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Can Education Level and Work Environment Affect Employee Performance ?

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ABSTRACT

Organizations require human resource management, or HRMs, which serves the purpose of increasing productivity through employee optimization at every level. Since employees are the main component of production, the performance of the organization is greatly influenced by them. The performance of employees serves as a measure of an organization's success in public service, particularly in government institutions. This study emphasizes the significance of the work environment and educational level in influencing the performance of employees at the Mallawa Sub-District Office in Maros Regency. The results indicate that a favorable work environment has been proven to enhance employee performance. Furthermore, employees with higher levels of education tend to perform their tasks more effectively. The positive relationship between these variables indicates that improving the work environment and investing in education are important steps towards enhancing the quality and performance of the workforce. Previous studies have indicated that education and work environment are crucial factors for employee performance. Therefore, supporting further education and providing a conducive work environment are crucial for the success of the company.

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INTRODUCTION

Human Resource Management (HRM) is the primary asset and essential component of every organization or company. The planned MSDM emphasizes the importance of employees at all levels and job functions, from a structural to operational perspective. Employees are crucial components in production and should be maximized to achieve optimal levels of productivity. No organization

can achieve its goals without the active participation of its employees, regardless of how advanced or complete its equipment may be. (Dwiarti & Wibowo, 2018).

It is expected that every organization, including government agencies, can provide the best service in the current situation. As a clergyman of the nation and society, government officials are required to provide the best service to the community. One of the important tasks that the government has to do is run the entire development process in all areas of life, from the central level to the regional level (Alamtaha et al., 2023).

Organizational performance is a measure of whether an organization's goals succeed or fail. Unless the situation gets really bad or there's trouble, leaders often ignore this element. When organizations face a crisis, they may not realize how serious the decline in their employees' performance is. If signs of significant decline in performance are ignored, a significant negative impact on this institution can have serious consequences (Basyit et al., 2020).

When talking about the achievement and performance of organizational goals, it is impossible to separate these ideas from the individuals responsible for the operation of the organization. Humans are an essential part of an organization, and they play an important role in advancing the organization (Hendrayani, 2020).

Every member of the organization must be used as best as possible to optimal results. The role of human resources (HRMs) is very important to the success of an organization because they are the potential resources and the driving force behind the organization's activities (Lestari, 2011).

Education is needed by everyone in Indonesia, and it can be said that some kind of education is received by people from all walks of life (Manurung et al.). Education is described as an activity carried out in a planned and conscious manner in order to realize the learning process so that the student can actively develop his or her potential to possess the spiritual powers of religion, self-control, personality, intelligence, noble morals, and the skills required of himself, society, nation, and country (Mariane & Pathony, 2020).

All systems in which a person works include the work environment, which includes procedures and settings for individual and group work (Yasa et al., 2022). As a result, it can be concluded that an ideal working environment would make employees more productive, which in turn would produce more working hours (Wirawan et al., 2019).

The main factors that affect the productivity of employees in any company, including the Mallawa District Office, are the level of education and the working environment. The education of the employee can shape the knowledge, skills, and attitudes of the individual (Marpaung, 2021). The work environment also

covers many things, such as office culture, facilities, and management support (Weol, 2015).

One of the important components that can affect the performance of employees in an office is their level of education. Education is divided into two main categories: formal and informal education. The higher a person's formal education level, the more likely they are to have wider and deeper knowledge and skills (Mandang et al., 2017). Officers with higher education tend to have better analytical and problem-solving skills, which allows them to complete tasks more efficiently and produce more outputs. With wider knowledge, these officers can complete jobs with higher standards and more accuracy (Sudarman, 2022).

Informal education encompasses various forms of learning outside the formal education system, such as job training, seminars, workshops, or self-learning (Cliff et al., n.d.). Through training and self-development, officers can understand the importance of discipline in work and apply it in daily routine. Exposure to various ideas and best practices through informal education can encourage employees to be more proactive and innovative in carrying out their duties. Thus, it can be expected that the higher the level of education (both formal and informal) an officer, the better his performance in the office (Ronald et al.).

The working environment is an external factor that can significantly affect employee performance. Some aspects of the work environment that need to be taken into account include; good lighting reduces errors in jobs that require visual accuracy. Proper lighting can reduce eye fatigue, so employees can work longer and more productively (Sazly & Permana, 2020). Then officers tend to be more disciplined and focused when working at comfortable temperatures. Optimal temperatures can improve employee stamina and productivity. A quiet environment allows employees to concentrate better, producing more accurate work. A conducive atmosphere can stimulate the creativity and initiative of the employee. Officers who feel safe tend to be more obedient to rules and procedures (Kastanya et al., 2023). A sense of security allows the employee to focus on the task without worrying about their safety. A collaborative environment encourages exchange of ideas and innovation. Good cooperation can increase efficiency and efficiency in completing tasks. Taking into account such working environment factors, it is expected that a positive and supportive working environment will have a strong influence on the improvement of office employee performance (Nabawi, 2019).

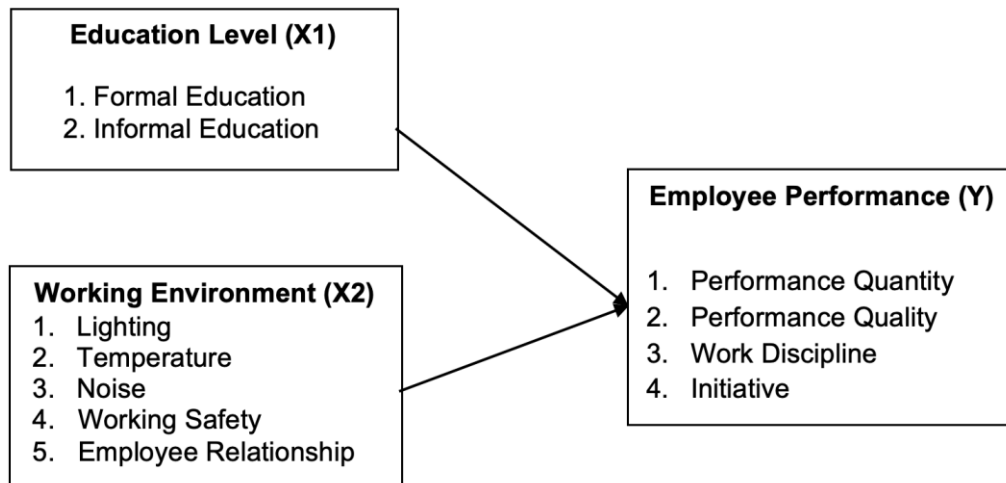


Figure 1.
Research Model

RESEARCH METHOD

The study uses a quantitative approach to find out how the level of education and the working environment influences the performance of Mallawa Prefectural Office officers in Maros district. A quantifiable approach is a type of research that collects and analyzes data with a focus on numbers, statistics, and measurements to describe and explain the problem being studied. The study was conducted at the Mallawa District Office in Maros district.

For a research period of about two months, lasting from December 2023 to February 2024. Primary data is a source of research data obtained from a primary data source at a location or research object directly. This research is based on the results of data collection through a lift or questionnaire given directly to the respondents. The study involved 34 employees of the Mallawa Prefecture Office in Maros district.

The data is collected through a questionnaire given to the respondents and then returned to the researcher after completion. The likert scale is used to assess the respondent's agreement to a question or statement. The researchers will use a variety of tests and analyses to analyze the quantitative data that has been collected from this study. These include validity tests, reliability tests, classical assumption tests, and double linear regression analysis. The researchers used a partial hypothesis test (t-test), which is also called the partial test, for hypotheses. To evaluate how the influence of each free variable on its bound variable is used, the t test is used. In addition, t tests are used to assess how each independent variable influences its dependent variable. According to Ghozali (2016) the decision-making criterion of this study is that H_a is accepted if p value < 0.05 and

rejected when p value > 0.05 . To test the hypothesis partially in this case, we will use the SPSS program (t-test).

RESULT AND DISCUSSION

The analysis of the characteristics of the respondents of this study consists of gender, age, last education, and length of work. In table 1, it is seen that out of a total of 34 samples that followed this study, 25 of them (73.5%) were men, the remainder were 9 women (26.5%). The table is as follows:

Table 1.
Respondent's Gender

No	Gender	Frequency
1	Men	25 (73,5%)
2	Women	9 (26,5%)
Total		34 (100%)

Table 2 shows the number of respondents between the ages of 20 and 25 as one person, or 2.9%; 26 to 30 years of age as one, or 2.9%; and over the age of 41 as 22 people, or 64.7%.

Table 2.
Respondent's Age

No	Age	Frequency
1	20 - 25	1 (2,9%)
2	26 - 30	1 (2,9%)
3	36 - 40	10 (29,4%)
4	> 40	22 (64,7%)
Total		34 (100%)

The number of respondents with the recent education of SLTA was 11 people, or 32.4%, education of S1 was 22 persons, or 64.7%, and education for S2 was 1 person, or 2.9%.

Table 3.
Respondent's Recent Education

No	Recent Education	Frequency
1	SLTA	11 (32,4%)
2	S1	22 (64,7%)
3	S2	1 (2,9%)
Total		34 (100%)

Table 4 shows the number of respondents with a working time of less than 1 year as 2 or 5.9%, a working period of 1 to 5 years as 1 person or 2.9%, an employment period of 6 to 10 years as 5 people or 14.7%, and a work period of more than 11 years as 26 people or 76.5%.

Table 4.
Respondent's Working Time

No	Age	Frequency
1	< 1 Year	2 (5,9%)
2	1 - 5 Year	1 (2,9%)
3	6 - 10 Year	5 (14,7%)
4	> 11 Year	26 (76,5%)
Total		34 (100%)

The researchers used a likert scale measurement with values ranging from Very Agree (SS) with a score of 5, to Very Disagree (STS) with the value of 1.

Tabel 5.
Recent Education's Data Distribution

No	Variabel X1	ALTERNATIF JAWABAN										Mean
		SS		S		KS		TS		STS		
		N	%	N	%	N	%	N	%	N	%	
1.	X1.1	14	41.2	20	58.8	-	-	-	-	-	-	4.41
2.	X1.2	14	41.2	18	52.9	2	5.9	-	-	-	-	4.35
3.	X1.3	12	35.3	17	50.0	5	14.7	-	-	-	-	4.21
4.	X1.4	14	41.2	20	58.8	-	-	-	-	-	-	4.41

Table 5 shows that the statements X1.1 and X1.4 received the highest average score, 4.41 respectively, indicating that the resulting performance was comparable to the level of formal education received, and the statement X1.5 indicates that the informal education I received helped me improve my ability to do work in the workplace. The statement X1.3 received the lowest average rating, 4.21, showing that the work I currently do meets the established standards.

Tabel 6.
Working Environment Data Distribution

No	Variabel X2	ALTERNATIF JAWABAN										Mean
		SS		S		KS		TS		STS		
		N	%	N	%	N	%	N	%	N	%	
1.	X2.1	10	29.4	18	52.9	6	17.6	-	-	-	-	4.12
2.	X2.2	12	35.3	20	58.8	2	5.9	-	-	-	-	4.29
3.	X2.3	7	20.6	23	67.6	2	5.9	2	5.9	-	-	4.03
4.	X2.4	16	47.1	13	38.2	4	11.8	1	2.9	-	-	4.29
5.	X2.5	11	32.4	20	58.8	1	2.9	2	5.9	-	-	4.18
6.	X2.6	12	35.3	16	47.1	6	17.6	-	-	-	-	4.18
7.	X2.7	14	41.2	17	50.0	1	2.9	2	5.9	-	-	4.26
8.	X2.8	8	23.5	23	67.6	3	8.8	-	-	-	-	4.15
9.	X2.9	21	61.8	10	29.4	3	8.8	-	-	-	-	4.53
10.	X2.10	19	55.9	10	29.4	5	14.7	-	-	-	-	4.41

Table 6 shows that the X2.9 statement has the highest average rating of 4.53, which indicates that I have established good relationships and kindness with the entire employee to prevent conflict, and the X3.3 statement has a lowest average score of 4.03, which shows that I can adjust to the temperature and air in my workplace.

Tabel 7.
Education Level Data Distribution

No	Variabel Y	ALTERNATIF JAWABAN										Mean
		SS		S		KS		TS		STS		
		N	%	N	%	N	%	N	%	N	%	
1.	Y.1	10	29.4	24	70.6	-	-	-	-	-	-	4.29
2.	Y.2	9	26.5	24	70.6	1	2.9	-	-	-	-	4.24
3.	Y.3	14	41.2	19	55.9	1	2.9	-	-	-	-	4.38
4.	Y.4	17	50.0	15	44.1	2	5.9	-	-	-	-	4.44
5.	Y.5	25	73.5	9	26.5	-	-	-	-	-	-	4.74
6.	Y.6	23	67.6	11	32.4	-	-	-	-	-	-	4.68
7.	Y.7	16	47.1	18	52.9	-	-	-	-	-	-	4.47
8.	Y.8	12	35.3	20	58.8	2	5.9	-	-	-	-	4.29

Statement Y.5 has the highest average score of 4.74, which indicates that I always arrive at the office on time, and statement Y2 has the lowest average rating of 4.24, which shows that I am able to finish work longer than the time given by the office..

The influence of one variable individually on the variation of the bound variable is measured with the t test. The following t (partial) test table:

Tabel 8.
t-test Result

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.115	5.452		2.772	.009
	Education Level	.545	.236	.346	2.304	.028

Working Environment	.258	.098	.397	2.644	.013
a. Dependent Variable: Employee Performance					

Based on table 8, the Educational Level variable shows t-count (2.304) greater than t-table (2.039) and a significance value of 0.028 less than 0.05. The Working Environment variable, on the other hand, shows t -count (2.644) larger than the t-table (2.039), and the significance of 0.013 less than 0.05, indicating that the work environment has a positive and significant influence on employee performance.

Influence of the Education Level on the Employee Performance

The t-test results showed that the educational level variable has a partial influence on the employee performance at the Mallawa District Office in Maros district, with t-computing values greater than the t-table (2.304 greater than 2.039) and significance values less than 0.05 (0.028 lower than 0.05). A positive influence coefficient means that the level of education achieved is comparable to the employee performance.

The results of this study prove a strong relationship between educational levels and employee performance. Officers with higher education tend to demonstrate better work skills and ability to apply their knowledge. These results also show how important knowledge and skills based on educational history are in improving employee performance. This study shows that the majority of employees at the Mallawa Prefecture Office in Maros district are university graduates, which has a positive impact on employee performance. Officials with a higher level of education have deeper knowledge and skills in their respective fields. As a result, obtaining support and access to further education to higher levels is essential for improving the quality of the workforce and improving employee performance.

Influence of the Working Environment on Employee Performance

The t-test results showed that the working environment variable has a partial influence on employee performance at the Mallawa District District Office in Maros, with a t-computed value greater than the t-table (2.644 larger than 2.039) and a significant value smaller than 0.05 (0.013 lower than 0.05). This positive impact is attributable to the fact that a better working environment increases employee productivity. It shows that a good working environment can improve employee performance of the Mallawa District Offices.

The results of this study prove that elements such as lighting quality, air temperature, noise disturbance, sense of safety and employee interaction have important influences on employee performance. The study found that the

working environment at the Mallawa Prefecture Office in Maros district, both in terms of business and relationships between employees, helped employees to complete their duties well. A good working environment is crucial to improving employee performance because employees will feel appreciated and noticed in their workplace, which makes them more motivated to do the best of their ability. Therefore, human resource management is essential in creating and maintaining a working environment that allows employees to develop professionally and personally so that their performance can continue to improve.

This result is in line with a study conducted by Rosminah (2021), which showed that the results of the hypothetical trial show that the working environment affects employee performance significantly and positively; in other words, if the work environment is improved, the employee's performance will be better, but if the job environment is not improved employee performances will be worse.

CONCLUSION

The level of education has a positive and significant impact on the Employee Performance in the Mallawa Maros. This is demonstrated by a partial t test result with a significance value of $0.028 < 0.05$, and a t-calculation value of $2.304 > t$ -table value of 2.039, which means that the hypothesis proposed is accepted. In other words, if the educational level of the Officer in Mallawa Maros is good, their performance will increase and increase.

The results of the partial hypotheses test show that the working environment has a negative and significant effect on the performance of officials in the Maros Prefecture Office. In other words, if the working environment at the Mallawa Prefecture Office in Maros district is good, the employee performance will increase.

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