

The Effect of Education Levels and Office Promotion on the Performance Of Civil Employees In The Regional Civil Office Environment Of Serdang Bedagai Regency

¹Nursaimatussaddiya, ²Cia Cai Cen
Bina Karya College of Economics

ABSTRACT: This research affects the level of education and promotion of positions on the performance of civil servants in the office environment of the Regional Civil Service Agency of Serdang Bedagai Regency. Results This research shows. (1) It can be seen that the adjusted value of R Education (X1) and the Job Promotion Variable (X2) can explain the Employee Performance Variable (Y) of 74.8%, the remaining 25.2% (100% - 74.8%). by other variables outside of this research model. (2) The results of the t test (partial) show that t count (-3.443) > t table (2.024), as well as the significance value of 0.002 < 0.05, it can be concluded that the first hypothesis is accepted, meaning that the variable level of education (X1) has a significant effect on Employee Performance Variable (Y). (3) The results of the t test (partial) show that t (10,566) > t table (2,024), and the significance value is 0.00 < 0.05, it can be concluded that the second hypothesis is accepted, meaning that the Job Promotion Variable (X2) has a significant effect on the variable Employee Performance (Y). (4) The results of the simultaneous test (F) show that Fcount (55.887) > Ftable (3.27), and a significance value of 0.00 < 0.05, it can be accepted that the third hypothesis is accepted, meaning that the Educational Level Variable (X1), Job Promotion Variable (X2) has a significant effect simultaneously (simultaneously) on Employee Performance Variables (Y).

KEYWORDS: Education Level, Job Promotion and Employee Performance

I. INTRODUCTION

All living things must always try to meet all their needs, including humans, in their efforts to meet their needs, they always depend or need cooperation with other people. This is why it is said that humans are social creatures. It is only natural for humans to establish cooperative relationships with fellow humans. We also know that besides humans as social creatures, they are also individuals whose characters are different from other humans. So this is where the importance of human resource management. With this we can regulate how each individual with different dispositions, physically, mentally, wants and needs can work together in achieving the organizational goals we aspire to. According to Veithzal Rivai and Ella Jauvani Sagala (2011: 548) states "Performance is an achievement achieved by a person in carrying out his / her job or job in accordance with the standards and criteria set for that job. To improve employee performance, the Serdang Bedagai District Civil Service Agency has organized and included it. Serdang Bedagai Regency has organized and included all of its employees in education and training to increase the abilities and skills of employees in accordance with the progress and development of the company. Education will shape and increase employee knowledge and insight so that it can help employees perform their daily tasks more quickly and accurately. Meanwhile, training will shape and improve employee job skills. Thus, the higher the level of education and training of employees, the greater the level of performance achieved.

According to Notoatmodjo (2010) education is an effort of persuasion or learning to society, so that people want to take actions (practice) to maintain (overcome problems) and improve their health. The broad definition of education is to define education as life. Education is all learning experiences that take place in the environment and throughout life (long life education). Education is all life situations that affect individual growth. In simplistic terms, education is defined as a school, namely teaching that is carried out or held in schools as a formal educational institution. Education is any influence that is exerted on children and adolescents which is given to them so that they have perfect abilities and full awareness of their social relationships and duties.

A high level of education and supported by adequate skills will open up opportunities for companies to provide awards in the form of promotion. Promotion (promotion) provides an important role for every employee, even a dream that employees always look forward to. With the promotion of individual human resources positions will expand the scope of knowledge and increase capabilities and increase self-confidence. Because with this promotion it means that there is trust and recognition of the company regarding the abilities and skills / skills of employees to hold a higher position and responsibility.

Thus promotion will provide social status, authority and responsibility as well as large income for these employees. Labor or employees are production factors that are always moving and always changing, have reason and feelings and motivation, if labor as a production factor feels happy to work with enthusiasm and passion, it can be ascertained that the goals set by the company or organization will be easier to achieve. Education and training is one of the factors that shape a person's performance. In an organization, it is necessary to involve its human resources (employees) in education and training activities. Education and training are expected to achieve other results than modifying employee behavior at work. This also needs to be supported by the organization with goals such as increasing production, faster, more precise and efficient service, reducing operational costs, improving quality and making personal relationships more effective. According to Hasibuan (2013: 108) states: "promotion means a transfer that enlarges authority and responsibility to a higher level within an organization which is followed by greater obligations, rights, status and income". Promotion is when an employee is transferred from one job to another job with greater responsibility, the level in the hierarchy of positions is higher and the income is also greater. Of course the longer the level of competence is higher, the competition between employees is getting tighter. So it takes a more qualified level of education, which is more able to compete to enter the world of organization better.

II. REVIEW OF LITERATURE

Level of education : According to Notoatmodjo (2010) education is an effort of persuasion or learning to society, so that people want to take actions (practice) to maintain (overcome problems) and improve their health. Understanding education can be interpreted as a conscious and systematic effort to achieve a standard of living or for better progress. In simple terms, the notion of education is a learning process for students to be able to understand, understand, and make humans more critical in thinking. The definition of education-in Etymology or origins, the word education in English is called education, in Latin education is called *educatum* which is composed of two words, namely *E* and *Duco* where the word *E* means a development from the inside out or from a little more, while *Duco* means development or is developing. So, Etymologically, the meaning of education is the process of developing one's own abilities and individual strengths. Meanwhile, according to the Indonesian Dictionary, education is the process of changing the attitudes and behavior of a person or group of people in an effort to mature humans through teaching and training efforts. Then what is the meaning of education that has been undertaken by humans. The word education in language comes from the word "pedagogy", which is "paid" which means child and "agogos" which means to guide, so pedagogy is knowledge in guiding children. While in terms of the meaning of education is a system of changing the attitudes and behavior of a person or group in an effort to mature humans or students through teaching and course efforts. Understanding education, education can be obtained both formally and non-formally. Formal education is obtained by following programs that have been planned, structured by an institution, department or ministry of a country such as in education schools requiring a curriculum to carry out the planning of teaching. Meanwhile, non-formal education is knowledge obtained from everyday life from various experiences, either experienced or learned from others.

Job Promotion : Every employee has the desire to always be better, occupy a higher position, get a higher wage or salary and so on. Promotion is one of the things that every employee dreams of. Because with a promotion, employees get the things they want. According to Hasibuan (2013: 108) states: "promotion means a transfer that enlarges authority and responsibility to a higher level within an organization which is followed by greater obligations, rights, status and income". Meanwhile, according to Manullang (2010: 153) states: "promotion means promotion, namely receiving greater power and responsibility than previous powers and responsibilities". Another case, according to Bambang Wahyudi (2010: 173) states: "promotion is a change in position or job position from a lower level to a higher level. These changes will usually be followed by an increase in one's responsibilities, rights and social status". Based on the above opinion, it can be said that promotion is the transfer of an employee to a higher position, with greater authority, power and responsibility than before and usually followed by additional salaries and other facilities in accordance with the new assignment. The increase does not have to or always be followed by the wear of income, for example in the case of a change in situation from a daily employee to a permanent employee whose earnings remain the same.

Performance : Performance refers to employee performance as measured by the standards or criteria set by the company. The definition of performance or work performance is defined. as someone's success in carrying out a job. According to Veithzal Rivai and Ella Jauvani Sagala (2011: 548) states "Performance is an achievement achieved by a person in carrying out his / her job or job in accordance with the standards and criteria set for that job.

III.METHODOLOGY

Location and Time of Research : This research will be carried out within the Regional Civil Service Agency Office of Serdang Bedagai Regency.

IV DISCUSSION

Classical Assumption Test :The testing of classical assumptions with the SPSS 23 for windows program carried out in this study includes:

- 1. Normality Test :** Normality test aims to test whether in the regression model, confounding or residual variables have a normal distribution (Ghozali, 2016). Data normality testing can be done using two methods, graphs and statistics. The normality test of the graph method uses a normal probability plot, while the normality test of the statistical method uses the one sample Kolmogorov Smirnov Test. The test results using SPSS 23 for

windows are as follows:

Table 1. One Sample Kolmogorov Smirnov Test
One-Sample Kolmogorov-Smirnov Test
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual	
N		38	
Normal Parameters ^{a,b}	Mean	,0000000	
	Std. Deviation	1,09332646	
Most Extreme Differences	Absolute	,117	
	Positive	,099	
	Negative	-,117	
Test Statistic		,117	
Asymp. Sig. (2-tailed)		,200 ^{c,d}	
Monte Carlo Sig. (2-tailed)	Sig.	,737 ^e	
	99% Confidence Interval	Lower Bound	,553
		Upper Bound	,921

- Test distribution is Normal.
- Calculated from data.
- Lilliefors Significance Correction.
- This is a lower bound of the true significance.
- Based on 38 sampled tables with starting seed 2000000.

From the output in table 2 it can be seen that the significance value (Monte Carlo Sig. Lower Bound) of all variables is 0.553. If the significance is more than 0.05, then the residual value is normal, so it can be concluded that all variables are normally distributed.

The normality test using the graphic method can be seen in the following figure:

Figure 4.1 Normal P Plot : Data that is normally distributed will form a straight diagonal line and plotting the residual data will be compared with the diagonal line, if the distribution of the residual data is normal, the line describing the real data will follow the diagonal line (Ghozali, 2016).

Multicollinearity Test : The multicollinearity test aims to determine whether in the regression model there is a correlation between the independent variables. The multicollinearity test in this study is seen from the tolerance or variance inflation factor (VIF) value. The calculation of tolerance or VIF values with the SPSS 23 for windows program can be seen in Table 2 below:Data that is normally distributed will form a straight diagonal line and plotting the residual data will be compared with the diagonal line, if the distribution of the residual data is normal, the line describing the real data will follow the diagonal line (Ghozali, 2016).

Table 2 Multicollinearity Test Results

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3,359	1,774		1,894	,067		
	Tingkat_Pendidikan_X1	-,431	,125	-,304	-3,443	,002	,873	1,146
	Promosi_Jabatan_X2	1,093	,103	,934	10,566	,000	,873	1,146

a. Dependent Variable: Kinerja_Pegawai_Y

Based on table 3 it can be seen that the tolerance value of the Educational Level Variable (X1) is 0.873, the Job Promotion Variable (X2) is 0.873, where all of them are greater than 0.10 while the VIF value of the Educational Level Variable (X1) is 1.146, the Promotion Variable Position (X2) is 1.146, where all of them are less than 10. Based on the results of the above calculation, it can be seen that the tolerance value for all independent variables is greater than 0.10 and the VIF value of all independent variables is also less than 10 so that there is no symptom of correlation. on the independent variable. So it can be concluded that there is no multicollinearity symptom between independent variables in the regression model.

3. Heteroscedasticity Test

The heteroscedasticity test aims to test whether from the regression model there is an inequality of variance from one residual observation to another. A good regression model is one that is homoscedastic or does not occur heteroscedasticity. One way to detect the presence or absence of heteroscedasticity is the Scatterplot. Based on the results data processing, heteroscedasticity test in this study is shown in Figure 4.2 below:

Figure 4.2. Scatterplot : Based on Figure 4.2, it can be seen if the data pattern is perfectly spread, some are above the zero point and some are spreading below the zero point. Because of this, it can be concluded that there are no symptoms of heteroscedasticity in the regression model.

Multiple Linear Regression Testing : Multiple linear regression testing explains the role of the Education Level Variable (X1), Job Promotion Variable (X2) on Employee Performance Variable (Y). Analysis of the data in this study using multiple linear regression analysis using SPSS 23 for windows. The analysis of each variable is described in the following description:

Table 3. Multiple Linear Regression Results

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3,359	1,774		1,894	,067		
	Tingkat_Pendidikan_X1	-,431	,125	-,304	-3,443	,002	,873	1,146
	Promosi_Jabatan_X2	1,093	,103	,934	10,566	,000	,873	1,146

a. Dependent Variable: Kinerja_Pegawai_Y

Based on these results, the multiple linear regression equation has the formulation: $Y = a + b_1X_1 + b_2X_2 + \epsilon$, so that the equation is: $Y = 3.359 - 0.431X_1 + 1.093X_2$

The description of the multiple linear regression equation above is as follows:

1. The constant value (a) of 3.359 indicates the magnitude of the Employee Performance Variable (Y) if the Educational Level Variable (X1), the Job Promotion variable (X2) are equal to zero.
2. The regression coefficient value of the Education Level Variable (X1) (b1) of (-0.431) indicates the magnitude of the role of the Educational Level Variable (X1) on the Employee Performance Variable (Y) with the assumption that the Job Promotion Variable (X2) is constant. This means that if the Education Level Variable (X1) factor increases by 1 unit of value, it is predicted that the Employee Performance Variable (Y) will decrease by (-0,431) a unit value assuming the Job Promotion Variable (X2) is constant.
3. The regression coefficient value of the Job Promotion Variable (X2) (b2) of (1.093) indicates the magnitude of the role of the Job Promotion Variable (X2) on the Employee Performance Variable (Y) assuming the

Education Level Variable (X2) is constant. This means that if the Position Promotion Variable (X2) increases by 1 unit of value, it is predicted that the Employee Performance Variable (Y) will increase by (1.093) a unit value assuming the Job Promotion Variable (X2) is constant.

Coefficient of Determination (R²) The coefficient of determination is used to see how much the independent variable contributes to the dependent variable. In other words, the determinant coefficient value is used to measure the magnitude of the contribution of the variable under study X and Y as the dependent variable. The greater the coefficient of determination, the better the ability of variable X to explain variable Y. If determination (R²) is greater (close to 1), then it can be said that the influence of variable X is large on variable

Y. The formula for the coefficient of determination is as follows: This shows that the model used is getting stronger to explain the effect of variable X on variable Y. Conversely, if the determination (R²) is getting smaller (close to zero), it can be said that the effect of variable X on variable Y is getting smaller. This shows that the model used is not strong enough to explain the effect of variable X on variable Y. The value used in looking at the coefficient of determination in this study is in the adjusted R square column. This is because the adjusted R square value is not susceptible to the addition of independent variables. The coefficient of determination can be seen in Table 4 below:

Table 4. Coefficient of Determination

Model Summary ^b					
Model	R	R Square	Adjusted Square	R	Std. Error of the Estimate
1	,873 ^a	,762	,748	1,124	2,403

a. Predictors: (Constant), Promotion_ Position_X2, Level_Pend Pendidikan_X1

b. Dependent Variable: Kinerja_Pegawai_Y

Based on table 4. it can be seen that the adjusted R square value is 0.748 or 74.8%. 25.2% (100% - 74.8%) is explained by other variables outside this research model.

Hypothesis Testing

1. t test (partial)

The t statistical test is also called the individual significance test. This test shows how far the influence of the independent variable partially on the dependent variable.

In this study, a partial hypothesis test was carried out on each independent variable as in Table 4.11 below:

Table 5. Partial Test (t)

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3,359	1,774		1,894	,067		
	Tingkat_Pendidikan_X1	-,431	,125	-,304	-3,443	,002	,873	1,146
	Promosi_Jabatan_X2	1,093	,103	,934	10,566	,000	,873	1,146

Dependent Variable: Kinerja_Pegawai_Y

a. Hypothesis Testing The Effect of Educational Level Variables (X1) on Employee Performance Variables (Y)

The form of hypothesis testing based on statistics and curves can be described as follows:

Decision Making Criteria:

- 1) Accept H0 If tcount < ttable or -thitung > - ttable or Sig. > 0.05
- 2) Reject H0 If tcount ≥ ttable or -thitung ≤ - ttable or Sig. < 0.05

From table 5, it is obtained that the t-count value is -3.443 With $\alpha = 5\%$, t table (5%; 38-2 = 36) obtained a t-table value of 2.024 From the description it can be seen that tcount (-3.443) > t table (2.024), as well as with a significance value of 0.002 < 0.05, it can be concluded that the first hypothesis is accepted, meaning that the Education Level Variable (X1) has a significant effect on the Employee Performance Variable (Y).

This study is in accordance with the research of Evert Fandi Mandang (2017). The Effect of Education and Training Levels on Employee Performance at Pt. Bank Rakyat Indonesia (Persero),

b. Hypothesis Testing The Effect of Job Promotion Variables (X2) on Employee Performance Variables (Y), the form of hypothesis testing based on statistics and curves can be described as follows:

Decision Making Criteria:

- 1) Accept, if $t_{count} > t_{table}$ or $-t_{hitung} < -t_{tabel}$ or the value of Sig. < 0.05
- 2) Reject, if $t_{count} < t_{table}$ or $-t_{hitung} > -t_{tabel}$ or Sig. > 0.05

From table 5, it is obtained that the t-count value is 10.566 With $\alpha = 5\%$, t table (5%; 38-2 = 36) obtained a t-table value of 2.024. $0.00 < 0.05$, it can be concluded the hypothesis second is accepted, meaning that the Job Promotion Variable (X2) has a significant effect on the Employee Performance Variable (Y). This study is in accordance with the research of Suharni Rahayu (2017). The Effect of Job Promotion on Employee Performance at Pt. Garuda Metalindo.

F Test (Simultaneous)

This test basically shows whether all the independent variables included in this model have a joint influence on the dependent variable. The results of the F test can be seen in the following table 6:

Table 6. Simultaneous Test Results (F)

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	141,245	2	70,623	55,887	,000 ^b
	Residual	44,228	35	1,264		
	Total	185,474	37			

- a. Dependent Variable: Kinerja_Pegawai_Y
 - b. Predictors: (Constant), Promotion_Position_X2, Level_Pend Pendidikan_X1
- Source: Data processed from attachment 4 (2018)

The form of hypothesis testing based on statistics and curves can be described as follows:

Decision Making Criteria:

- a) If the calculated F value $> F_{table}$ or Sig. < 0.05 , then H_a is accepted and H_0 is rejected.
- b) If the value of F count $< F_{table}$ or Sig. > 0.05 then H_a is rejected and H_0 is accepted.

From table 6, it is obtained that the value of Fcount is 55.887 With $\alpha = 5\%$, dk count: 3, dk denominator: 38-2-1 (5%; 2; 35) obtained Ftable value of 3.27 From the description it can be seen that Fcount (55,887) $> F_{table}$ (3.27), and a significance value of $0.00 < 0.05$, it can be concluded that the third hypothesis is accepted, meaning that the Education Level Variable (X1), the Job Promotion Variable (X2) have a significant effect together (simultaneously.) on Employee Performance Variable (Y).

- a) This research is in accordance with the research of Evert Fandi Mandang (2017). The Effect of Education and Training Levels on Employee Performance at Pt. Bank Rakyat Indonesia (Persero),
- b) This research is in accordance with the research of Suharni Rahayu (2017) The Effect of Job Promotion on Employee Performance at Pt. Garuda Metalindo.

V.CONCLUSION

Based on the results of research and discussion in the previous chapter, it can be concluded as follows:

1. Testing the first hypothesis, with a partial test analysis, it is found that the level of education has a negative and insignificant effect on employee performance with the regression coefficient value of the Education Level Variable (X1) (b1) of (-0.431) with a negative sign (-) indicating the magnitude The role of the Education Level Variable (X1) is not considered too much on the Employee Performance Variable (Y). This means that the Education Level Variable (X1) factor does not significantly affect the performance of civil servants in the Serdang Bedagai Regency Regional Civil Service Office.
2. 2.Testing the second hypothesis, with partial test analysis, the results show that the Health Management System and Job Promotion have a positive and significant effect on Employee Performance with the regression coefficient value of the Job Promotion Variable (X2) (b2) of (1.093) with a positive sign (+) which shows the magnitude of the role of the Job Promotion Variable (X2) on the Employee Performance Variable (Y) with the assumption that the Education Level Variable (X1) is constant. This means that if the factor of the Position Promotion Variable (X2) increases by 1 unit of value, it will affect the Performance of Civil Servants in the Office Environment of the Regional Civil Service Agency of Serdang Bedagai Regency.

3. Testing the third hypothesis, with the simultaneous analysis, the results show that simultaneously the Education Level and the Job Promotion System have a significant effect on the Performance of Civil Servants in the Office Environment of the Regional Civil Service Agency of Serdang Bedagai Regency.

VI. ACKNOWLEDGEMENTS

I would like to thank the Bina Karya College of Economics for providing me with opportunities and opportunities so that I can conduct research successfully, and the Serdang Bedagai Regency Government for providing me with the facilities and infrastructure for the implementation of this research.

VII. REFERENCE

- [1] A A. Anwar Prabu Mangkunegara. 2009. Human resource management. Rosdakarya youth. Bandung.
- [2] David, Popenoe. 2011. Sociology. Engelwood. NY: Prentice-Hall.
- [3] Farda. 2014. The Effect of Employee Work Performance on Job Promotion (Case Study on Employees of Bank Sumsel Babel, Captain A.Rivai Branch, Palembang). Essay. Palembang.
- [4] Ghozali, Imam. 2009. Application of Multivariate Analysis with the SPSS program. UNDIP: Semarang
- [5] Hasibuan, M. 2012. Human Resource Management and the Key to Success. Haji Mas Agung, Jakarta
- [5] Horton, P. B., and Hunt, C. L. 2009. Sociology. Erlangga, Jakarta
- [7] Mangkuprawira. 2014. Strategic Human Resource Management. Ghalia Publishers. Indonesia, Jakarta.
- [8] Manullang, M. 2012. Human Resource Management. Ghalia Indonesia, Jakarta.
- [9] Mathis, R.L. & J.H. Jackson. 2011. Human Resource Management: Human Resource Management. Dian Angelia translation. Jakarta: Four Salemba.
- [10] Moenir, A.S. 2010. Management of Public Services in Indonesia. Bumi Aksara, Jakarta
- [11] Mudyahardjo, Redja. 2012. Introduction to Education An Early Study of the Basics of Education in General and Indonesian Education: Rajagrafindo persada, Jakarta
- [12] Nitisemito, Alex S. 2010. Management of personnel Human Resource Management. Third Edition: Ghalia Indonesia, Jakarta
- [13] Oktavianti. 2015. "The Influence of Leadership Style, Job Promotion and Financial Compensation on Employee Performance at PT. Grand Mega Bali ". Essay. Denpasar.
- [14] Pakpahan, Edi Saputra, Siswidiyanto and Sukanto. 2014. The Effect of Education and Training on Employee Performance (A Study at the Regional Civil Service Agency of Malang City). Essay. Poor.
- [15] Sagala, Syaiful. 2010. Supervision of Learning in the Educational Profession. Bandung: CV. Alfabeta.
- [1] Simamora, Henry. 2012. Human Resource Management. Edition 1. Yogyakarta: STIE YKPN Yogyakarta.
- [16] Sulistiawan. 2011. Creative Accounting: Uncovering Earnings Management and Accounting Scandals. Jakarta: Four Salemba.
- [17] Syaodih, Sukmadinata Nana 2009. Educational research methods. Youth Rosdakarya, Bandung
- [18] Wulan, Lucky. 2011. Analysis of the Effect of Work Motivation and Work Environment on Employee Performance (Study at the Semarang Industry and Trade Office). Essay. Semarang: Faculty of Economics, Diponegoro University.