

The effect of training on the performance of civil servant teachers in Cluster 04, Alak District, Kupang City

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ABSTRACT

This research aims to determine the effect of training on the performance of civil servant teachers in cluster 04, Alak sub-district, Kupang City. The formulation of the problem put forward is whether training influences the performance of civil servant teachers in Cluster 04, Alak District, Kupang City. This type of research is referred to as survey research, namely research that takes samples from a population and uses questionnaires as the main data collection tool (Sugiyono, 2013: 39). The population in this study were all civil servant teachers in Cluster 04, Alak District, Kupang City, and the sample taken was 44 teachers using the Saturated Sampling Technique. The data collection techniques in this research are observation, interviews, questionnaires and literature, while the data analysis technique is using descriptive statistical methods. The research results show that there is a strong relationship with a value of 0.541 and is significant between training and performance. From the data analysis it was concluded that the training variable had an influence of 29.2% on the performance variable, while the remaining 70.8% was contributed by other variables not included in the model (not researched).

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INTRODUCTION

Teachers as educators are one of the important human resources in the world of education, because the better the quality of a teacher, the better the quality of education, therefore training has an important role in increasing professional teacher resources. With the existence of government policies regarding promotions for teachers, teacher certification and teacher functional allowances, it is proven that the role of teachers is seen as a key factor because teachers interact directly with students in learning, it is only natural that teachers always improve their performance and professionalism. And also because of technological developments which have made the education system experience changes with a more advanced curriculum that uses technology as a means of education, so that teachers who are not used to using technology as an educational means such as using computers, using projectors to present material, creating learning content using digital video, experienced decreased performance. To be able to improve teacher performance, it is very important for teachers to take part in training.

With the training that teachers take part in, it is hoped that teachers will understand more about the world of work, can develop their competence and personality, individual and group performance, develop careers, be more expert in technology, so that teachers will become more competent and experience increased performance. To see whether training has an effect on teacher performance, there are 5 performance indicators according to Afandi (2018: 162), including learning plans, learning implementation, assessing learning outcomes, training students and providing additional assignments. Based on this description, the author decided to conduct research with the title "The Effect of Training on the Performance of Civil Servant Teachers in Cluster 04, Alak District, Kupang City".

LITERATURE REVIEW

Training is an activity carried out by an organization to improve and increase employee capabilities, by increasing knowledge and operational skills in carrying out daily tasks and work. According to Handoko (2018) Training is a process that includes a series of actions (efforts) carried out deliberately in the form of providing assistance to workers carried out by professional training staff within a unit of time which aims to improve the participants' work abilities in certain fields of work in order to improve effectiveness and productivity in an organization. Dessler (2015:284) explains that training can be divided into five indicators as follows: Instructors are trainers who provide knowledge and material and have adequate qualifications or competencies according to their field. Training participants are people who have the enthusiasm to participate in the training and the desire to pay attention to every detail of the training provided. Training methods should be appropriate to the type of training, participants' abilities and the training materials implemented. The training material is expected to increase the participants' abilities in accordance with the training objectives. The aim of a training is to improve the skills and understanding of the trainee's work ethics.

Performance is work performance or work results resulting from a person's behavior after fulfilling a number of requirements. Performance can also be referred to as the results or achievements achieved by individuals, units, organizations that comply with specified standards. Teacher performance has certain specifications, teacher performance can be seen and measured based on specifications or competency criteria that each teacher must have. In relation to teacher performance, the form of behavior in question is the teacher's activities in the learning process. The learning process is a series of activities carried out by a teacher starting from preparation of learning, implementation of learning to the final stage of learning, namely carrying out evaluations and improvements for students who have not succeeded during the evaluation. According to Robbins (2012: 184) "Performance is a result achieved by workers in their work according to certain criteria that apply to a job."

According to Kep. Director General of Basic Education 079/ Kep/ I/ 93 "School clusters are a group or combination of three to eight schools that have a goal, a spirit of moving forward together in improving the quality of education." The spirit of moving forward together in this case means that elementary schools that are members of a cluster work together to achieve quality education. Cluster 04, Alak District, Kupang City consists of five elementary schools including SD Inpres Fatufeto 1, SD Inpres Fatufeto 2, SD Inpres Palsatu, SD Negeri Palsatu and SD Tunas Harapan. Cluster 04, Alak District, Kupang City was formed as an effort to promote various positive activities to improve the quality of teacher professionalism, namely through the Teacher Working Group (KKG). This aims to ensure that teachers share knowledge with each other and manage class resources so that the performance of teachers in the cluster can be improved.

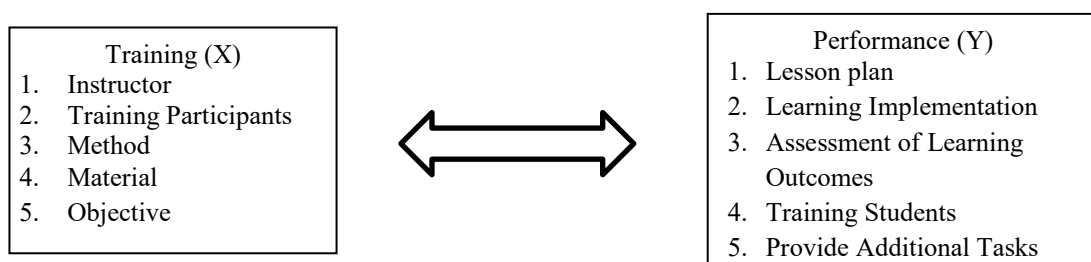


Figure 1 Framework of Thinking

Research conducted previously by Idham (2020) with the title "The Influence of Education and Training (Diklat) on Teacher Performance at SMP Negeri 1 Bajo, Luwu Regency". This research aims to determine the effect of education and training on teacher performance. The results of this research show that job training simultaneously influences teacher performance. Research conducted previously by Ika Fitri Puspitasari (2021) with the title "The Influence of Training and Work Motivation on the Performance of Elementary School Teachers in the Ngloro Cluster, Saptosari, Gunung Kidul", the research results showed that there is a significant influence between training and teacher performance. Therefore, we hypothesize that there is an influence between the training and performance of civil servant teachers in Cluster 04, Alak District,

Kupang City. The following is the framework for this research with the title the influence of training on the performance of civil servant teachers in Cluster 04, Alak District, Kupang City. In this research, there is one independent variable and one dependent variable used by the author, namely Training (X) and Performance (Y).

RESEARCH METHOD

This type of research uses quantitative methods. According to Sugiyono (2013:35), quantitative research methods are defined as research methods based on the philosophy of positivism, used to research certain populations or samples, collecting data using research instruments, quantitative/statistical data analysis, with the aim of testing predetermined hypotheses.

The data source in this research is primary data obtained directly from respondents through questionnaires. And secondary data that is not obtained directly but passes through other people, books, the internet or documents. Data collection techniques are carried out using observation, interviews, questionnaires, literature and documentation.

According to Sugiyono (2019:126) population is a generalized area consisting of objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn. The population in this research is all civil servant teachers in Cluster 04, Alak District, Kupang City, totaling 47 civil servant teachers. According to Arikunto (2010:112), if the subject is less than 100 people, it is best to take all of them, if the subject is large or more than 100 people, 10-15% or 20-25% or more can be taken. Because the population in cluster 04 was less than 100, the researcher took the entire population as a sample. The sampling technique used in this research is Saturated Sampling, which is a sample determination technique when all members of the population are used as samples. Another term for saturated samples is a census where all members of the population are sampled, namely 47 samples.

According to Nuryaman and Veronica (2015: 118) "Descriptive analysis is providing a description of the characteristics of the research variables being observed as well as the demographic data of the respondents." In descriptive analysis, there are two ways, namely manually and using SPSS software. For the manual method, calculate the average (mean), the following mathematical formulas can be used:

$$\text{Average} = \frac{\text{Number of Values}}{\text{Lots of Data}}$$

The validity test is carried out by correlating each question with the total score on each variable. Reliability is the degree of certainty, precision or accuracy demonstrated by a measuring instrument, Umar (2008: 126). A variable is said to be reliable if it has a Cronbach Alpha value >0.60 in the test results. If the reliability is <0.60 then the value is not good. Therefore, if the calculated r is greater than the table, then the questionnaire is declared reliable.

The natural data analysis method for this research is using a simple linear regression method. According to Sugiyono (2013), a simple linear regression test is a test of data which consists of two variables, namely an independent variable and a dependent variable, where the variable is causal (influenced).

The general equation of simple linear regression is: $Y = a + bX$

Information :

Y = Employee Performance

a = Constant

X = Training

b = Number direction of the regression coefficient, which shows the rate of increase or decrease in the dependent variable based on the independent variable. If b (+) then it increases, and b (-) then there is a decrease in X = subject to the independent variable which has a certain value.

According to Ghazali in Sujarweni (2015), the t test shows how far the influence between the independent variable and the dependent variable is. If the significant probability value is smaller than 0.05 (5%) then an independent variable has a significant effect on the dependent variable. The criteria are:

1. If the Sig value. < 0.05 means that variable X has an effect on variable Y
2. If the Sig value. > 0.05 means that variable X has no effect on variable Y

RESULTS AND DISCUSSIONS

Descriptive Statistical Analysis

General description of the research concept and characteristics of respondents based on gender and age.

Table 1. Name of School, Number of Teachers and Number of Respondents

School name	Number of Civil Servant Teachers	Number of Respondents
(1) Inpres Fatufeto Elementary School 1	11	11
(2) SD Inpres Fatufeto 2	10	10
(3) SD Inpres Palsatu	15	13
(4) Palsatu State Elementary School	11	10
(5) Tunas Harapan Elementary School	0	0
(6) Amount	47	44

Based on the table above, the number of civil servant teachers in Cluster 04 is 47 teachers, but in collecting data, there was 1 teacher who could not be a respondent because he was on leave and 2 did not return their data, so that the respondents in this study were 44 Teacher.

Table 2. Gender

		Gender		Valid percent	Cumulative percent
		Frequency	Percent		
Valid	Man	12	27.3	27.3	27.3
	Woman	32	72.7	72.7	100.0
	Total	44	100.0	100.0	

Based on table 2 above, the female gender dominates with 32 people (72.7%) and is followed by the male gender with a total of 12 respondents (27.3%).

Table 3. Age

Age	Frequency	Percentage (%)
20-35	12	27%
36-50	21	48%
51-65	11	25%
TOTAL	44	100%

Based on table 4.3 above, respondents aged 36-50 years dominate with 21 people (48%) and are followed by those aged 20-35 with a total of 12 respondents (27%) and the fewest are aged 51-65 years with a total of 11 people (25%).

Table 4. Training Validity Test Results (X)

Question Items	Calculated r value	Table r value	Status
X1	0.421	0.297	Valid
X2	0.465	0.297	Valid
X3	0.627	0.297	Valid
X4	0.619	0.297	Valid
X5	0.627	0.297	Valid
X6	0.669	0.297	Valid
X7	0.673	0.297	Valid
X8	0.511	0.297	Valid
X9	0.534	0.297	Valid
X10	0.784	0.297	Valid

Based on the research results seen in table 4 above, all training variable instruments in the questionnaire that were tested and distributed to 44 teachers for each question item as a whole can be declared valid, because the coefficient between all items with a total score is greater than the r table value.

Table 5. Performance Validity Test Results (Y)

Question Items	Calculated r value	Table r value	Status
Y1	0.794	0.297	Valid
Y2	0.574	0.297	Valid
Y3	0.554	0.297	Valid
Y4	0.556	0.297	Valid
Y5	0.469	0.297	Valid
Y6	0.386	0.297	Valid
Y7	0.544	0.297	Valid
Y8	0.639	0.297	Valid
Y9	0.631	0.297	Valid
Y10	0.624	0.297	Valid

Based on the research results seen in table 5 above, all performance variable instruments in the questionnaire that were tested and distributed to 44 respondents for each question item as a whole can be declared valid, because the coefficient between all items and the total score is greater than the r value in the table.

Table 6. Reliability Test

Variable	Cronbach Alpha	Alpha Standard	Note.
Training	0.791	0.60	Reliable
Performance	0.770	0.60	Reliable

Based on the calculation results in table 6 with reference to expert opinions, it is known that the instrument items for training variables and performance variables in this research are reliable. Because the alpha test results are greater than 0.06, which states that the variables studied are reliable.

Table 7 explains the magnitude of the correlation/relationship value (R), namely 0.541. From these results, a coefficient of determination (R Square) of 0.292 was obtained, which means that the influence of the independent variable (training) on the dependent variable (Performance) was 29.2%. Therefore, it is concluded that the training variable has an influence of 29.2% on the performance variable. Meanwhile, the remaining 70.8% was contributed by other variables not included in the research (not researched).

Table 7. Summary Model of Training on Performance

Model	Model Summary			
	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,541 ^a	,292	,275	2,40488

a. Predictors: (Constant), Pelatihan

Table 8. Table of Training Coefficients on Performance

Model	Coefficients ^a			
	Unstandardized Coefficients		Standardized Coefficients	t
	B	Std. Error	Beta	
1 (Constant)	22,735	5,409		4,203
TRAINING	,521	,125	,541	4,163

a. Dependent Variable: PERFORMANCE

Based on the results of the comparison between the Training variable and the Performance variable, the significant value/P-Value obtained is 0.000 so that when compared with the alpha value of 0.05, the significant value is smaller than the alpha value ($0.000 < 0.05$). This shows that H_0 is rejected and H_a is accepted or in other words the Training variable has a significant effect on Teacher Performance in Cluster 04, Alak sub-district, Kupang City.

Information

$$Y = a + bX$$

$$Y = 22.735 + 0.521X$$

Where :

(constant) means that if the training value is zero then the performance is 22.735

0.521 means that if the training value changes or is increased then performance will also increase by 0.521

The test criteria are $t_{count} > t_{table} = H_0$ is rejected

means that in other words the conclusion H_a is accepted

$t_{count} < t_{table} = H_a$ is rejected

This means that in other words the conclusion that H_0 is accepted is accepted

P-Value (Sig.) $> \alpha = H_0$ is accepted

This means that in other words the conclusion H_a is rejected

P-Value (Sig.) $< \alpha = H_0$ is rejected

means that in other words the conclusion H_a is accepted

So it is known that the calculated t value is $4.163 >$ the t table value of 2.015. So it can be concluded that H_0 is rejected and H_a is accepted, or in other words, training has a significant effect on the performance of civil servant teachers in Cluster 04, Alak District, Kupang City.

Output Results

Calculated t value: 4.163

T table value: 2.015

P-Value (Sig.): 0.00

Alpha value (α): 0.05 with an error rate of 5% (0.05)

CONCLUSION

Based on the results of the research and discussion as well as the objectives of this research, conclusions can be drawn from the results of the respondents' answers to the variable Influence of Training on the Performance of Civil Servant Teachers in Cluster 04, Alak District, Kupang City, there is a relationship between the results as follows, 0.541 which is very strong.

Based on the results of data analysis, it is proven that there is a significant influence between Training and Performance of Civil Servant Teachers in Cluster 04, where training has a 29.2% influence on Performance and the remaining 70.8% is the contribution of variables that were not researched and based on regression results using Software SPSS version 29 then we get $Y = a + bX$. $Y = 22.735 + 0.521X$ means there is a positive relationship, the higher the Training value, the higher the Performance.

From the results of data analysis in this research, it can be said that training has an effect on performance because the calculated t value $> t$ table ($4.163 > 2.015$). Where these results are in accordance with the results of the hypothesis test, then H_0 is rejected and H_a is accepted, namely that there is a significant relationship between training and performance Civil Servant Teacher in Cluster 04, Alak District, Kupang City.

With this research, it is hoped that Gugus 04, Alak District, Kupang City, will pay more attention to training programs for teachers as an effort to improve teacher performance, because this research proves that training can increase experience and improve work skills in accordance with the standards set by the company so as to support the creation of high performance. And also to the Education Department to continue to improve the provision of job training for teachers, so that teachers have a lot of experience and skills that can support their work, so that teacher performance will increase.

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