

THE INFLUENCE OF TRAINING EDUCATION AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT THE LIBRARY AND ARCHIVES OFFICE OF WEST LAMPUNG DISTRICT

Susilawati^{1*}, Ahiruddin²

¹Sang Bumi Ruwa Jurai University, Lampung, Indonesia

*Correspondence : nurmafritri1@yahoo.com

Abstract. Organizations always make efforts to improve the performance of employees in order to realize the vision and mission of the organization. This study aims to determine the effect of training education and work environment on employee performance at the West Lampung Regency Library and Archives Office. The type of research used in this study is a quantitative research model. This study used 31 research respondents. There are three variables in this study.

Based on the results of data analysis, the answers to the hypotheses are as follows; there is an influence of the training education variable (X1) on the employee performance variable (Y), with an influence level (R-square) of 35.4%. There is an influence of work environment variables (X2) on employee performance variables (Y), with an influence level of 45.6%. There is an influence of the training education variable (X1) and the work environment variable (X2) jointly on the employee performance variable (Y), with an influence level of 47.3%.

Keywords : Training education, work environment, employee performance.

PENGARUH PENDIDIKAN PELATIHAN DAN LINGKUNGAN KERJA TERHADAP KINERJA PEGAWAI PADA DINAS PERPUSTAKAAN DAN KEARSIPAN KABUPATEN LAMPUNG BARAT

Abstrak. Organisasi senantiasa melakukan upaya guna meningkatkan kinerja para pegawai demi mewujudkan visi misi organisasinya. Penelitian ini bertujuan untuk mengetahui pengaruh pendidikan pelatihan dan lingkungan kerja terhadap kinerja pegawai pada Dinas Perpustakaan dan Kearsipan Kabupaten Lampung Barat.

Jenis Penelitian yang digunakan dalam penelitian ini adalah model penelitian kuantitatif. Penelitian ini menggunakan 31 responden penelitian. Ada tiga variabel dalam penelitian ini.

Berdasarkan hasil analisis data ditemukan jawaban hipotesis yakni sebagai berikut; terdapat pengaruh variabel pendidikan pelatihan (X1) terhadap variabel kinerja pegawai (Y), dengan tingkat pengaruh (R-square) sebesar 35,4%. Terdapat pengaruh variabel lingkungan kerja (X2) terhadap variabel kinerja pegawai (Y), dengan tingkat pengaruh sebesar 45,6%. Terdapat pengaruh variabel pendidikan pelatihan (X1) dan variabel lingkungan kerja (X2) secara bersama-sama terhadap variabel kinerja pegawai (Y), dengan tingkat pengaruh sebesar 47,3%..

Kata kunci: Kompetensi Akademik, Disiplin Kerja, Kinerja Pegawai

INTRODUCTION

In order for management activities to run well, organizations must have knowledgeable and highly skilled employees and efforts to manage the organization as optimally as possible so that employee performance can improve. According to Mangkunegara (2017: 67), performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Good performance is optimal performance, namely performance that meets organizational standards and supports

the achievement of organizational goals. A good organization is an organization that can improve the ability of its employees.

Many factors can affect the maximum performance of employees. Humans as one of the resources that are dynamic and have the ability to continue to develop need attention from the organization. This attention is needed considering that in carrying out its activities, the organization will always deal with its human resources. Thus, the development of human resources needs to continue to get attention given the large role of human resources in an organization.

Table 1. Employee Training Education
West Lampung Regency Library and Archives Office

No	Name of Technical Guidance / Training Program	Number of Employees (people)	Employees Participating in Training (people)	Percentage (%)
1.	Library development and culture training love of reading	32	9	28,12
2.	Service training and coaching library staff	32	11	34,37
3.	Training on administrative management	32	8	25
4.	Training to improve the technical skills of librarians	32	12	37,5
5	Training on culture of reading reading culture	32	10	31,25
6	Training on saving and preserving vital archives preservation of vital archives	32	10	31,25
7	Training on supervision program archives supervision program	32	10	31,25
8	Training on assessment and verification of physical archives and archive lists list	32	8	25

Source: West Lampung Regency Library and Archives Office, 2022.

Table 1 above shows that there are still many employees who have not participated in the education and training program (Diklat) at the West Lampung Regency Library and Archives Office.

A work environment condition is said to be good or appropriate if humans can carry out activities optimally, healthily, safely and comfortably. The suitability of the work environment can be seen as a result over a long period of time. Furthermore, poor work environments can demand more labor and time and do not support the achievement of an efficient work system plan.

Table 2: Assets/Inventory and Office Equipment
Library and Archives Office of West Lampung Regency

No	Type of Equipment	Number	Kondisi		Memadai	
			Good	Not Good	Yes	No
1	Laptop	5	5	-		✓
2	Printer	8	6	2	✓	
3	Scanner	3	2	1		✓
4	LCD Projector	1	1	-		✓
5	typewriter	1	1	-		✓
7	Meeting table	1	1	-	✓	
8	Desks	27	12	15	✓	
9	Folding Chairs	27	22	5	✓	
10	Air Conditioner	7	5	2		✓
11	Bookcase	17	14	3	✓	
12	Filling Cabinet	13	11	2		✓
13	Television	2	1	1	✓	
14	Safe	1	1	-	✓	
15	Generator	1	1	-	✓	

Source: West Lampung Regency Library and Archives Office, 2022.

Table 2 above shows that there are several Assets / Inventory and Office Equipment in a damaged condition and not adequate to the number of needs, so that it can affect employee performance in achieving programs and activities at the West Lampung Regency Library and Archives Service.

To understand employee performance, it is necessary to conduct a performance appraisal, this is intended to find out how productive an employee is and whether he

can perform the same or more effectively in the future. So important is the issue of employee performance, that it is not wrong if the core of human resource management is how to manage HR performance. Managing people in an organizational context means managing people so that they can produce optimal performance for the organization. Therefore, employee performance needs to be managed properly to achieve organizational goals, so that it becomes a performance management concept.

Table 3. Target and Realization of Program Activities
Library and Archives Office of West Lampung Regency

No	Work Program	Target (%)	Realization (%)
1	Human resource quality improvement	100 %	90%
2	Development of Apparatus Resources and Non-Apparatus Resources Development	100 %	87%
3	Improving facilities and infrastructure	100 %	90%
4	Expanding networks with various government institutions and educational institutions, both domestic and abroad for literature and abroad for literature	100 %	90%
5	Rescue and Preservation of Regional Archives Regional Archives	100 %	90%
6	Reading Culture Development / Library Development	100 %	90%
Average		100%	87,6%

Source: West Lampung Regency Library and Archives Office, 2022.

Based on table 3 above, the average realization of work programs at the West Lampung Regency Library and Archives Service is 87.6% and the hope is that in 2023 it can be further improved with a percentage achievement of up to 100%.

The phenomenon that occurs at the Library and Archives Service of West Lampung Regency education and training for employees must be further improved because the training education attended by employees is still not optimal, this causes there are still employees who charge their work to other employees, this is due to the lack of skills possessed by these employees, the work environment is still not optimal as seen from the quantity of infrastructure owned by the West Lampung Regency Library and Archives Office which is inadequate, and also inventory items and office work tools that are in a damaged condition so that they cannot be used, employee performance is not optimal as seen from the fact that there is still work completion that is not in accordance with the set target, so that it has an impact on not

achieving organizational goals as expected together.

THE ORETICAL BASIS

Definition of Training Education

To improve the quality of the State Civil Apparatus (ASN) as public servants, it is necessary to conduct education and training. Education and Training becomes a process of changing untrained employees into capable employees, and employees can now be developed to be given new responsibilities.

Education according to John is the process of forming fundamental skills intellectually and emotionally towards nature and fellow human beings” (Sipahutar, Rantung, and Naibaho 2023), Furthermore, in Suwatno, Education is the activity of maintaining and improving employee competence in order to achieve organizational effectiveness through career development and education and training (Nadira Martasubrata 2017).

According to the opinion expressed by Mangkunegara, Education / Training (Diklat) is a program that is expected to provide stimulation / stimulus to someone to be able to improve abilities in certain jobs to gain general knowledge and understanding of the entire work environment. (Lapau, Shaleha, and Hakim 2021).

According to Hardiyansyah, education and training is the process of organizing teaching and learning in order to improve the ability of Civil Servants. (Nadira Martasubrata 2017). The fostering agency for education and training is the State Administration Agency.

According to Government Regulation No. 101 of 2000 on education and training Article 1 paragraph (1) explains that “Education and training is the process of organizing teaching and learning in order to improve the ability”. (Sabihi and Josiah n.d.), While Hasibuan argues that education and training is a process to improve the theoretical, conceptual and moral skills of labor employees, workers who receive education and training tend to work

skillfully when compared to employees who do not receive education and training. (Dehotman 2010). Education and training, hereinafter referred to as Diklat, is a process of organizing teaching and learning in order to improve competencies for prospective civil servants and civil servants, from the opinions of these experts it can be concluded that Education / Training (Diklat) is a program that is expected to provide stimulation / stimulus to someone to be able to improve abilities in certain jobs to gain general knowledge and understanding of the overall work environment of the organization so that employees can be competent in doing their jobs. (Egeten 2019).

Definition of Work Environment

According to Risambessy, although it is believed that the physical work environment is not the main factor in increasing employee productivity, physical work environment factors are variables that need to be taken into account by management experts in their influence to increase productivity (Susilawati, Parela, and Josiah 2023). Employees who carry out their duties and work must be given attention, one of which is to pay attention to the work environment of their employees. The work environment is one of the factors that can encourage employees to work optimally for the progress of the company.

According to Herlina, the work environment is something that surrounds employees so that it affects a person to get a sense of security, comfort, and satisfaction in doing and completing the work given by the superior (Thalibana 2022).

According to Tamrin, the work environment is the overall work facilities and infrastructure around employees who are doing work that can affect the work itself (Sanny and Kristanti 2012). Basically, the work environment is everything that surrounds workers and can affect them in carrying out their duties.

Definition of Employee Performance

Performance is a function of motivation

and ability. To accomplish tasks and jobs one should have a certain degree of willingness and a certain level of ability. A person's willingness and skills are not effective enough to do something without a clear understanding of what to do and how to do it. Employee performance is a very important thing in the company's efforts to achieve its goals.

The performance of the State Civil Apparatus (ASN) has been regulated in Government Regulation Number 94 of 2021 which is still valid today (Safira 2021), PP Number 94 of 2021 regulates several provisions which essentially contain general obligations and prohibitions for state apparatus.

A measure to determine the success of an organization or in achieving its goals is performance. In relation to performance, there are two important concepts that need to be understood, including the performance management system and performance appraisal. Performance refers to the results of work that a person achieves based on job requirements. If the work results exceed the job standards, it can be said that the performance of the employee is considered appropriate or good, otherwise if the work results achieved are lower than the job standards, then the performance is low or not good.

In determining whether the work results of employees are considered in accordance or not in accordance with the job standards set by management, it can also be assisted by assessing employee performance through various parties including the employees themselves, coworkers, superiors and subordinates.

RESEARCH METHODS

This research was conducted at the Library and Archives Office of West Lampung Regency The research conducted was quantitative descriptive research.

According to Arikunto, population is the entire research subject. if the researcher wants to examine all of his elements in the research area, his research is population

research (Atminingsih, Wijayanti, and Ardiyanto 2019). The total population at the West Lampung Regency Library and Archives Office is 32 people.

According to Arikunto, the sample is part of the number and characteristics of the population (Yusiana and Maulida 2015). Arikunto said that if the subject is less than 100, then the entire population becomes a research sample. but if the subject is more than 100 then 10-15% or 20-25% can be taken (Faizi A., Josiah T. 2018), then the sample used as respondents in this study were 31 respondents and researchers were not included in it.

Data collection methods with primary data and secondary data. Data collection techniques with observation, questionnaires, documentation review and literature. The analytical tools used in this study are validity test, reliability test, normality test, T test, F test, multiple linear regression test and determination coefficient test.

RESEARCH RESULTS

Based on the results of the study, the data obtained on the effect of training education on employee performance are as follows:

Table 4 T test results of variable X_1

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	
		B	Std. Error	Beta	
1	(Constant)	19.941	4.696		4.247
	Diklat	.484	.121	.595	3.987
					.000

a. Dependent Variable: Kinerja Pegawai

Sumber: Data diolah, 2024.

Based on the T test results, the tcount value is 3,987. When compared with the t table at a significant level of 0,05, namely 1,701, then the tcount is 3,987 > t table 1,701 so it can be concluded that; H_a which states that there is an influence of the training education variable (X_1) on the employee performance variable (Y) can be accepted.

So the training education variable (X_1) has an effect on the Employee Performance variable (Y).

Based on the research results, the results of the t test for the effect of the work environment (X_2) on employee performance (Y) are as follows :

Table 5 T test results X_2 variable

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	13.541	2.696		3.147	.000
Ling. Kerja	.474	.121	.485	3.253	.000

a. Dependent Variable: Kinerja

Sumber : Data diolah, 2024.

Based on the T test results, the tcount value is 3,253. When compared with the t table at a significant level of 0,05, namely 1,701, then the tcount is $3,253 > t \text{ table} = 1,701$, so it can be concluded that; The hypothesis stating that there is an influence of work environment variables (X_2) on employee performance (Y) can be accepted.

Simultaneous hypothesis testing of Training Education (X_1) and Work Environment (X_2) variables together (simultaneously) on Employee Performance (Y) variables as follows:

Table 6 F test results

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	595.199	2	297.599	5.762	.005 ^a
	Residual	2840.732	31	51.650		
	Total	3435.931	29			

a. Predictors: (Ling. Kerja), (Diklat)

b. Dependent Variable: Kinerja

Sumber : Data diolah, 2024.

The table above shows the result of F count of 5,762 is much greater than the Ftable value of 3,340, so training education (X_1) and work environment (X_2) together (simultaneously) affect employee performance (Y). Thus, the proposed

hypothesis which states that there is an effect of training education (X_1) and work environment (X_2) together on employee performance (Y) can be proven or accepted based on the results of the analysis conducted above.

Based on the research results, the results of multiple linear regression tests of Training Education (X_1) and Work Environment (X_2) on Employee Performance (Y) are obtained as follows:

Table 7 Multiple linear regression test results

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	30.372	6.810		4.460	.000
Diklat	.166	.115	.189	1.448	.153
Ling. Kerja	.282	.117	.313	2.405	.020

a. Dependent Variable: Kinerja

Sumber : Data diolah, 2024.

Based on the table above, the multiple linear regression equation is obtained: $Y = 30,372 + 0,166X_1 + 0,282X_2 + e_t$, with the following interpretation: 1. Every time there is an increase in the value of the training education variable by one unit, employee performance will increase by 0,166 units, 2. Every time there is an increase in the value of the work environment variable by one unit, employee performance will increase by 0,282 units.

Based on the information above, it can be concluded that the regression coefficient $X_2 = 0,282$ is greater than the regression coefficient $X_1 = 0,166$. This shows that the contribution of the work environment variable is higher or dominant than the training education variable in improving employee performance at the West Lampung Regency Library and Archives Office.

CONCLUSION AND IMPLICATION CONCLUSION

Based on the research results, the following conclusions are obtained: 1. There is an influence of the training education variable on the employee performance

variable at the West Lampung Regency Library and Archives Office seen from the results of the Partial Hypothesis test through the T test obtained the tcount value of the training education variable on the employee performance variable of tcount 3,987 > t table 1,701, 2. There is an influence of work environment variables on employee performance variables at the West Lampung Regency Library and Archives Office as seen from the Partial Hypothesis Test through the t test obtained the tcount value between work environment variables on employee performance variables of 3,253 and > t table 1,701, 3. The results of simultaneous hypothesis testing of training education variables and work environment variables on employee performance variables are evidenced by the results of the Fcount test calculation = obtaining a result of 5,762 greater than the Ftable value = 3,340.

IMPLICATION

Based on the research results above, future implications are formulated as follows: 1. Increasing this indicator can be done by the leadership by including employees in training activities based on their qualifications and fields of work in the organization, so that the output of these activities is truly appropriate, 2. Colleagues are always ready to provide assistance. Improvement of this indicator can be done by the leadership by providing direction to all employees in the organization so that they apply a better spirit of togetherness and help each other in the organization in order to achieve organizational goals as expected together, 3. Improvement of this indicator can be done by the leadership by providing tasks and work in accordance with the fields of ability and knowledge of each employee so that work can be completed more effectively and efficiently.

BIBLIOGRAPHY

- Atminingsih, Dyah, Arfilia Wijayanti, and Asep Ardiyanto. 2019. "The Effectiveness of PBL Learning Model Audio Visual Media on Science Learning Outcomes of Grade III SDN Baturagung." *Mimbar PGSD Ganesha University of Education* 7(2): 141-48.
- Dehotman, Kornelis. 2010. "The Effect of Education and Training (Diklat) on the Performance of State Civil Apparatus of the Library and Archives Office of Pekanbaru City." *Eko and Business: Riau Economic and Business Review* 12(4):383-89.
- Egeten, Maxi. 2019. "The Effect of Education and Training on Improving the Resources of Local Government Apparatus (Study at the Office of the Education and Training Agency of North Sulawesi Province)." *Sustainability (Switzerland)* 11(1):1-14.
- Faizi A., Josiah T., Parela P. 2018. "Human Resource Quality and Motivation."
- Lapau, Fitri, Maratun Shaleha, and Al Asy Ari Adnan Hakim. 2021. "The Effect of Education Level, Training and Organizational Culture on Employee Performance of Bhayangkara Kendari Hospital." *Analysis* 11(1):114-33. doi: 10.37478/als.v11i1.845.
- Nadira Martasubrata, Suwatno. 2017. "Academic Service Quality as Determinant of Student Satisfaction." *Journal of Nonformal Education* 3(2):158-63.
- Sabihi, Astri G., and Trisnowati Josiah. n.d. "The Influence of Training Education and Organizational Culture on Employee Performance in Personnel Development and Human." 143-50.
- Safira, Rachmadita Aurelia. 2021. "Implementation of Government Regulation Number 94 of 2021 concerning Discipline of the State Civil Apparatus." 10880-97.
- Sanny, Lim, and Selby Kristanti. 2012. "The Influence of Work Environment and Job Insecurity on Work Motivation and Its Impact on the Performance of Outsourcing Employees of Lippo Cikarang Mall." *Binus Business Review* 3(1):61. doi: 10.21512/bbr.v3i1.1283.
- Sipahutar, Agustina, Dyoys Anneke Rantung, and Lamhot Naibaho. 2023.

“Inquiry Learning According to John Dewey and its Application in Christian Religious Education Learning.” *Regula Fidei: Journal of Christian Religious Education* 8(2):108-23. doi: 10.33541/rfidei.v8i2.184.

Susilawati, Susilawati, Epi Parela, and Trisnowati Josiah. 2023. “The Effect of Education Training and Work Environment on Employee Performance (Case Study: West Lampung Regency Library and Archives Office).” *Dikombis: Journal of Economic, Management, and Business Dynamics* 2(2):136-42. doi: 10.24967/dikombis.v2i2.2229.

Thalibana, Yohanes B. Windo. 2022. “The Effect of Compensation, Work Environment and Work Stress on Work Productivity (Literature Review of Human Resource Management).” 1(4).

Yusiana, Rennyta, and Rifaatul Maulida. 2015. “The Influence of Gita Gutawa as POND'S Brand Ambassador in Influencing Purchasing Decisions.” *Journal of Ecodemica* 3(1):311-16.