



Factors That Influence the Performance of North Sumatra Province Education Service Employees

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Abstrak

Penelitian ini bertujuan untuk menganalisis faktor-faktor yang mempengaruhi kinerja pegawai Dinas Pendidikan Provinsi Sumatera Utara. Data penelitian diperoleh dari penyebaran kuesioner kepada 35 orang pegawai Dinas Pendidikan Provinsi Sumatera Utara, hasil penelitian yang diperoleh dari regresi linier berganda adalah Kinerja Pegawai (Y) = $3.586 + 0.146$ Gaya Kepemimpinan (X_1) + 0.362 Kedisiplinan (X_2) + 0.773 Pendidikan (X_3). Hasil perhitungan secara simultan diperoleh hasil uji Anova yaitu uji F $0,007 < 0,05$, signifikansi variabel X_1 , X_2 dan X_3 terhadap variabel Y . Variabel gaya kepemimpinan berpengaruh signifikan terhadap kinerja karyawan atau H_1 diterima. disiplin berpengaruh signifikan terhadap kinerja karyawan H_2 diterima dan variabel pendidikan berpengaruh signifikan terhadap kinerja karyawan atau H_3 diterima.

Kata Kunci: *Faktor-faktor yang mempengaruhi kinerja*

Abstract

This study aims to analysis the factors that influence the performance of employees of the North Sumatra Province, Education Office. The research data were obtained from distributing questionnaires to 35 employees of the North Sumatra Province Office, the results of the research obtained from multiple linear regression were Employee Performance (Y) = $3,586 + 0.146$ Leadership Style (X_1) + 0.362 Discipline (X_2) + 0.773 Education (X_3). The results of the calculation simultaneously obtained the results of the Anova test, namely the F test $0.007 < 0.05$, the significance of the X_1 , X_2 and X_3 variables on the Y variable. Leadership style variables have a significant effect on employee performance or H_1 is accepted. discipline has a significant effect on employee performance H_2 is accepted and education variables have a significant effect on employee performance or H_3 is accepted.

Keywords: *Factors that affect performance*

Introduction

Basically, performance emphasizes what is produced from the functions of a job or what comes out (out-come). Given that performance contains components of competence and productivity results, the results of performance are highly dependent on the level of individual ability in achieving them, especially in organizational goals.

The North Sumatra Province Education and Culture Office is one of the OPDs that has existed since North Sumatra Province was first established as a district in 2004. Dinas Pendidikan dan Kebudayaan is an expansion of the North Sumatra Province Education and Culture Office. Talking about government employees both in North Sumatra and throughout Indonesia often centers on professionalism, welfare levels, distribution and composition that are not yet ideal, placement in positions that are not yet based on competence, performance assessments that are not yet objective, promotions that are not yet based on work performance, work culture and work ethic that are still low and the application of disciplinary regulations that are not consistently implemented.

Thus the performance of government employees is very important, because it aims to provide public services that prioritize the public interest, facilitate public affairs, shorten services and provide satisfaction to the public. Performance is a description of the level of achievement of the implementation of an activity in an organization, be it a government organization or a private organization. The higher or better the employee performance, the easier it is to achieve organizational goals, and vice versa what happens if the employee performance is low, the planned activities cannot run well

and will affect the performance of an agency as a whole.

The problem faced by the Office of Education and Culture of North Sumatra Province is that the institution is still low in managing human resources in an efficient and effective manner in achieving organizational goals. The low ability of employees to carry out their duties and functions is related to the limited quality of human resources and government management facilities, resulting in unachieved performance. Seeing these various problems, efforts need to be made to find an approach that can improve the performance of employees of the Office of Education and Culture of North Sumatra Province.

The approach considered appropriate to improve the performance of employees of the North Sumatra Province Education and Culture Office is an approach to improving the quality of human resources that looks at factors that can affect employee performance such as job satisfaction levels, leadership styles, discipline, employee education and compensation provided to employees. With such an approach, it is expected to be able to reduce the problem of low performance of employees of the Office of Education and Culture of North Sumatra Province. Currently the total number of employees at the Office of Education and Culture of North Sumatra Province is 117 people, excluding honorary staff and Office Boy. The phenomenon that arises at this time is the gap or gap in performance achievement between one employee and another. The factor of not achieving overall performance is suspected to be the work discipline factor that differs from one employee to another, as well as education and training that is still relatively low, when compared to the increasing demands of the job, so that it has an

impact on the low achievement of optimal employee performance.

Method

This research is a quantitative research. Quantitative research is the process of finding knowledge that uses data in the form of numbers as a means of analyzing information about what you want to know (Sekaran, 2000). The population in this study were 117 employees of the North Sumatra Provincial Education Office, and the sample in this study were 35 people who worked within the scope of the North Sumatra Provincial Education Office.

The data collection technique in this study is a questionnaire. The data analysis method is the process of grouping data based on variables and respondents, tabulating data based on variables and all respondents, presenting data for each variable studied, performing calculations to test the hypotheses that have been proposed (Sugiyono 2009).

Data analysis is used to test the hypothesis that has been set. The analysis techniques used in this study are as follows: (1) Instrument Validity Test, (2) Instrument Reability Test, (3) Test data analysis requirements, and (4) hypothesis testing.

Results and Discussion

This study aims to analyze the factors that affect performance and the influence of each variable on performance. Factors that affect performance are leadership, discipline and education level. Hypothesis testing of the influence of each variable on performance is (1) there is an influence of leadership on performance; (2) there is an influence of discipline on performance; (3) there is an influence of education on performance and (4) there is an influence of leadership, discipline and education on performance. The following is the coefficient value of each variable.

Table 1 Coefficients Value

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.586	.972		3.690	.001
	Leadership	.146	.137	.162	1.070	.023
	Dicipline	.362	.161	.350	2.252	.032
	Educaton	.773	.234	-.506	3.307	.002

a. Dependent Variable: Performance

Tabel 2. Anova^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	31.588	3	10.529	4.894	.007 ^b
	Residual	66.698	31	2.152		
	Total	98.286	34			

a. Dependent Variable: Performance

b. Predictors: (Constant) Education, dicipline, and Leadership

Based on Table 1, shows the coefficient value of each independent variable and the t value. Based on these

results, further research hypothesis testing is described as follows:

The results of data analysis of the effect of leadership on performance with a T value of 0.023 or $0.023 < 0.05$, so it can be concluded that H1 is accepted, which means that there is an effect of leadership on performance. Thus it can be concluded that leadership has an influence on employee performance. This is in line with research by Aulia (2007) entitled "The Effect of Leadership Style on Employee Productivity at PT Pos Malang Branch".

The results of data analysis of the effect of discipline on performance T value of 0.032 or $0.032 < 0.05$, so it can be concluded that the hypothesis is accepted which means that there is an effect of discipline on performance. This also goes straight with research by Sitepu (2017) entitled "The Effect of Work Discipline on Employee Performance in Tigan derket District". The results showed that the effect of work discipline on employee performance in tiganderket sub-district was 94.09%. Thus it can be concluded that discipline has an influence on employee performance.

The results of data analysis of the effect of education on the performance of employees of the North Sumatra Provincial Education Office. with a T value of 0.002 or $0.002 < 0.05$, so it can be concluded that

the hypothesis is accepted, which means that there is an effect of education on performance.

The findings of this study are in accordance with Juliana's research (2015) entitled "The effect of education level on employee performance at the Regional Development Planning Agency of Enrekang Regency". The results of his research say that there is a positive and significant effect of education level on employee performance at the Regional Development Planning Agency of Enrekang Regency and there is a positive and significant effect of education level on employee performance at the Regional Development Planning Agency of Enrekang Regency. Thus it can be concluded that education has an influence on employee performance.

Table 2 provides an explanation that simultaneous testing of independent variables has an influence on the dependent variable, where the calculated F value is 0.007 or $0.007 < 0.05$. So it can be concluded that there is an influence of leadership, discipline and education on employee performance.

Tabel 3 menjelaskan pengaruh secara bersamaan (simultan) setiap variabel independen terhadap dependent.

Tabel 3 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.867 ^a	.751	.656	.46682

a. Predictors: (Constant), Education, Leadership, and Dicipline

Simultaneously the influence of leadership, discipline and education has a significant effect on performance. This influence is seen from the R-Square value of 0.751 which shows that the influence of leadership style variables, discipline and education on employee performance is 75.1%.

Mangkunegara (2013) states that "performance is the quality and quantity of work achieved by an employee or employee in carrying out his duties in accordance with the responsibilities given to him". This can be related to the quality or education of employees on their performance which has a significant influence. In accordance with Juliana's

research (2015) entitled "The effect of education level on employee performance at the Regional Development Planning Agency of Enrekang Regency". The results of his research say that there is a positive and significant effect of education level on employee performance at the Regional Development Planning Agency of Enrekang Regency and there is a positive and significant effect of education level on employee performance at the Regional Development Planning Agency of Enrekang Regency. It can be concluded that education has an influence on employee performance.

Priansa (2018: 270) states that performance is the result produced by certain job functions or certain job activities during a certain period of time. These work results are the result of the abilities, skills, and desires achieved. In this case, the achievement to be seen is the goal and capacity of the government agency of the North Sumatra Provincial Education Office. And it is found that leadership style, discipline and education have a significant influence. Thus 24.9% which is referred to as other variables in the conclusion, among others, is responsible for the work given in full.

Conclusion

The results of this study can be concluded as follows:

1. The effect of leadership style on employee performance in this case can be seen from the t-test results of $0.023 > 0.05$. So that there is a significant influence.
2. The effect of discipline on employee performance is positive, this can be seen from the results of the t-test $0.032 < 0.05$. So that there is a significant influence, the magnitude of the influence is 0.350 (seen from the results of the coefficient value)

3. The effect of education on employee performance is positive, this can be seen from the results of the t-test $0.02 < 0.05$. So that there is a significant influence, the magnitude of the influence is 0.506 (seen from the results of the coefficient value)
4. The influence of leadership style variables, discipline and education together on performance variables. This can be seen from the R-Square value which is 0.751. This value indicates that the proportion of the influence of leadership style, discipline and education variables on employee performance variables is 75.1%. This means that the proportion of influence on employee performance at the North Sumatra Provincial Education Office is 75.1% while the rest, namely 24.9% (100% - 75.1%) is influenced by other variables that are not in this linear regression model.

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