

The Effect of Education and Job Training on Increasing Employee Competence at the Immigration Office Class 1 TPI Palembang City

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Abstract

This study aims to analyze the effects of education and job training on improving employees' competence at the Immigration Office Class 1 TPI Palembang. The sample was selected using the saturated sample technique. Data of 70 respondents were collected through observation and questionnaires. This study implemented the multiple linear regression method to analyze data. The results evince that partially each job education and training has a significant effect on increasing employees' competence. Likewise, simultaneously education and job training have a significant effect on increasing employees' competence. The insight can benefit the Immigration Office Class 1 TPI Palembang. To improve employees' competence, the leaders of this government institution should apply the factors of education and job training.

Keywords: education, training, competence, human resource management

1. Introduction

Human resource management (HRM) is one of the fields of general management which includes aspects of planning, organizing, implementing, and controlling. This process is contained in the functions/fields of production, marketing, finance, and staffing. Because human resources (HR) are considered to have an increasingly important role in achieving company goals, various experiences and research results in the field of HR are systematically collected in what is called human resource management. The term "management" has the meaning of a collection of knowledge about how to manage human resources. According to Dessler (2015: 3), human resource management is the process of acquiring, training, appraising, and compensating employees and managing labor relations, health and safety, and matters relating to justice. Every agency or company must place human resources as an important asset of the company so that the functions and objectives of the agency or company can run well.

As for efforts to improve employee competence at the Immigration Office Class 1 TPI Palembang City, the agency must provide education and training to each employee on a regular basis with the aim of increasing employee competence. According to (Aulia & Sasmita, 2014) education provides knowledge about certain subjects, but it is more general and more structured for a much longer period of time, while training refers to the development of vocational skills that can be used immediately. According to (Saputra Pakpahan, 2014), training is "part of education. Training is specific, practical, and immediate. Specific means that training is related to the field of work performed. Practical and immediate means that what has been practiced can be put into practice.

The phenomenon that occurs at the Immigration Office Class 1 TPI Palembang City is that the implementation of education and job training for employees is still not optimal and effective. This is because employees who take part in education and training organized by the

Immigration Office Class 1 TPI Palembang City are only a few employees when compared to the total number of employees working at the Immigration Office Class 1 TPI Palembang City. In other words, not all employees can participate in education and training organized by the relevant agencies. The education and training held can increase knowledge for each employee in order to increase the responsibility and competence of the employee concerned. Education and training are very effective ways to improve employee competencies so that they have a positive impact on the company in carrying out the functions, duties, and goals of the company.

2. Research Method

The types of data used in the study at the Immigration Office Class 1 TPI Palembang City are:

a. Quantitative

Used to examine certain populations or samples, data collection using research instruments, and statistical quantitative data analysis with the aim of testing predetermined hypotheses, according to Sugiyono (2017:8)

b. Qualitative

Used to research on natural object conditions, (as opposed to experiments) where the researcher is the key instrument, technique, data collection is done by triangulation (combined), data analysis is inductive/qualitative, and qualitative research results emphasize meaning rather than generalization, according to Sugiyono (2017:8)

According to Sugiyono (2013), revealing that data collection techniques are a top priority that has strategic value in research, this is revealed because the purpose of research is to obtain data, both primary and secondary data.

a. Questionnaire

Is a data collection technique that is done by giving a set of written statements or questions to respondents, in the hope that they will respond to the statement.

b. Interview

An activity carried out to obtain information directly by expressing questions to respondents

c. Documentation

This can be done by collecting some information about data and facts related to the problem and research objectives, either from published or unpublished sources, books, scientific journals, websites, and others.

Is a generalization area consisting of objects or subjects that have certain qualities and characteristics that are determined by researchers to be studied and then draw conclusions, according to Sugiyono (2017: 80). The population that will be used as objects in this study are employees at the Immigration Office Class 1 TPI Palembang City as many as 70

Based on this study, because the population is not more than 100 respondents, the authors take 100% of the population in the Immigration Office Class 1 TPI Palembang City as many as 70 respondents. Thus the use of the entire population without having to draw a research sample as a unit of observation is called saturated/census sampling.

Findings and Discussions

The T value test is used to determine the level of influence of each independent variable on the dependent variable. An independent variable can be said to have an effect on the dependent variable if the significance value generated in the test on each independent variable is smaller than the alpha value (<0.05). The results of partial hypothesis testing for this study are as

follows:

Table 1. Results of t-test (Educational Variables)

Coefficients ^a					
	Unstandardized Coefficients	Std. Error	Standardized Coefficients	t	Sig.
Model	B		Beta		
(Constant)	1,098	2,391		,459	,647
Education	,817	,047	,904	17,488	,000

a. Variabel dependen: competence

Source: data processed with SPSS version 22.0

Table 2. t-test results (training variables)

Coefficients ^{a n}					
	Unstandardized Coefficients	Std. Error	Standardized Coefficients	t	Sig.
Model	B		Beta		
(Constant)	4,538	1,868		2,430	,018
Training	,899	,044	,928	20,564	,000

a. Dependent variable: competence

Source: data processed with SPSS version 22.0

From the results of data processing, it was obtained that the t-count of the education variable (X1) obtained a value of 17.488 > t-table 1.667. And the significance level is less than 0.05, (0.000 < 0.05). So it can be concluded that the education variable (X1) has a significant effect on employee competence at the Immigration Office Class 1 TPI Palembang City. From the results of data processing, it was obtained that the t count of the training variable (X2) was 20,564 > t table 1,667. And the significance level is less than 0.05 (0.000 < 0.05). This shows that the education variable partially has a significant effect on employee competence at the Immigration Office Class 1 TPI Palembang City.

This test is conducted to determine whether the independent variables as a whole or simultaneously affect the dependent variable. Education and training variables together can be said to have an effect on employee competence if the resulting significance value is smaller than the alpha value (<0.005). The results of testing the F value can be seen in the table below:

Table 3. F-test results

ANOVA ^a					
Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	1943,691	2	971,846	263,502	,000 ^b
Residual	247,109	67	3,688		
Total	2190,800	69			
a. Dependent variable: competence					
b. Predictors: (Constant), training, education					

Source: data processed with SPSS version 22.0

In the table above, it can be seen that the significant value generated in this test is 0.000, which value is smaller than 0.05. This shows that the education and training variables together have a significant effect on the employee competence variable.

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