

# The Influence of Education, Training and Motivation on Employee Performance of Production Forest Management Unit of Muna Island

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**Abstract:** The importance of employee performance has been extensively researched by past researchers who found that among the many factors affecting employee performance, among which are prominent factors of education, training and motivation. Therefore, this study aims to analyze the role of education, training, in motivation in improving the performance of employees in the office of the unity of forest management of muna island production. This research was conducted using survey approach with questionnaires spread on 101 KPHP employees of Muna Island. The analytical tool used is multiple linear regresei, and the results of this study found that education, training and motivation, partially or simultaneously have a positive and significant effect on employee performance.

**Keywords:** Education, training, motivation, employee performance

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## I. Introduction

Establishment of a Local Forest Management Unit (FMU) as a new and permanent management entity directly addresses existing issues and provides the basis for better forest governance, co-management of forest resources, monitoring and stakeholder engagement. In addition KPH will play a key role in local efforts towards sustainable economic development, climate change mitigation and adaptation as well as biodiversity conservation UPTD KPHP Muna Island has a staff of 101 people with varying levels of education. The level of employee education can be presented through table 1.1. the following :

**Tabel 1.1.** Tingkat Pendidikan Pegawai UPTD KPHP Pulau Muna

| No.   | Tingkat Pendidikan | Jumlah |
|-------|--------------------|--------|
| 1.    | SLTA               | 58     |
| 2.    | D3                 | 6      |
| 3.    | S1                 | 34     |
| 4.    | S2                 | 3      |
| Total |                    | 101    |

Sumber : Bagian Kepegawaian UPTD KPHP Muna, 2018

Table 1.1. shows that UPTD KPHP Muna Island staff is dominated by 58 senior high school graduates or 55.76% while the rest consists of D3 graduate, S1 of forestry and general, and graduate degree

In addition to varying levels of education, some KPHP employees of Muna Island have attended technical training to support the work skills of UPHD KPHP employees in Muna Island. The number of employees who attend technical training can be presented 1.2. the following :

**Tabel 1.2.** Jumlah Pegawai UPTD KPHP Pulau Muna Mengikuti Pelatihan Teknis

| No.   | Jenis Pelatihan                   | Jumlah |
|-------|-----------------------------------|--------|
| 1.    | Penyuluhan Kehutanan              | 22     |
| 2.    | Polhut                            | 12     |
| 3.    | Wasganis dan Peredaran Hasi Hutan | 15     |
| 4.    | Perencanaan Kehutanan             | 4      |
| 5.    | Perbenihan dan Pembibitan         | 2      |
| 6.    | Penanggulangan Kebakaran Hutan    | 4      |
| 7.    | Administrasi Keuangan             | 3      |
| 8.    | Administrasi Kepegawaian          | 2      |
| Total |                                   | 64     |

Sumber : Bagian Kepegawaian UPTD KPHP Muna, 2018

Table 1.2. showed that UPTD KPHP employees of Muna Island who had attended technical training amounted to 64 people or 63.37% while those who had never attended the training amounted to 37 people or 36.63%.

Initial observation of the researcher shows that some employees who have high education level also have good performance, some employees have high education but its performance is normal, on the other hand there are employees who have level of education which is (high school graduate) but have good performance . This phenomenon is interesting because if it refers to the research findings of Juliana et al (2015) which states that the level of education has a positive and significant effect on employee performance, this means that the higher the level of education a person the higher performance. Julian et al's research results (2015) are reinforced by the opinion of Rachmawati (2008) which states that the level of education helps employees develop the capacity / knowledge they have so that employees can work better in improving performance to achieve the goals of the organization in the future. Based on the above study, the researcher is interested to re-examine the influence of education on the performance of employees at UPTD KPHP Muna Island " .

Likewise phenomenon related to training, where some employees who have attended various training feel the benefits of training results where the results of the training can support its performance for the better, but not all employees who have been trained to take advantage of training results because some employees who have attended various training but its performance is normal. On the other hand there are employees who do not attend various training but the performance is good. This phenomenon is interesting if we associate with the opinion of Mincer & Beker (1962) in Letmair & Nehls (2011) stating that employees who have training provide benefits to improve employee performance. The opinion of Mincer & Beker (1962) has been proved by Diabi & Ajlouni (2015) research findings that found that training has a positive and significant effect on employee performance. Based on this study, the research is interested to conduct a re-examination of the effect of training on the performance of employees at UPTD KPHP Muna Island " .

The same phenomenon of interest is also observed about motivation, where employees who have the motivation to power, achievement and affiliated performance to be good, some employees who have the ruling power of ordinary performance is even low. This phenomenon is interesting because if associated with the opinion Martoyo (2007) stating that the factors that can affect employee performance and employee productivity, among others, employee work motivation. This opinion is supported by research findings Agusta & Sutanto (2013) who found that the motivation of work has a positive and significant impact on employee performance. Therefore, researchers are also interested in conducting re-testing of the effect of work motivation on the performance of UPHD KPHP employees in Muna Island

## **II. Literatur Review And Hipotesis**

This research was conducted to find out the influence of education, training and motivation on the performance of UPTD KPHP staff of Muna Island, therefore as a basis to understand how education, training and motivation can improve employee performance in UPTD KPHP Muna Island, then in this section is explained by referring some theories and previous studies relevant to this research. The effect of the influence of education, training and motivation on the performance of employees in this study is described as follows:

### **2.1. Influence of Education on Performance of UPHD KPHP Staff of Muna Island**

Robbins (1996: 218) states that the level of employee performance will greatly depend on the ability of the employee itself, such as the level of education, knowledge, experience where the higher the ability will have higher performance as well. Thus low levels of education, knowledge and experience will have a negative impact on employee performance. So that government employees are required to have certain qualifications, because not everyone has the skills required to complete the job. So low employee performance due to low ability of employees. According to Mincer and Becker (1962: 49) that education and training provide benefits to improve employee performance.

Educational activities are provided to help employees develop their capacity / knowledge so that employees can work better in improving performance to achieve the goals of the organization in the future (Rachmawati, 2008: 3).

Previous research on the effect of education level on employee performance found that education level had positive and significant effect on employee performance, Wirawan et al (2016), Juliana et al (2015), Thomas & Fieldman (2009), Letmair & Nehls (2011). Based on the theoretical basis and previous research, the research hypothesis 1 is:

H1 : Education has a positive and significant impact on the performance of KPHP Muna employees.

### **2.2. Effect of Training on Performance of UPHD KPHP Staff of Muna Island.**

The performance of employees in addition to being influenced by the level of education is also influenced by the training. According to Raymond (2010) one of the factors that can affect employee performance improvement is job training, because with training problems in performance improvement can be

solved. According to Robbins and Judge (2006: 57) the level of employee performance will greatly depend on the ability of the employee itself such as education, training, knowledge and discipline, with higher skills will have higher performance as well. Conversely, if education and training are not suitable for work and low knowledge and discipline that is not enforced will have a negative impact on the performance of these employees.

Previous research has found that training has a positive and significant impact on employee performance, Anam et al (2013), Diabi & Ajlouni (2015), Hasnizah (2009). According to Hasnizah (2009) training helps people to learn how to be more effective in the workplace by modifying knowledge, skills or attitudes through learning experiences to achieve effective performance. Based on the description, the hypothesis 2 of this research are:

**H2: Training has a positive and significant impact on the performance of Muna KPHP employees.**

**2.3. Influence Motivation Against Performance Personnel UPHD KPHP Muna Island**

The performance of employees in addition to being influenced by training is also influenced by motivation. Gibson (2008) argues the performance of human resources is a function of motivation. Thus the expected motivation of employees is a function of motivation that can affect employee performance. According to Steers (1985) the factors that affect performance is the level of worker motivation. According Mangkunegara (2000: 93) motivation is the energy to generate an impulse in the self (drive arousal). Thus concluded that the motivation is a strength that exists within a person who can direct the behavior to do something according to the goal to be achieved. This power can be developed by the individual himself or some external force. In the work environment, employee motivation also affects the results of its performance either positively or negatively. If employees have good work motivation, in general will be able to do a good job as well. Based on the theoretical foundation and previous research, the research hypothesis 3 is:

**H3: Work motivation has a positive and significant effect on the performance of the employees of Muna Island Production Forest Management Unit.**

**2.4. The Influence of Education, Training and Motivation on Employee Performance UPTD KPHP Muna Island**

Prior research conducted by Agusta & Sutanto (2013) on the influence of training and work motivation on employee performance CV Haragon Surabaya found that training and work motivation simultaneously affect employee performance. Likewise with research conducted by Suardi, et al (2014) found that the discipline of work, education and training simultaneously have a significant effect on employee performance. Based on the results of previous research, the research hypothesis 4 is:

**H4: Education, Training and Work Motivation simultaneously have a positive and significant impact on the performance of Muna KPHP employees.**

**III. Research Methods**

This type of research is descriptive research with the aim of explaining the relationship between the variables studied. This research was conducted by survey method using questionnaires that spread to 101 UPTD KPHP employees of Muna Island. The analysis tool used is multiple linear regression analysis with the help of SPSS 23 program.

**IV. Results And Discussion**

In the previous discussion has been proposed that to be able to answer the problems and hypotheses proposed in this study, namely the influence of independent variables on the dependent variable either partially or simultaneously done with multiple linear regression analysis. Summary of the results of multiple regression analysis in this study can be presented through the table below

**Table 4.1. Summary of Multiple Regression Analysis Results**

| Variabel          |   |         | Standarized coefficient | t <sub>hitung</sub> | Sig   | Hasil      |
|-------------------|---|---------|-------------------------|---------------------|-------|------------|
| Pendidikan        | → | Kinerja | 0,518                   | 6,983               | 0,000 | Signifikan |
| Pelatihan         | → | Kinerja | 0,246                   | 3,149               | 0,002 | Signifikan |
| Motivasi kerja    | → | Kinerja | 0,191                   | 2,592               | 0,011 | Signifikan |
| Constanta         | = | 0,743   | Fhitung                 | 45,065              |       |            |
| R                 | = | 0763    | Sig.F                   | 0,000               |       |            |
| Adjusted R-Square | = | 0,569   | Sampel                  | 101 orang           |       |            |

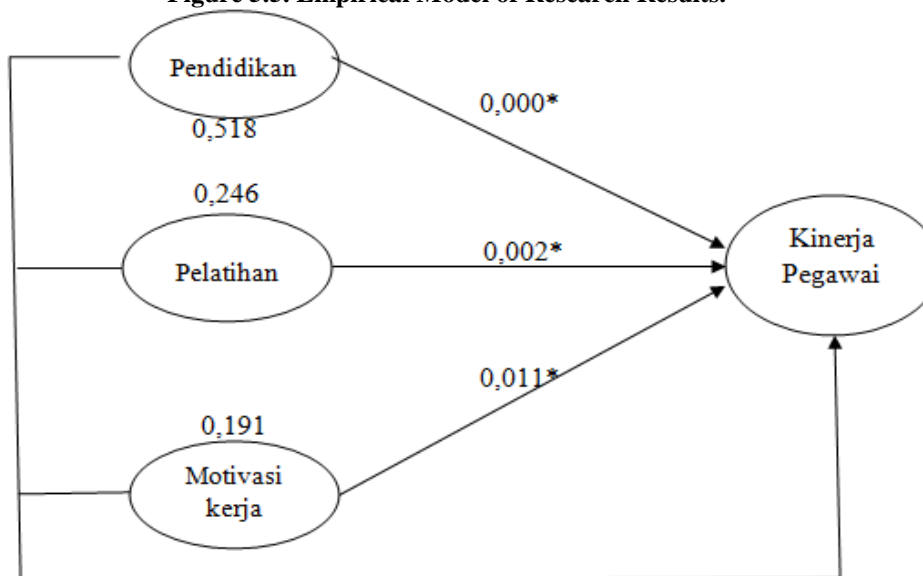
Sumber : Hasil olah data melalui SPSS (Lampiran 1)

Based on the result of multiple linear regression analysis in table 4.1. obtained by regression equation as follows:

- From the above equations and the results of data analysis can be interpreted that: If the education, training and work motivation remain constant (constant) or not increase or decrease, the performance of UPHD KPHP Muna employees remain positive at 0.743 or 74.3%.
- Regression coefficient X1 equal to 0,518, meaning that if education level increase 1%, hence performance of UPHD KPHP Muna employees will increase equal to 0,518%.
- The regression coefficient of X2 is 0,246, it means that if the employee who participated in the training increased 1%, the performance of KPHP Muna UPTD employees will increase by 0.246%.
- The regression coefficient of X3 is 0.191, meaning that if the employee's work motivation increases by 1%, the performance of KPHP Muna UPTD employees also increases by 0.246%.

R value of 0.743 indicates that the correlation / correlation of independent variables of education, training and work motivation on employee performance performance UPTD KPHP Muna is strong, because the value is between 0,60 - 0,80. Furthermore the value of coefficient of determination ( $R^2$ ) = 0.569. This means that the performance of KPHP Muna UPTD employees is influenced simultaneously by education, training and work motivation of 56.9% while the rest of 43.1% is influenced by other variables outside this research model. The value of the determination coefficient ( $R^2$ ) in this research model has a sufficient accuracy or model accuracy because the value is between 0.41 - 0.60. Regression analysis results visually can be seen in the picture below:

**Figure 5.5. Empirical Model of Research Results.**



#### 4.1. Hypothesis Testing Partially

#### 4.2. Education Influence Positive and Significant to Performance of UPHD KPHP Staff of Muna Island

The result of examination of the influence of education on the performance of UPTD KPHP Muna employees can be proved by the value of multiple regression coefficient of 0,518 with positive direction. The regression coefficient marked positive means that the relationship between education on the performance of UPHD KPHP Muna employees is unidirectional. While the value of t test amounted to 6.983 with a probability value (significance) of 0.000 < 0.05. The test results prove that the higher the education the higher the performance of UPHD KPHP Muna employees. The results of this study also implies that education in the direction and contribute significantly to the performance of KPHP Muna UPTD employees. Thus, hypothesis 1 namely: education has a positive and significant effect on employee performance UPTD KPHP Muna declared accepted.

These results indicate that the level of education owned by UPHD Muna FMU employees can support the completion of tasks and work. where employees who have a higher education will increase intellectual intelligence, especially conceptual skills, technical skills and emotional mastery when faced with problems in the job. The higher the education of an employee the more it has the ability to control the emotional stability so that the work encountered can be solved well.

#### **4.3. Training Positive and Significant Influence on Performance of UPHD KPHP Staff of Muna Island**

The test results of the influence of training on the performance of KPHP Muna UPTD employees can be proved by the value of multiple regression coefficient of 0.246 with a positive direction. The regression coefficient marked positive means that the relationship between training on the performance of UPHD KPHP Muna employees is unidirectional. While the value of t test of 3.149 with a probability value (significance) of  $0.002 < 0.05$ . The test results prove that the more training that is followed by the employee the higher the performance of the employee. The results of this study also implies that direct training and contribute significantly to the performance of UPHD staff members KPHP Muna. Thus hypothesis 2 that is: training have positive and significant effect to performance of UPHD officer KPHP Muna declared accepted

#### **4.4. Motivation Influential Positive and Significant to Employee Performance UPTD KPHP Muna Island**

The results of testing the influence of work motivation on the performance of Satlantas members can be proven by the value of multiple regression coefficient of 0.191 with a positive direction. The regression coefficient marked positive means that the relationship between work motivation on the performance of personnel employee UPTD KPHP Muna is unidirectional. While value of t test equal to 2,592 with probability value (significance) equal to  $0,011 < 0,05$ . The test results prove that the higher the work motivation of employee, the higher the performance of UPHD employees of KPHP Muna. The results of this study means that the motivation of work direction and contribute significantly to the performance of UPTD Muna employees. Hence hypothesis 3 that is: work motivation have positive and significant effect to performance UPTD Muna employee is accepted

### **V. Limitation Of Research**

This research has been done with maximum effort, but as ordinary human beings of course there are still things that have not been able to be produced in this research. Therefore there are some limitations that can be produced in this study and the author hopes to be a consideration of future research in the future. As for some of the limitations, this research is a survey research with the help of questionnaire, where the instrument used will be the maximum result if the respondents fill correctly and honestly, so the data produced still need to be equipped with some informant as comparison data. Therefore it is proposed for future research to do research using mix method in order to give better result.

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