

The Effect of Education and Training on Employee Performance at PT Hadji Kalla Toyota Palopo

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Abstract: This study aims to analyze the effect of education and training on employee performance at PT Hadji Kalla Toyota Palopo. The research method used is quantitative with a population of 70 employees and a sample of 41 employees using random sampling techniques. Data were collected through observation and questionnaires, and analyzed using multiple linear regression analysis. The results showed that education did not show a significant effect on employee performance while training had a significant positive effect on employee performance. Simultaneously, education and training had a significant effect on employee performance. The implications of the results of this study emphasize the importance of training in improving employee performance, so that companies are advised to focus on effective training programs in human resource development.

Introduction

Human resources (HR) play a vital role in the success of an organization, especially in achieving strategic and operational goals. In this context, education and training are two key factors that have the potential to influence employee performance. According to (Riyanto et al., 2021), effective HR management can increase a company's competitive advantage. However, although various studies have examined the relationship between education and performance, the results show significant variation. (Suciati & Deswarta, 2024), found that education has a positive effect on performance, while (Nababan et al., 2016) stated that the effect was not significant. This creates a gap in the literature that indicates the need for further research on the specific impact of education and training on employee performance, especially in the context of a particular company such as PT Hadji Kalla Toyota Palopo. Employee performance is basically unique because each employee has different levels of ability in completing tasks (Sukri & Indah, 2022). Companies not only need employees who have abilities and skills, but also employees who are enthusiastic and work harder to achieve company goals (Ahmad et al., 2021). Employee performance is defined as the level of achievement of the implementation of programs, activities or policies in realizing the goals, objectives, vision and mission of the organization as outlined in the organization's strategic planning (Sastri et al., 2023).

The purpose of this study is to evaluate the effect of education and assess the simultaneous effect of both factors on employee performance. training on employee performance at PT Hadji Kalla Toyota Palopo. In addition, this study also aims to investigate the effect of training on employee performance at PT Hadji Kalla Toyota Palopo. By understanding this relationship, it is expected that companies can design more effective and relevant HR development programs.

The contribution of this research is not only practical for the management of PT Hadji Kalla Toyota Palopo, but also can enrich the academic literature on HR management, especially in a context that is still under-explored. This research is expected to provide new insights that can be used as a reference for further research.

As part of the structure of this article, the literature review will discuss the theories underlying this research, including the Human Capital theory. Next, the research method will be explained, followed by the results and discussion of the findings, and ended with conclusions and suggestions.

Previous studies generally focus on the relationship between education and employee performance, but studies that try to investigate the effect of training specifically in the context of PT Hadji Kalla Toyota Palopo are still limited. Therefore, the purpose of this study is to provide a deeper understanding of the impact of education and training on employee performance in the company.

Research Method

This study uses a quantitative approach with a descriptive and analytical design. This approach allows researchers to measure the relationship between independent variables,

namely education and training, with the dependent variable, namely employee performance. The population in this study consisted of all employees of PT Hadji Kalla Toyota Palopo, totaling 70 people. From this population, a sample of 41 employees was taken using a random sampling technique, so that each employee had an equal opportunity to be selected as a respondent. The variables measured in this study include education (X1), training (X2), and employee performance (Y). Measurements were made through a questionnaire designed to explore information related to the three variables. Data were collected through two main methods. First, a questionnaire sent directly to participants to obtain information about employee education, training, and performance. Second, observations were made at the research location to understand the employee's work context directly.

Data analysis was conducted using multiple linear regression analysis with the help of statistical software, such as SPSS. This method allows researchers to identify the influence of each independent variable on employee performance in more depth.

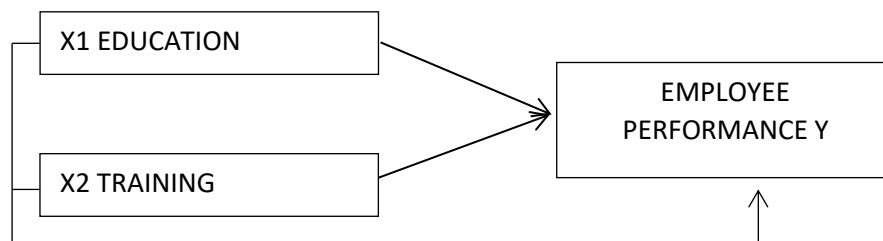


Figure 1. Conceptual Framework

Human Capital Theory

This theory was developed by Gary Becker, explaining that education and training are forms of investment in human resources that can increase individual productivity and performance. Individuals who have higher education generally have better abilities in carrying out tasks and adapting to changes in the work environment.

Result and Discussion

Validity Test

The validity test is conducted to check the correlation between the scores of each statement item in the questionnaire (Asnaniyah, 2022) By comparing the r table and r count values, validity is tested. The test criteria are that the statement item is valid if the r count value is $> r$ table.

The results of the validity test above show that the statement items for each variable are all valid, because the calculated r value $> r$ table 0.308, so further data testing can be carried out.

Table 1 Validity Test

Variable	Question	R-value	R-table	Result
Education	(X1)			
	X1.1	0,462	0,308	Valid
	X1.2	0,660	0,308	Valid
	X1.3	0,740	0,308	Valid
	X1.4	0,793	0,308	Valid
	X1.5	0,611	0,308	Valid
	X1.6	0,654	0,308	Valid
Training	(X2)			
	X2.1	0,728	0,308	Valid
	X2.2	0,824	0,308	Valid
	X2.3	0,767	0,308	Valid
	X2.4	0,676	0,308	Valid
	X2.5	0,747	0,308	Valid
Employ Performance(Y)				
	Y.1	0,652	0,308	Valid
	Y.2	0,732	0,308	Valid
	Y.3	0,826	0,308	Valid
	Y.4	0,816	0,308	Valid
	Y.5	0,639	0,308	Valid

Reliability Test

Reliability test is used to evaluate how consistent the statement items in the questionnaire are; the questionnaire is considered reliable if the statement items are consistent or stable. Data is considered reliable if the Cronbach Alpha value is > 0.60 .

Table 2 Reliability Test

Variable	Cronbach Alpha	Information	Result
Education (X1)	0,735	$0,735 > 0,60$	Reliable
Training (X2)	0,803	$0,803 > 0,60$	Reliable
Employ Performance (Y)	0,784	$0,784 > 0,60$	Reliable

Based on the table above, it can be concluded that the questionnaire used to measure employee performance, education, and training variables is reliable or can be trusted as a measure. The Cronbach Alpha value > 0.60 indicates that the data is reliable.

Multiple Linear Regression Tes

If the constant of 6.559 is a positive value, then the employee performance variable (Y) has a value of 6.559 if the education (X1) and training (X2) variables have a value of zero (0) or a fixed value (constant).

1. The coefficient of the Education variable (X1) is 0.190, this shows that by increasing Education (X1) employee performance (Y) will increase by 0.190.
2. The regression coefficient of the Training variable (X2) is 0.470, this shows that by increasing Training (X2), employee performance (Y) will increase by 0.470.

$$Y = 6,559 + 0,190X_1 + 0,470X_2$$

Table 3 Multiple Linier Regression Test

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
1. (Constant)	6,559	3,068		2,138	,039
Education (X1)	,190	,208	,190	,914	,366
Training (X2)	,470	,208	,469	2,253	,030

3.

T-Test (Parsial)

This test is intended to determine the significance of the influence of independent variables on dependent variables individually. The t table value is obtained by using the formula $t \text{ table} = n - k - 1$ or $41 - 2 - 1 = 38$, where k is the number of independent variables, the t table value obtained is 1.685. The basis for testing regression results is usually carried out with a confidence level of 5% ($\alpha = 0.05$).

Table 4 Persian Test (T)

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
1. (Constant)	6,559	3,068		2,138	,039
PendidikanX1	,190	,208	,190	,941	,366
PelatihanX2	,470	,208	,469	2,253	,030

1. Based on the T-test table above, the education variable (X1) has a t count of 0.914 < t table (1.685) with a significant value of 0.366 > 0.05. Which means that there is no influence of education (X1) on employee performance.
2. Based on the T-test table above, the training variable (X2) has a calculated t of 2.253 > t table (1.685) with a significant value of 0.030 < 0.05. This means that there is an influence of training (X2) on employee performance (Y).

F Test (Simultan)

This test aims to determine how much influence the independent variables have on the dependent variables simultaneously. The t table value is obtained using the formula $t \text{ table} = n - k - 1$ or $41 - 2 - 1 = 38$, where k is the number of independent variables, so the f table value is 3.24.

Based on the table above, it is known that the F count value is 12.569 > F table 3.24, with a significance of 0.000 < 0.05. Thus, H3 is accepted, which means that there is an

influence between the variables of Education and Training simultaneously on employee performance.

Table 5 Simultaneous Test (F)

Model	Sum of Squares	df	Mean Square	F	Sig.
1. Regression	144,766	2	72,383	12,569	,000 ^b
Residual	218,843	38	5,759		
Total	363,610	40			

Test te R^2 Determinasi Coefficient

To find out how much variation there is between the independent variable and the dependent variable, use the coefficient of determination (R^2).

Tabel 6 Uji Koefisien Determinasi R^2

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1.	,631 ^a	,398	,366	2,39980

From the table above we can see that the R square value is 0.366 or 36.6%. This figure shows that the education (X1) and training (X2) variables have a significant influence on employee performance (Y) in combination, while 63.4% is influenced by other variable factors outside this study.

Discussion

The influence of education on employee performance

The effect of education on employee performance is not significant. Although higher education contributes to employee ability, in the context of this study, a one-unit increase in education only increases performance by 0.190 units, and does not show a significant effect. This study is also supported by (Nababan et al., 2016) which shows that education does not have a positive or significant effect on employee performance at PT. PLN (Persero) Manado Area, a company engaged in the energy sector, especially providing electricity services. In other words, education is not one of the factors that affects employee performance.

The results of this study are not in line with the human capital theory, which states that education should contribute positively to employee performance. This theory assumes that education can improve individual abilities, which in turn will improve performance. However, at PT Hadji Kalla Toyota Palopo, increasing the level of education did not have a significant effect on employee performance. This shows that formal education alone is not enough to improve performance. Therefore, a more aligned approach is needed, which also considers other factors such as training, work experience, and practical skills that are more relevant to the job. In some cases, formal education may not be in line with the skills needed in the workplace. This is different from previous research (Gumilar, 2015) which found that education affects employee work ability.

The Influence of Training on Employee Performance

The results of the analysis show that employee performance is significantly influenced by training; one unit of training will increase employee performance by 0.470 units. This shows that employees can improve their skills and productivity (Kosdianti et al., 2021) Training has a major impact on employee performance because it is an important part of employees' efforts to achieve optimal performance. In addition, providing training to employees will make them have better skills, knowledge, and behavior, which in turn can improve their position and performance.

The results of this study are in line with the human capital theory, which emphasizes the importance of training in improving practical skills and productivity. Direct training provides the skills needed for specific tasks, thus having a positive impact on employee performance.

In contrast to the results of research from (Rahinnaya, 2016) the company is less good at determining training needs and testing training participants, the training does not affect employee performance. As a result, the company in this study is not in accordance with the current training system.

The Simultaneous Influence of Education and Training on Employee Performance

Simultaneous testing shows that both training and education together have a significant effect on employee performance. The high calculated F value ($12.569 > F$ table 3.24) indicates that the regression model used can explain variability in employee performance effectively.

The results of this study support the human capital theory which states that a combination of education and training can produce better performance improvements. Although education alone is not enough, together with training, both can create more competent and productive employees. The results of this study are supported by (Kamrida, 2016) who stated that there is an influence of education and training on employee performance.

Conclusion

This study successfully revealed the influence of education and training on employee performance at PT Hadji Kalla Toyota Palopo. The results of the analysis showed that education did not show a significant effect, although higher education is expected to improve employee capabilities. In contrast, training had a positive and significant impact, with a regression coefficient indicating that increased training contributed greatly to improving employee performance. This confirms that in the context of the company, training is a more important factor in improving performance than formal education alone.

The implications of this study are twofold. From a practical perspective, companies are advised to focus more on developing effective and relevant training programs to improve employee skills and productivity. From a theoretical perspective, these findings enrich the literature on human resource management, particularly in the context of the role of training and education in improving performance.

However, this study also has limitations. One is the relatively small sample size, which may affect the generalizability of the results. In addition, this study was only conducted in one company, so the results may not be applicable to a wider context. Therefore, it is recommended to conduct further research by expanding the sample size and involving various industrial sectors. Future research can also consider other variables, such as work motivation and employee satisfaction, to provide a more comprehensive understanding of the factors that influence employee performance.

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