The Effect of Educational Background, Working Period, and Training on Employee Performance

Abdul Syukur[1], Didin Hikmah Perkasa[2]
[1]Universitas Dian Nusantara
[2]Universitas Paramadina
Email: 11119112@mahasiswa.undira.ac.id

Abstract
This study aims to determine the effect of educational background, years of service and training on the performance of Engineering employees at Summarecon Mall Kelapa Gading, a subsidiary of PT. Summarecon Agung Tbk. This research is a survey research using a questionnaire. The sampling technique used in this study is a saturated sample. Saturated sample is a sampling technique in which all members of the population are used as research samples. The validity test used in this study is Product Moment, while the reliability test uses Cronbach's Alpha. Test the hypothesis using the F test, t test and test the coefficient of determination.It can be seen that the results of obtaining Fcount in column F in the Anova table are 25.945 with a significance level = 0.000 greater than the Ftable value of 8.590 with an error rate of $\alpha = 5\%$, or in other words Fcount > Ftable (25.945 > 8.590). Based on the criteria for testing the hypothesis. if Fcount > Ftable and its significance level (0.000 <0.05), indicates that the influence of the independent variables educational background (X1), years of service (X2) and training (X1) simultaneously is significant or has an effect on the dependent variable (employee performance) . If the value of F count> F table, it means that the Independent variable (X) Simultaneously influences the dependent variable (Y).

Keywords: Educational Background, Years of Service, Training, and Employee Performance.

Introduction

International Human Resource Management or MSDMI is the process of hiring, developing and rewarding people within an international or global organization. In this case, it involves global human resource management, not only foreign human resource management but also cross-country (Barsah, 2022). Therefore, International Human Resources is an empowerment process to utilize human resources effectively, by procuring manpower (foreign and domestic work), allocation, and utilization of natural resources in a country. According to Purnomo et al., (2021), in his book "Human Resource Management". Revealing people is the main element that most underlies all forms of organizational activities compared to capital, technology, or facilities. It is humans who have the ability to control other elements. According to Hartati, Ratnasari and Susanti (2020), Human resources have an important role in a company's activities, because after all, the progress and success of a company cannot be separated from the role and ability of quality human resources. Therefore, companies need to manage human resources as best as possible, one of which is by improving performance. Performance is also an individual thing, because each employee has a different level of ability in doing their tasks according to the criteria set for the job during a certain period of work.

Employees have a dominant role so it is necessary to maintain, retain and develop

employees in order to achieve optimal performance. From the perspective of human resources, the engineering employees of Summarecon mall kelapa gading at PT Summarecon agung Tbk, North Jakarta have a less potential and qualified level of education. The following data on the educational background of engineering employees of Summarecon mall kelapa gading.

Table 1. Education History Data of SMKG Technician Employees

NO	Final Education of Employees	Number of Employees
	Employees Final Education History Data	
1	S1/Equivalent	3
2	S2/ Equivalent	1
3	High School / Equivalent	65
4	Junior High School / Equivalent	9
	Total Employees	**78**

Based on the table.1, it can be seen that the employees of the engineering department at Summarecon Mall Kelapa Gading in Jakarta are mostly employees who graduated from junior high school and high school education, namely 74 people out of 78 people, the number of employees or about 95% of the total number of employees, while a small part (5%) are employees with D3 and Strata1 educational backgrounds. According to R. Kotur & Anbazhagan, in (Mukhtar, 2019). His research suggests that educated people can perform their tasks more easily and more efficiently compared to those who are uneducated or less educated. With adequate education, a person is more able to complete his work so that it will support his performance and achieve the goals desired by the company. From the above data showing that engineering employees at summarecon mall kelapa gading in North Jakarta have a relatively low level of education, the researcher found that the phenomenon in this study is a decline in employee performance caused by the first, namely the educational background that is still far from the standard word in the engineering department which results in a lack of professionalism and a decrease in employee performance. see from Table 2, The following:

Table 2. Corective Maintenance Data PT Summarecon Agung TBK

Bulan	Corective Maintenance 2021		
	Costumer	**Tenance**	**Operational**
January	122 Case	245 Case	322 Case
February	127 Case	231 Case	92 Case
March	212 Case	159 Case	135 Case
April	156 Case	126 Case	56 Case
May	242 Case	157 Case	128 Case
June	210 Case	206 Case	12 Case
July	218 Case	211 Case	96 Case
August	219 Case	205 Case	64 Case
September	132 Case	128 Case	17 Case
October	176 Case	277 Case	58 Case

November	128 Case	201 Case	92 Case
December	230 Case	125 Case	46 Case
Total	**2172 Case**	**2271 Case**	**1118 Case**

Table. 3 Corective Maintenance Data PT Summarecon Agung

Bulan	Corective Maintenance 2021		
	Costumer	**Tenance**	**Operational**
January	345 Case	353 Case	46 Case
February	433 Case	399 Case	32 Case
March	454 Case	324 Case	25 Case
April	436 Case	323 Case	22 Case
May	412 Case	451 Case	41 Case
June	527 Case	462 Case	36 Case
July	525 Case	448 Case	32 Case
August	337 Case	423 Case	38 Case
September	456 Case	517 Case	24 Case
October	510 Case	528 Case	16 Case
November	522 Case	588 Case	11 Case
December	549 Case	520 Case	23 Case
Total	**5506 Case**	**5336 Case**	**346 Case**

Maintenace for external complaints in 2021 totaled 2172 cases, in 2022 it increased to 5506 cases. Complaint tenance was 2271 cases, in 2022 it increased to 5336 cases. Likewise, 1118 cases of internal operational complaints, in 2022 increased to 346 cases from the graph and data above indicating a significant decline in work so that improvements need to be made in the engineering department of Summarecon Mall Kelapa Gading, with these various problems.

Based on theoretical studies, it is shown that a person's performance is determined by their educational background, work period and training. The relationship can be explained as follows.

The first is the educational background according to (Putri and Ratnasari, 2019). The stigma of adequate educational standards for employees in the field of technicians must be at the D3 level. Education is the most important element in work, a person's level of education will determine in the implementation of duties for an employee According to (Asteria and Nurkholis, 2021). Education history affects the quality of employee performance to achieve the means and goals that have been set by the company, human resource management concerns the overall affairs of the organization and the goals that have been set. shows that the lower the employee workload, the higher the employee's performance

Second, another factor that also affects employee performance is work experience on employee working period According to (Darmawan, 2020) Employees with work experience will find it easier to do work with efficiency using their tools and thoughts, so it is expected that

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they will be able to improve with work ability, both in work speed and in the quality of results. Work experience itself is a separate consideration for companies that need employees.

Third, according to Mangkuprawira, in Nur Ainal Karima, A, (2020), the variable that affects employee work productivity is training, the reason is because training for employees is a process of teaching certain knowledge and skills as well as attitudes so that employees are more skilled and able to perform their responsibilities better, in accordance with performance standards. According to Pinto, Luís (2020). Training as a tool for technical skills development The concept of "training" is defined by a systematic approach to learning and development, in order to improve the efficiency of individuals, teams and organizations.

Method
Research Design
This study uses a quantitative method using an associative approach and the data collection process uses a saturated sample model, according to Sugiono in Supriyatna, (2020) "Quantitative data is data obtained and recorded for the first time and is data obtained from the research location, through observations and interviews as well as books or other literature. Kartika, (2018), Setiawan Herno *et al.*, (2020) said that quantitative research is carried out because researchers want to explore phenomena that cannot be quantified that are descriptive such as the process of a work step, the formula of a recipe, the definitions of a diverse concept, the characteristics of a good or service, images, styles, procedures of a culture, the physical model of a culture, the physical model of an artifact.

Population and Sample
The sampling technique in this study uses the Non-probability technique, namely saturated samples or often called total sampling. According to Sugiyono in Sri Langgeng Ratnasari, Berta Saulina L., (2021), saturated sample is a sampling technique by taking all members of the population as respondents or samples, so that the sample in this study is all employees. Definition of Saturated Sample is a sample that represents the number of population in the location where the research was conducted, According to Arikunto in Djamaluddin, (2022), if the total population is less than 100 people, then the number of samples is taken as a whole, but if the population is more than 100 people, then 10-15% or 20-25% of the total population can be taken. This study used a sample of 78 people or all technicians and all employees who held positions under the Assistant Manager of the Engineer Department at Summarecon mall kelapa gading at PT. Summarecon Agung Tbk. Jakarta.

Data Collection Methods
The data collection technique in this study is by conducting a survey and distributing questionnaires directly on the research object. In the questionnaire given to the respondents using the Likert scale measurement method, which is used to measure the attitudes, opinions and perceptions of a person or group of people about social phenomena.

Data Analysis Methods
Data analysis is a systematic process and the search and arrangement of interview transcripts, field notes, and other existing materials are collected to improve understanding of

the materials and to improve the author's convincing of what the author has found to others. Analysis involves working with data, compiling, and breaking it down into units that can be handled, summarizing them, searching for patterns, discovering what is important and what needs to be learned, and making decisions about what the researcher will tell others. According to Ghozali in Imam (2020). what is important and what needs to be learned, as well as what decision-making the researcher will tell others.

Results and Discussion
Respondent Characteristics by Gender
This data is to determine the proportion of sex in the research sample. Based on the results of the study, the characteristics of respondents based on gender are presented in the following table 4.1

Based on the data obtained by the researcher, it has been shown that the majority of respondents, namely 35 respondents or 74.5% of the respondents are male. Meanwhile, the remaining 12 respondents or 25% of respondents were female. So, the majority of respondents who work as engineering employees of Summarecon mall kelapa gading Jakarta based on gender are respondents with male gender.

Characteristics Responden
Respondent Description By Age
The characteristics of the respondents were seen from the percentage of age. Respondents aged (20-30 years) were 15 people or 31.9%, age (30-40 years) was 18 people or 38.3%, age (40-50 years) was 12 people or 25.5% and age (>50 years) was 2 people or 15.3%. Thus, the most respondents in this study were 30-40 years old as many as 86% or 45.5%.

Respondent Description Based on Education
Based on the percentage of education level. Respondents with junior high school education were 1 person or 2.1% and high school/vocational school equivalent respondents were 39 people or 83.9%, D3 education was 4 people or 8.5%, S1 education was 3 people or 6.4%. Thus, the most respondents in this study were 39 people or 83.9% of high school / vocational school education.

Respondent Description Based on Length of Service
Based on the data obtained by the researcher, it shows that the majority of respondents are as many as 13 respondents or 13% of respondents with a working time of 1-5 years as an engineering summarecon mall kelapa gading Jakarta. Likewise with other respondents, namely 13 respondents or 13% of respondents with a working period of 5-10 years as an engineer of Summarecon mall kelapa gading Jakarta, 9 respondents or as many as 9% of respondents with a working period of more than 10-15 years, respondents who worked for 15-20 years as 8 respondents with 8% as engineering employees of Summarecon mall kelapa gading Jakarta, Then employees with a working period of more than 20 years amounted to 4 respondents or 4% So, The majority of respondents who work as engineering employees of Summarecon mall kelapa gading Jakarta are respondents with 1-10 years of service.

Data Validity and Reliability Test
Validity Test

Table 4.Results of the Validity Test of Educational Background Variables

Question items	r Calculate	R-Table	Information
LBP1	0,879	0,2876	Valid
LBK2	0,916	0,2876	Valid
LBP3	0,93	0,2876	Valid
LBK4	0,933	0,2876	Valid

Source: processed products using the SPSS application

Based on the validity test of the statement of the variable of educational background, it can be seen that all the items of the statement have a value of r-calculation greater than the r-table, so it is declared valid. The indicator of the variable of educational background is greater than 0.2876 so it can be concluded that the indicator of the variable of educational background is said to be valid.

Table 5.Results of the Validity Test of Variable Employment Period

Indicator	r-Hitung	r-Tabel	Information
MK.1	0,494	0,254	Valid
MK.2	0,397	0,254	Valid
MK.3	0,504	0,254	Valid
MK.4	0,605	0,254	Valid
MK.5	0,281	0,254	Valid
MK.6	0,479	0,254	Valid
MK.7	0,724	0,254	Valid
MK.8	0,667	0,254	Valid
MK.9	0,490	0,254	Valid
MK.10	0,616	0,254	Valid

Source: processed products using the SPSS application

Based on the validity test of the statement of the variable of the working period, it can be seen that all the items of the statement have an r-calculation value greater than the r-table, so it is declared valid. The variable indicator of the working period is greater than 0.2876 so it can be concluded that the variable indicator of the working period is said to be valid.

Table 6. Results of the Validity Test of Training Variables

Question items	r Calculate	R-Table	Information
PLT 1	0,875	0,2876	Valid
PLT 2	0,88	0,2876	Valid
PLT 3	0,887	0,2876	Valid

PLT 4	0,907	0,2876	Valid
PLT 5	0,94	0,2876	Valid
PLT 6	0,915	0,2876	Valid
PLT 7	0,917	0,2876	Valid

Source: processed products using the SPSS application

Berdasarkan Tabel di atas untuk uji validitas terhadap pernyataan variabel pelatihan terlihat bahwa semua butir pernyataannya mempunyai nilai r-hitung lebih besar dari r-tabel maka dinyatakan valid. Indikator pelatihan sudah lebih besar dari 0,2876 sehingga dapat disimpulkan bahwa indikator pelatihan dikatakan valid.

Tabel 7. Hasil Uji Validitas Variabel Kinerja

Item pertanyaan	r Hitung	r-Tabel	Keterangan
KNJ 1	0,87	0,2876	Valid
KNJ 2	0,887	0,2876	Valid
KNJ 3	0,892	0,2876	Valid
KNJ 4	0,825	0,2876	Valid
KNJ 5	0,807	0,2876	Valid
KNJ 6	0,79	0,2876	Valid
KNJ 7	0,894	0,2876	Valid
KNJ 8	0,922	0,2876	Valid
KNJ 9	0,91	0,2876	Valid
KNJ 10	0,888	0,2876	Valid

Source: processed products using the SPSS application

Based on the table above to test the validity of the performance variable statement, it can be seen that all the items of the statement have an r-calculation value greater than the r-table, so it is declared valid. The performance variable indicator is greater than 0.2876 so it can be concluded that the performance indicator is said to be valid.

Reliability Test

Table 8. Reliability Test Results

| Variable	Cronbach's Alpha	r Critical	Information
Education	0,933	0,6	Reliable
Working Period	0,809	0,6	Reliable
Training	0,962	0,6	Reliable
Performance	0,962	0,6	Reliable

Source: processed products using the SPSS application

Based on the results of the reality test conducted with the SPSS program, it was found that the Cronbach's Alpha coefficient for the educational background variable was greater than 0.6, which was 0.933. The variable of the working period is greater than 0.6, which is 0.809. The training variable was greater than 0.6, which was 0.962. The performance variable is greater than 0.6, which is 0.962. Thus, it can be concluded that the four variables are reliable which both have a Cronbach's Alpha value of 0.6 >.

Classical Assumption Test
Normality Test

Figure 1. Normal Probability Plot
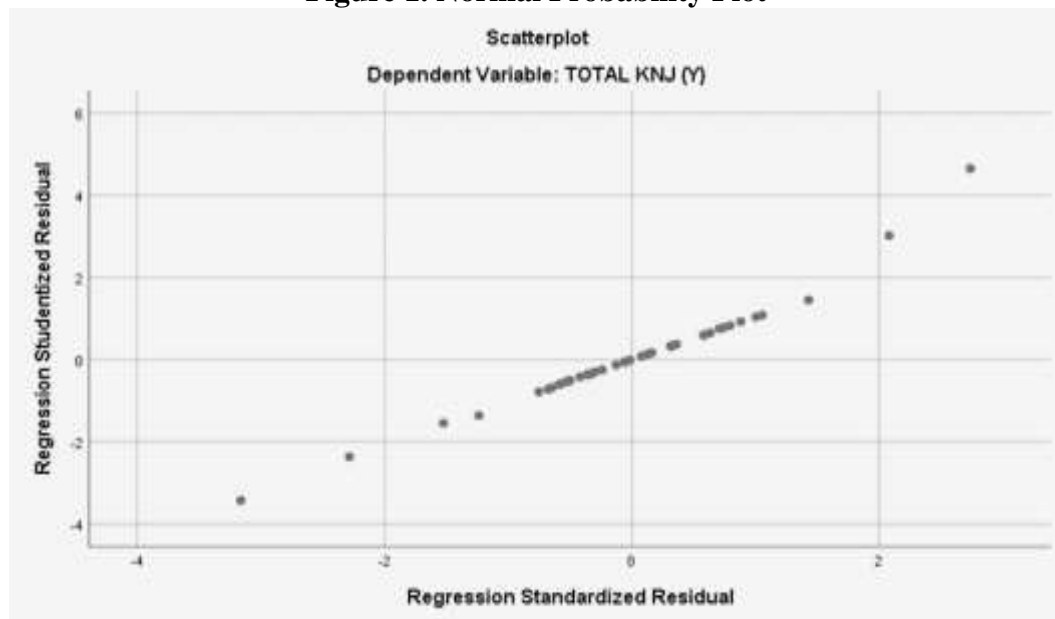
Source: processed products using the SPSS 26 application (2023)

Kolmogorov-Smirnov Normality Test Scores for Educational Background (X1), Working Period (X2) and Training (X3) on Performance (Y).

Table 9. One-Sample Kolmogorov-Smirnov Test

		Unstandardized Predicted Value
N		47
Normal Parameters[a,b]	Mean	41,9574468
	Std. Deviation	6,02917037
Most Extreme Differences	Absolute	0,097
	Positive	0,046
	Negative	-0,097
Test Statistic		0,097
Asymp. Sig. (2-tailed)		,200[c,d]

Source: processed products using the SPSS application

Based on the normal P-P graph, the residual plot of data distribution is not too normal line (straight line). To further ensure that the residual data has followed the assumption of normality, the residual data is retested using the Kolomorov Smirnov test. In table 9 and table 10, the Kolomorov Smirnov test shows that the residual data obtained follows a normal distribution, based on the output results show that the Kolmogorov-Smirnov value is significant at $0.200 > 0.05$ Thus, the normally distributed residual data and the multiple liner regression model have met the assumption of normality.

Multicollinearity Test

Table 10. Multicollinearity Test Results

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	TOTAL LBP (X1)	0,587	1,703
	TOTAL MK (X2)	0,665	1,504
	TOTAL PLT (X3)	0,647	1,544

Source: processed products using the SPSS application

Based on the results of the multicollinearity test data processing, it can be seen that the three independent variables showed a tolerance value for the educational background variable (X1) of 0.587, the working period variable (X2) of 0.665 and the training variable (X3) of 0.647 greater than 0.10 and the VIF value for the educational background variable (X1) of 1.703, the working period variable (X2) of 1.504 and the training variable (X3) of 1.544. Thus, the three independent variables have a tolerance value of > 0.10 and a VIF value of < 10 so that it can be concluded that there is no multicollinearity between independent variables.

Correlation Test

Table 11. Correlation Test Results

Model Summary[b]					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,803[a]	0,644	0,619	4,635	1,742
a. Predictors: (Constant), TOTAL PLT (X3), TOTAL MK (X2), TOTAL LBP (X1)					
b. Dependent Variable: TOTAL KNJ (Y)					

Source: processed products using the SPSS application

From the results of the test using a multiple linear regression test with Durbin–Watson, the du value is sought in the distribution of the values of the Durbin Watson table based on K (3) and N (47) with a significance of 5 %, a d-count number of 1.669 is obtained. Durbin Upper / dU (1,669) < Durbin Watson (1,742) < 4 - du = (2,258) As a general guideline, Durbin–Watson ranges from 0 and 4. If the Durbin–Watson statistical test value is less than one or greater than

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three, then the multiple regression model has no Autocorrelation symptoms.

Heteroscedasticity Test

Figure 3. Heteroscedasticity Test Results
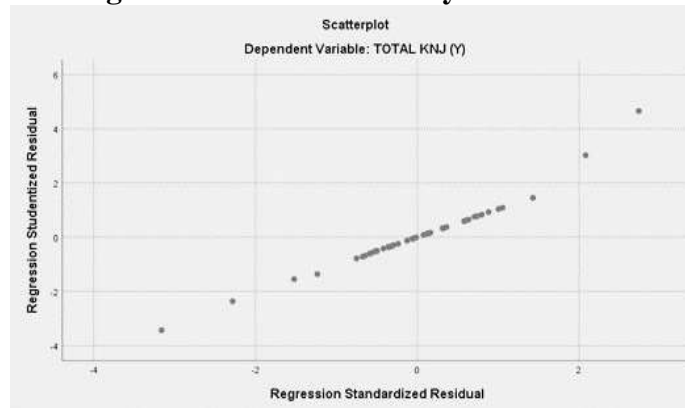
Based on the scatterplot graph, it shows that there is a clear pattern and points that spread above and below the number 0 on the Y axis. Based on the scatterplot graph, it shows that there is a clear pattern and points that spread above and below the number 0 on the Y axis.

Hypothesis Testing
T Test (Partially)

This test is used to determine the significance of the influence of independent variables on dependent variables individually and consider the other dependents to be constant (Ghozali,). The significance of this influence can be estimated by comparing the t-value of the table with the t-value of the calculation, The following are the results of the t-test test in the table below:

Table.12 Results of Partial Significance Test (t-Test)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	7,154	4,179		1,712	0,094
TOTAL LBP (X1)	-0,515	0,228	-0,268	-2,26	0,029
TOTAL MK (X2)	1,094	0,227	0,539	4,831	0,000
TOTAL PLT (X3)	0,695	0,139	0,567	5,012	0,000

a. Dependent Variable: TOTAL KNJ (Y)

Source: Research Data Processing Results, 20203 (SPSS, data processed)

Based on the results of the first hypothesis table (H1), namely the influence of educational background on the performance of employees of PT. Summarecon Agung Tbk can be explained that the t value of the educational background variable is -2.260 and the t-value of the table is 2.012 (N=47), then the t calculation > t table (-2.260 < 2.012) so that it can be

concluded that the educational background variable has no partial effect on the performance of Pt. Summarecon Agung Tbk. That is, if the educational background variable is increased by one unit, then the performance level of employees of PT. Summarecon Agung Tbk will not increase by assuming other variables are constant. So the results show that the H1 hypothesis is rejected. That is, there is no influence between the educational background of the employee and the performance of the employee.

Next, the result of hypothesis two (H2), namely the effect of working period on the performance of employees of PT. Summarecon Agung Tbk with the following statistical results: The tcount value of the working period variable is 4.831 and the ttable value is 2.012 (N=47), then the ttable < ttable (4.831 < 2.012) so that it can be concluded that the working period variable has a positive and significant effect (0.00< 0.05) partially or individually on the performance of PT. Summarecon Agung Tbk. This means that if the variable of the service period is getting longer or increasing by one unit, then the employees of PT. Summarecon Agung Tbk will increase by 0.539 or 53.9% assuming other variables are constant. So the results show that the H2 hypothesis is accepted. That is, there is an influence between the variables of the working period on the variables of employee performance. Meanwhile, hypothesis three (H3) is the effect of training on the performance of employees of PT. Summarecon Agung Tbk obtained the following statistical results: The tcount value of the training variable is 5.012 and the ttable value is 2.012 (N=47), then the tcount is > ttable (5.012 >2.012) so that it can be concluded that the training variable has a positive and significant effect (0.000 < 0.05) partially on the performance of PT Summarecon Agung Tbk's employees. This means that if the training variable exists and is increased by one unit, then the performance level of PT. Summarecon Agung Tbk will increase by 0.567 or 56.7% assuming other variables are constant. So the results show that the H3 hypothesis is accepted. That is, there is an influence between employee work motivation and employee performance.

F Test (Simultan)

Tabel 13. F Test Results

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1672,141	3	557,380	25,945	,000[b]
	Residual	923,774	43	21,483		
	Total	2595,915	46			

ANOVA[a]

a. Dependent Variable: TOTAL KNJ (Y)

b. Predictors: (Constant), TOTAL PLT (X3), TOTAL MK (X2), TOTAL LBP (X1)

Source: Research Data Processing Results, 2023 (SPSS, data processed)

In table 13, it can be seen that the result of obtaining Fcal in column F is 25.945 with a significance level = 0.000 is greater than the value of Ftable, which is 8.590 with an error rate of $\alpha = 5\%$, or in other words Fcal > Ftabel (25.945 >8.590).

Based on hypothesis testing criteria. According to Imam ghozali (2018), if the Fcal >

Ftable and its significance level (0.000 < 0.05), shows that the influence of the independent variables of educational background (X1), working period (X2) and training (X1) simultaneously is significant or has an effect on the bound variable (employee performance). According to Wiratna Sujarweni in Zahrotul (2018), if the F value is calculated > F table, it means that the Independent variable (X) Simultaneously affects the dependent variable (Y).

Determination Test/ R Square (R²)

Table 14. R Square Test Results

Model Summary[b]				
Model	R	R-Square	Adjusted R- Square	Std. Errorof the Estimate
1	,681[a]	,464	,445	,38127

a. Predictors: (Constant), Motivasi Kerja, Latar Belakang Pendidikan, Masa Kerja

b. Dependent Variable: Kinerja Karyawan

Source: Research Data Processing Results, 2023 (SPSS, data processed)

In the table, it can be seen that the result of obtaining R2 in the RSquare column is 0.464. Based on the data obtained, it can be seen that the independent variable (educational background, working period and training) has an effect of 46.6% on the bound variable (employee performance). Based on the hypothesis testing criteria, if the result is close to the number 1, it means that the independent variables provide almost all the information needed to predict the variation of the dependent variable. While the remaining 53.4% can be explained by other variables that are not examined in the research

Discussion
The Effect of Educational Background on Employee Performance
Based on the results of the statistics above, it shows that educational background has no effect on employee performance at Pt.Summarecon Agung Tbk. This can be proven by the t-calculated value of -2.260 which is smaller than the t-table n=47 of 2.012 and the significance level of (0.029 > 0.05). The results of this study are supported by previous research conducted by Muzerika (2018) which states that educational background does not affect employee performance, on the contrary, this result is not in line with the research conducted by Zahrotul (2018) which states that educational background affects employee performance. The educational background of employees at PT.summarecon agung Tbk has no effect on employee performance. Where the educational background of employees is not really the main focus in measuring employee performance.

The Effect of Working Life on Employee Performance
Based on the results of statistics that show that the working period has a positive effect on employee performance at PT.summarecon agung Tbk. This can be proven by a calculated t value of 4.831 greater than the t table n=47 of 2.012 and a significance level of (0.00< 0.05). The results of this study are supported by previous research conducted by Muttaqin, et al. (2020) conducted at PT Indocitra Jaya Samudra Negara–Bali in 2019, showing that working period

affects employee performance. In contrast to the research conducted by Alfiyana (2018), the results of this study show that the working period has a negative but significant effect on employee responsibility in the perspective of Islamic economics, a case study on PT BPRS Citra Argo Bandar Lampung. The working period owned by PT.summarecon agung Tbk varies according to the position and position of the employee, the average employee of PT.summarecon agung Tbk has worked for more than 5 years as many as 24 people or 72.3% of employees, while the employees who have a working period of less than 5 years are 13 people or 27.7% of employees. This shows that employee performance is determined by the employee's tenure. Where the performance of employees who do not have enough working period or experience will be different from the performance of employees who already have enough working period. Of course, this will affect employee performance.

The Effect of Training on Employee Performance

Based on the statistical results that show that training has a positive effect on employee performance at PT. summarecon agung Tbk. This can be proven by a calculated t value of 5.012 greater than the t table n=47 of 2.012 and a significance level of (0.000 < 0.05). This means that if the employee training variable exists and is increased by one unit, then the performance level of PT. summarecon agung Tbk employees will increase by 0.567 or 56.7% by assuming that other variables are constant. So the results show that the hypothesis is accepted. This is also in accordance with a study conducted by Sujarwanto (2019) conducted on employees of PT. summarecon agung Tbk, showing that motivation has a positive effect on the performance of BTN Yogyakarta employees. This is inversely proportional to research also conducted by Soraya (2021) showing that job training does not have a significant effect on the performance of BMT Barokah group Yogyakarta employees. To achieve performance as expected, it is greatly influenced by employee training. The motivational factors that affect employees at Pt.Summarecon Agung Tbk in improving their performance include: salary that meets daily needs, bonuses, position placement and clear job descriptions, praises, awards, job targets, friendly work environment and job support needs are met. With adequate employee training, employee performance will increase, this certainly greatly affects the performance of PT. Summarecon Agung Tbk.

Conclusion

Based on the results of the research that has been analyzed, it can be concluded that Educational Background has no effect on the performance of employees of PT. Summarecon Agung Tbk. This can be proven that t counts < t table (-0.611 < 1.986). Educational background does not affect employee performance, because all employees accepted at PT. Summarecon Agung Tbk received training on both theory and practice and obtained it because of the coordination with seniors, clear instructions and descriptions in achieving work results. The working period has a positive and significant effect on the performance of employees of Pt.Summarecon Agung Tbk. This can be proven that t calculate > t table (3,170 < 1,986)... The working period owned by employees of PT. Summarecon Agung Tbk varies according to the position and position of the employee, the average employee of PT. Summarecon Agung Tbk has been working for more than 10 years. There are also employees who have only been working for less than a year. The performance of employees who do not have enough work or experience

will be different from the performance of employees who already have work periods. Of course, this will affect employee performance. Employee training has a positive and significant effect on the performance of employees of Pt.Summarecon Agung Tbk. This can be proven that t calculate the > t table of (5,012 > 2,012). The training factors that affect employees at PT. Summarecon Agung Tbk in improving its performance includes: External and internal training. With employee training, it will certainly improve employee work results, this of course greatly affects employee performance.

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