Universitas Prima Indonesia [4] ,
Faculty of Social and Political Sciences, Communication Science, Universitas Medan Area[5]

Email : melinmelinda847@gmail.com [1], nataliwulan04@gmail.com [2] , adiskiviskasari6@gmail.com [3] , cutfitri@unprimdn.ac.id [4] , ara@staff.uma.ac.id [5]

Abstract

The purpose of this study was to examine how factors such as training, work environment, and employee education level affect productivity at PT. Karya Hevea Indonesia. This study employed a quantitative exploratory descriptive method. A total of 144 employees were randomly selected to form the sample. Multiple linear regression was used to analyze data obtained from interviews, questionnaires, and documentation. The study found that training, work environment, and education level all had a beneficial and significant impact on performance, both individually and collectively. With a coefficient of determination of 32.8%, it can be seen that these three variables largely explain the observed variance in employee performance, with the remaining variation being caused by confounding variables. These findings highlight the need to increase educational opportunities, create a conducive work atmosphere, and provide ongoing training to improve employee productivity.

Keywords: Education Level, Work Environment, Training, Employee Performance

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INTRODUCTION

Human Resources (HR) are the people who work for a company and contribute skills and knowledge. them for the success of the company.

This research was conducted at PT. Karya Hevea Indonesia, this company operates in the oil palm plantation sector which includes cultivation activities, harvest, as well as processing bunch fruit fresh. Plantation coconut Palm oil is characterized by highly physical and technical workloads. In an increasingly competitive business environment, optimizing employee performance is an essential aspect.

PT. Karya Hevea Indonesia employs a predominantly local workforce with low educational backgrounds, generally elementary, middle, and high school graduates. Low levels of education often lead to constraint in process improvement capacity Work, Because limitations in absorbing technical information, understanding operational procedures, and complying with work safety standards

In the field sector, which faces heavy physical workloads and a lack of supporting facilities such as proper work tools and rest areas, these work environments lead to reduced morale, fatigue, and emotional tension. Furthermore, there remains a gap in facilities between employees working in the office and those in the field. Facilities provided are limited to official residences, lacking adequate work equipment.

The training system is not well-structured, with limited training provided on a continuous basis. Most learning occurs informally through hands-on practice in the field without formal guidance. Employees, such as harvesters and foremen, learn through trial and error and direct field observation without receiving certified guidance. Formal training is only available for specific positions, such as heavy equipment operators or drivers. This disorganization results in slow and uneven skill development for employees.

Wirawan (2016:3) is of the opinion that everyone should strive to improve their knowledge, skills and character traits for the sake of their future.

The indicators of Education Level according to Tirtarahardja (2010:53) are as follows : (1) Education Level, (2) Assessing the Suitability of the Major , and (3) Competence

Budiarti (2020:92) said that the work environment may not be directly responsible for the company's production process, but it does have an impact on the employees directly involved in it.

As for the indicators of the Work Environment according to Fachrezi & Khair (2020:111) namely: (1) Facilities, (2) Noise, (3) Air Circulation and (4) Work Relations

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Training is defined by Meidita (2019:229) as an activity that aims to shape or equip workers by providing them with new knowledge, skills and talents so that their behavior is in line with company expectations. According to Ilmiah, et.al, (2021:114), the training indicators are: (1) Instructor, (2) Participants, (3) Material, (4) Method and (5) Objectives.

Sembiring (2020:15) states that employee performance is the end result of the tasks given by the company and the individual's ability to complete these tasks under pressure. According to Pamulang and Selatan (2021:224), the Employee Performance Indicators are as follows: (1) Work Tasks, (2) Quantity, (3) Quality and (4) Implementation of tasks.

Sedarmayanti (2017:25) argues that a person's work environment includes not only the physical space in which they operate, but also their work practices, the materials they use, and how they collaborate with others. The two main components of an employee's work environment are the physical and non-physical aspects of their work.

According to Armstrong and Taylor (2017:285), human capital encompasses the knowledge, skills, experience, and potential possessed by individuals, which, when developed through training, will significantly impact organizational performance. Their findings indicate that businesses that invest in employee professional development tend to be more efficient and responsive to market changes.

According to Edy Wirawan, Wayan Bagia, and Gede Agus Patu Jana Sunila (2019) with the title of the research "The Influence of Education Level and Work Experience on Employee Performance" stated that the results of their research also provide implications that the level of education and work experience play a role in efforts to support the improvement of employee performance at PT Mandiri Tri Makmur Singaraja Branch, which means that if the company wants to improve employee performance, the company must pay more attention to the level of education and work experience.

According to Yuli Yantika, Toni Herlamb ang, and Yusron Rozzaid (2018) with the research title "The Influence of Work Environment, Work Ethic, and Work Discipline on Employee Performance (Case Study at Bondowoso Regency Government)" states that the work environment has an influence on employee performance, work ethic has an influence on employee performance, work discipline has a significant influence on employee performance, work environment, work ethic, work discipline have a simultaneous influence on employee performance, work environment, work ethic and work discipline together have a significant influence on the effectiveness of employee performance.

And according to Lipia Kosdianti and Didi Sunardi (2021) with the research title "The effect of training on employee performance at PT. Satria Piranti Perkasa in Tangerang

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city" states that there is a strong influence between training (X) on employee performance (Y) with regression Y = 7.352 + 0.815X, the regression coefficient figure is 0.815 which means that training has a positive effect of 0.815.

In a company like PT. Karya Havea Indonesia, which operates in the industrial sector, employee performance is a key focus in supporting target achievement and operational efficiency. As organizations evolve and evolve, variations in employee performance are common, given the varying educational backgrounds, work environments, and training opportunities available to each unit or individual. This variation provides an opportunity to delve deeper into how these factors contribute to employee performance.

With the above background, this research was conducted with the title: The Influence of Education Level, Work Environment and Training on Employee Performance at PT. Karya Hevea Indonesia. Research purposes to test and analyze the influence of education level on employee performance at PT. Karya Hevea Indonesia. To test and analyze the influence of the work environment on employee performance at PT. Karya Hevea Indonesia. To test and analyze the effect of training on improving employee performance at PT. Karya Hevea Indonesia.To test and analyze the influence of education level, work environment and training on employee performance at PT. Karya Hevea Indonesia.

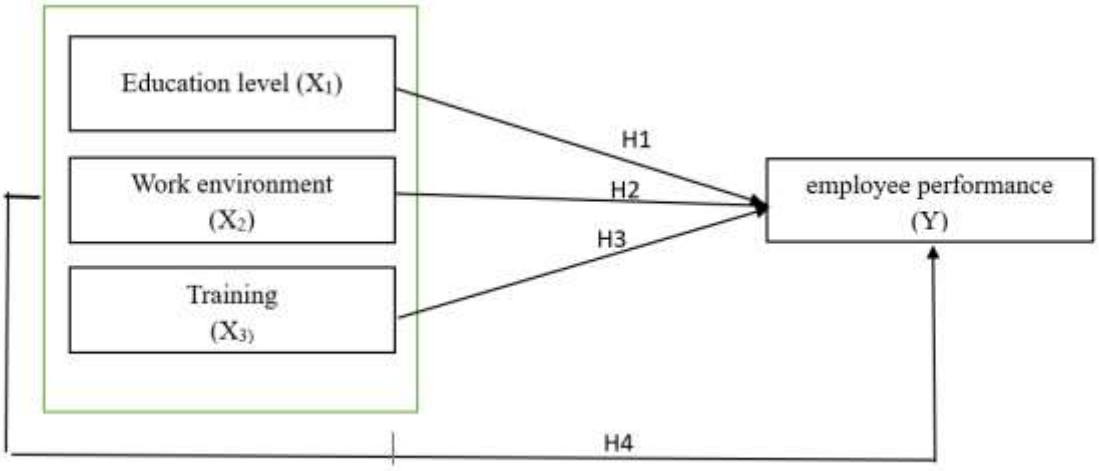


Figure 1.1. Conceptual Framework

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H1 = Education level influences employee performance at PT. Karya Hevea Indonesia.

H2 = Work environment influences employee performance at PT. Karya Hevea Indonesia

H3 = Training has an effect on employee performance at PT. Karya Hevea Indonesia

H4 = Education level, work environment, and training influence employee performance at PT. Karya Hevea Indonesia.

RESEARCH METHODOLOGY

This research approach uses a quantitative method with an exploratory quantitative descriptive strategy. Data collection techniques used in this study included interviews, questionnaires, and documentation studies. The data used were primary and secondary data obtained through surveys and interviews, supported by relevant books and journals.

The population in this study was 225 people working at PT. Karya Hevea Indonesia. The sample consisted of 144 respondents, using a random sampling technique using the Slovin formula as follows. Size sample study This determined as much as 144 employee PT. Work Hevea Indonesia based on these estimates. Of the remaining population, 30 respondents were selected for validity and reliability testing.

Discussion

Table.1 Results Test Statistics Descriptive

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Level Education	144	13	27	21.09	3,569
Environment Work	144	20	36	28.05	4,198
Training	144	25	43	34.49	4,644
Performance Employee	144	30	54	42.65	6,131
Valid N (listwise)	144				

(Source: Data Primary processed, 2026)

Based on the results of the Descriptive Statistical Test above, the average score for the Education Level variable reached (21.09) with a value of (Min 13), a value of (Max 27) and a value of (SD: 3.569). The Work Environment variable had an average value of

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(28.05) with mark (Min 20), mark (Max 36), And mark (SD : 4,198). Then, the Training variable has an average value of (34.49) with a value of (Min 25), a value of (Max 43) and a value of (SD: 4.644). Meanwhile, the Employee Performance variable has an average value of (42.65) with a value of (Min 30), a value of (Max 54) and a value of (SD: 6.131).

Table.2 Test Validity

Variables	Statement	r- count	sig (2 $tailed$)
Level Education	X1.1	0.924	0,000
	X1.2	0.871	0,000
	X1.3	0.858	0,000
	X1.4	0.833	0,000
	X1.5	0.901	0,000
	X1.6	0.851	0,000
Environment Work	X2.1	0.946	0,000
	X2.2	0.898	0,000
	X2.3	0.927	0,000
	X2.4	0.906	0,000
	X2.5	0.943	0,000
	X2.6	0.890	0,000
	X2.7	0.893	0,000
	X2.8	0.786	0,000
Training	X3.1	0.890	0,000
	X3.2	0.867	0,000
	X3.3	0.887	0,000
	X3.4	0.915	0,000
	X3.5	0.806	0,000
	X3.6	0.812	0,000
	X3.7	0.831	0,000
	X3.8	0.736	0,000
	X3.9	0.945	0,000
	X3.10	0.923	0,000
Performance Employee	Y.1	0.568	0.001
	Y.2	0.503	0.005
	Y.3	0.647	0,000
	Y.4	0.465	0,000
	Y.5	0.728	0,000
	Y.6	0.546	0.002
	Y.7	0.670	0,000
	Y.8	0.726	0,000
	Y.9	0.668	0,000
	Y.10	0.722	0,000
	Y.11	0.589	0.001

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	Y.12	0.595	0.001

(Source: Data Primary processed, 2026)

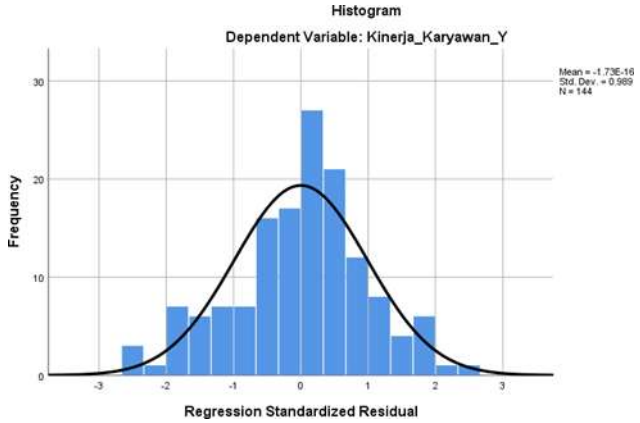
It can be seen from the following table that the variables of education level, work environment and training meet the validity requirements in explaining employee performance variables.

Table.3 Test Reliability

Variables	Cronbach's Alpha
Level Education	0.937
Environment Work	0.965
Training	0.961
Performance Employee	0.854

Source: Data Primary processed, 2026)

Each variable was examined using Cronbach's Alpha based on the results in the Reliability Test table. Specifically, the education level variable had an alpha of 0.745, the work environment variable 0.733, the training variable 0.706, and the employee performance variable 0.821; all of these variables had alpha values (>0.6) according to the test results. This proves that the measuring instrument is sufficiently reliable and accurate for use in data collection.



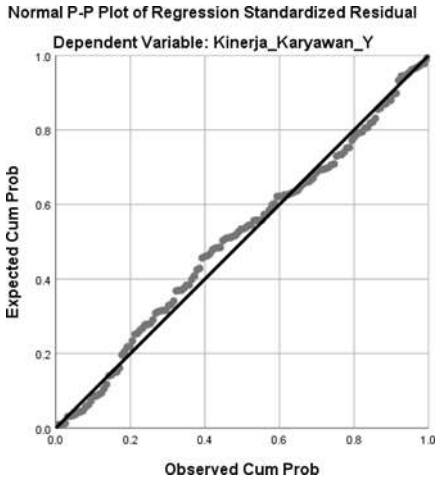
Picture. 1 Results Test Normality with Histogram Graph

Source: Data Primary processed, 2026)

The data is regularly distributed, as seen from the symmetrical bell shape in the histogram graph above.

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Picture. 2 Results Test Normality with Probably Plot (P- Plot)

The data points on the Probability Plot (P-Plot) graph mentioned above follow the diagonal line and remain close to the residual data. It can be said that the data follows a normal distribution.

Table.4 One-Sample Kolmogorov-Smirnov Test

N		144
Most Extreme Differences	Absolute	.067
	Positive	.039
	Negative	-.067
Test Statistics		.067
Asymp. Sig. (2- tailed)		.200 [c,d]

The Kolmogorov-Smirnov test yielded a significance value of 0.200, which is higher than the critical value of 0.05. Therefore, the assumption of data normality is met.

Table.5 Test Multicollinearity

Model	Colinearity Statistics	
	Tolerance	VIF
Level Education	0.514	1,945
Environment Work	0.534	1,874

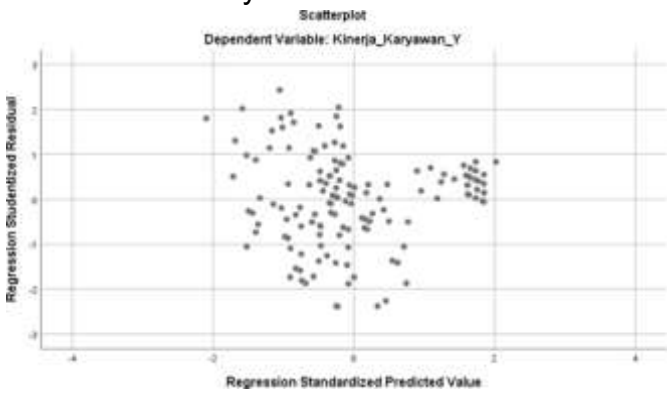
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Training	0.613	1,632

(Source : Data Primary processed, 2026)

From the multicollinearity test data table above, it shows that the level of education, work environment, and training have tolerance values >0.1 and VIF for the variables <10, indicating that there is no multicollinearity.



Picture.3 Chart Scatterplot

(Source : Data Primary processed, 2026)

There is no clear pattern in the distribution of residual points along the Y-axis, as shown in the previous Scatterplot graph.

Table.6 Test Heteroscedasticity

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	12,320	2,017		6,107	, 000
Level Education	−,109	, 097	-,125	−1,126	, 262
Environment Work	−,065	, 081	−,087	−,800	, 425
Training	−,126	, 068	−,187	−1,845	, 067

Dependent Variable : ABS_RES

(Source: Data Primary processed, 2026)

Two methods were used to test for heteroscedasticity: scatterplot and Glejser's test. The variables Training (0.067), Education Level (0.262), and Work Environment (0.425) all had significance values greater than 0.05, according to the Glejser's test. The results showed that this regression model showed no indication of heteroscedasticity.

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Table .7 Test Regression Linear Multiple

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	14,567	3,416		4,264	< 0.001
Level of education	0.415	0.164	0.242	2,526	0.013
Work environment	0.272	0.137	0.187	1,987	0.049
Training	0.339	0.116	0.257	2,933	0.004

Dependent Variable : Employee_Y_Performance
(Source: Data Primary processed, 2026)

Based on the coefficients table with the dependent variable , namely the employee performance variable, the regression equation for this study is:

Performance Employee = 14,567 + (Level Education) 0.415 + (Environment Work) 0.272 + (Training) 0.339.

Model regression the explained as follows:

The constant (a = 14.567) shows that if the Education Level, Environment Work, And Training worth zero, so mark Performance Employee is 14,567. Education Level (X 1 = 0.415) indicates that for every one unit increase in Education Level, Employee Performance will increase by 0.415 units, assuming other variables are constant. Environment Work (X 2 = 0.272) indicates that For every a one unit increase in Work Environment will increase Employee Performance by 0.272 units. Training (X 3 = 0.339) indicates that for every one unit increase in Training, Employee Performance will increase by 0.339 units.

Table.8 Coefficient Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.585	0.342	0.328	5,027

(Source: Data Primary processed, 2026)

Based on the Determination Coefficient table (Model Summary), the Adjusted R Square value is 0.328. This figure shows that the independent variables, namely Education Level (1) , Work Environment (2), and Training (3), are simultaneously able

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to explain variations (contribute) to the Employee Performance variable ( ) by 32.8%. The remaining 67.2% (100% - 32.8%) is explained by other factors outside this research model.

Table.9 Test F

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	1836,678	3	612,226	24,226	< 0,000 b
Residual	3537,961	140	25,271		
Total	5374,639	143			

(Source: Data Primary processed, 2026)

The results of the F Test (Simultaneous) presented in the ANOVA table show that the value (df1) = 3, (df2) = 140, then the value of the F table is 2.67. From the results obtained, the calculated F value = 24.226 > F table = 2.67 with a significance level of <0.000. Because this significance value is much smaller than 0.05 (Sig <0.05), the Null Hypothesis (H 0) is Rejected and the Alternative Hypothesis (Ha) is Accepted. This proves that collectively, the variables of Education Level, Work Environment , and Training have a positive influence on Employee Performance.

Table.10 Test Linear Regression Multiple

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Colinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	14,567	3,416		4,264	< 0,000		
Level Education	0.415	0.164	0.242	2,526	0.013	0.514	1,945
Work environment	0.272	0.137	0.187	1,987	0.049	0.534	1,874
Training	0.339	0.116	0.257	2,933	0.004	0.613	1,632

(Source: Data Primary processed, 2026)

Partial hypothesis testing was conducted using the $t\ h\ itung$ value and the significance level (Sig .) obtained from the Coefficients table. By setting the significance limit at 0.05 and involving 144 respondents as the research sample, the results of the t-test analysis were obtained as follows:

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1. Total Influence of Education Level (X 1):

The value of $t\ h\ itung$ for the total education level variable is 2.526, which is greater than the value of $ttabel$ (for α = 0.05 and df = 140, the value $ttabel$ ≈ 1.977). Accompanied by a significance value of 0.013 < 0.05, this shows that there is a real and positive influence of Education Level on Employee Performance (Y). Thus, the alternative hypothesis is declared accepted, while the null hypothesis is rejected.

2. Influence of Work Environment (X 2):

The value of $t\ h\ itung$ for the work environment variable is 1.987, which is greater than the value of $ttabel$ (for α = 0.05 and df = 140, the value of $ttabel$ ≈ 1.977). Accompanied by a significance value of 0.049 < 0.05, this shows that there is a strong and significant influence of the Work Environment on Employee Performance (Y).

3. Effect of Training (X 3):

The value of $t\ h\ itung$ for the training variable is 2.933, which is greater than the value of $ttabel$ (for α = 0.05 and df = 140, the value of $ttabel$ ≈ 1.977). Accompanied by a significance value of 0.004 < 0.05, this shows that there is a strong and significant influence of the Work Environment on Employee Performance (Y).

DISCUSSION

Influence Level Education (X_1) to Performance Employee (Y)

At a significance level of 0.05 and with df = 140, the calculated t-value of 2.526 from the partial t-test is higher than the table t-value of 1.977. The p-value of 0.013 is also lower than the critical value of 0.05. Employee Performance (Y) at PT Karya Hevea Indonesia is positively and significantly influenced by Total Education Level, according to this statistic. Employees with higher education tend to perform better in their jobs, therefore accepting the alternative hypothesis and rejecting the null hypothesis.

According to Suhardjo (2017), a person's ability to assimilate and utilize knowledge in line with progress and aspirations is influenced by their level of education. Therefore, it stands to reason that employees with higher levels of education will be better able to carry out assigned tasks.

The results of this study align with those of Edy Wirawan, Wayan Bagia, and Gede Agus Patu Jana Sunila (2019), which also found that higher levels of education have a beneficial effect on worker productivity. Employees with more work experience tend to perform better, according to this study.

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Employee education levels have been shown to play a significant role in facilitating the understanding of tasks and responsibilities, thus positively impacting performance effectiveness. In other words, improving employee education can be a crucial strategy for companies to improve overall performance.

Influence Environment Work (X_2) to Performance Employee (Y)

By comparing the calculated t-value of 1.987, which is higher than the t-table value of 1.977, and the significance value of 0.049 <0.05, the t-test analysis shows that the Work Environment variable significantly affects Employee Performance (Y) at PT Karya Hevea Indonesia. Employees are more likely to be enthusiastic, focused, and motivated to do their jobs well when they are in a pleasant, safe, and profitable work situation, as shown in this study.

The equipment, materials, procedures, and work arrangements encountered by individuals or groups are all part of the work environment, according to Sedarmayanti (2017). Employee motivation, happiness, and performance can be improved by creating a positive physical and non-physical work environment, according to research conducted at PT Karya Hevea Indonesia.

The findings of this study align with those of Yuli Yantika, Toni Herlambang, and Yusron Rozzaid (2018), who found that workplace factors including work ethic, discipline, and environment have a significant impact on employee performance. Employee motivation, happiness, and performance can be improved by creating a welcoming workplace that meets both tangible (adequate lighting, cleanliness, and facilities) and intangible (strong working relationships and open lines of communication) business needs. This has been demonstrated by research conducted at PT. Karya Hevea Indonesia.

Evidence shows that PT. Karya Hevea Indonesia employees are more motivated, satisfied, and productive when they work in a physical and non-physical workplace that is encouraging and supportive. Workplace effectiveness and productivity can be improved by prioritizing the development of an appropriate work environment. This includes facilities, work practices, and employee relationships.

The Effect of Training (X_3) on Employee Performance (Y)

The calculated t-value of 2.933 > t-table of 1.977 and the significance value of 0.004 < 0.05 indicate that the Training variable at PT Karya Hevea Indonesia significantly affects Employee Performance (Y), according to the t-test results. The results show that

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training programs can help workers become better at their jobs and have a better understanding of the processes they need to follow. This means that they can be more efficient, professional, and effective in their jobs.

Training improves employee knowledge, skills, and understanding, leading to more productive and professional work, according to research at PT Karya Hevea Indonesia. This aligns with the findings of Armstrong and Taylor (2017), who found that training has a substantial impact on organizational performance and flexibility in responding to change.

This finding aligns with that of Yuli Yantika, Toni Herlambang, and Yusron Rozzaid (2018), who showed that, along with other aspects such as work ethic and discipline, the workplace is a key influence in improving employee performance. A similar pattern of results was also seen at PT. Karya Hevea Indonesia, where appropriate training programs and a supportive work environment improved productivity, morale, and efficiency.

The findings of this study highlight the importance of supportive training in improving the level of competence, enthusiasm, and productivity among PT. Karya Hevea Indonesia's workforce. Training employees to strengthen their competencies and foster a supportive work environment contributes to improved business outcomes.

CONCLUSION

Conclusion and Suggestions

Based on the results of research and data analysis regarding the Influence of Education Level, Work Environment, and Training on Employee Performance at PT. Karya Hevea Indonesia, the following conclusions can be drawn:

1. One of the positive and significant influences of education level on performance is its effect on employee engagement. Performance increases as a person's education level increases.
2. Employee performance is positively and significantly influenced by the work environment. Productivity increases when workers are happy, have access to what they need, and are able to work together effectively.
3. Employee performance is positively and significantly influenced by training. Employee abilities and work results can be improved through organized and personalized training.

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4. Employee performance is significantly influenced by education level, work environment, and training simultaneously. This suggests that the three factors mentioned above have a positive effect on worker productivity when combined.

5. Education, work environment, and training account for 32.8% of employee performance, according to the modified R-squared value of 0.328.

The suggestions made are as follows:

1. For Researchers

This research is expected to be an academic experience in developing analytical and scientific writing skills and deepening understanding of the factors that influence employee performance.

2. For PT. Karya Hevea Indonesia

Companies are advised to continue improving the quality of human resources through ongoing training programs, improving the work environment, and providing support for employee educational development to optimally improve performance.

3. For Universities/Faculties

Universities/Faculties are expected to continue supporting the development of student research through improving academic facilities, methodological training, and collaboration with the industrial world so that research has broader theoretical and practical contributions.

4. For Further Researchers

If researchers want their findings to cover a broader scope and provide a more complete picture of employee performance, they should include additional variables such as work motivation, leadership, salary, or organizational culture.

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