

The Effect of Technical Education and Training on Competency of Education and Culture of the City of Makassar Province of South Sulawesi

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Abstract—The research problems discussed are that Education and technical training followed by employees have not been effective, thus influencing the competency of the staff of the Makassar City Education and Culture Office of South Sulawesi Province. The research method used is a quantitative method with a type of descriptive research. The study population was all employees of the Makassar City Education and Culture Office who had participated in technical training related to their fields of work. The data analysis technique used is by path analysis. The results of the study illustrate that education and technical training simultaneously influence the competence of employees in the Makassar City Education and Culture Office and there are other factors that are not examined. Thus, to improve the competency of the apparatus, it is necessary to have effective technical education and training in accordance with the duties / job requirements of employees. The findings of this research are to develop the concept that the success of education and technical training through understanding, content, learning aids, practicable, feedback, interaction, and coordinated, if the recruitment of employees to participate in technical training is carried out with a needs assessment system.

Keywords—technical education and training; apparatus competence

I. INTRODUCTION

The policy of developing the competence of the bureaucratic apparatus which has received greater attention so far is education and training which are seen as the main instruments for increasing apparatus resources which include increasing knowledge, skills, skills and behavior changes. In other words, education and training are the most effective policy instruments to achieve the competencies required by a position or job in the bureaucracy. One of the efforts to encourage the improvement of the capabilities and competencies of these employees can be done through education and training programs in accordance with the needs of the apparatus and institutions. This is based on the argument that apparatus education and training programs as explained in Government Regulation Number 101 of 2000 concerning Civil Servant Education and Training [1], are a process of activities

carried out by government institutions aimed at increasing the capabilities and competencies of the apparatus.

In an effort to improve the quality of its apparatus, the Makassar Education and Culture Office has included its employees in technical education and training programs. This technical education and training is related to the task of the Education and Culture Office as an organizer and responsible for operational education which includes pre-school, basic education, secondary education, informal and non-formal education, and carrying out the community service function [2]. Table 1 shows that efforts to increase employee capacity are carried out through structural and technical education and training.

TABLE I. NUMBER OF EMPLOYEES BASED ON THE TYPE OF TRAINING THAT HAS BEEN FOLLOWED

No	Diklat Structural		Technical Training	
	Name of Education Training	Total	Name of Education Training	Total
1	SPAMEN/ Pim.Tk II	1	Treasurer	7
2	SPAMA/ Pim.Tk III	8	Administration	36
3	ADUM/ ADUMLA	22	Office administration	23
			Computer institutions	33
	Total	31	Total	99

Source: Makassar City Education and Culture Office 2015

Technical education and training organized by the Makassar Education and Training Agency is expected to be able to contribute to improving employee competencies so as to improve employee performance while achieving organizational goals. However, the planned targets cannot be fully achieved. This raises the suspicion that the technical education and training program has not fully contributed to the competence of the apparatus. Based on reports on the implementation of the tasks of the Makassar City Education and Culture Office, there are several indications that the competence of the apparatus is relatively still not optimal. The author formulates research problems in the form of research questions, namely: "how much influence does education and technical training have on the competencies of the staff of the

Makassar City Education and Culture Office in South Sulawesi Province?"

II. METHODOLOGY

The research method used is a quantitative method with a type of descriptive research. The study population was all employees of the Makassar City Education and Culture Office who had participated in technical training related to their fields of work. The data analysis technique used is path analysis.

III. THEORETICAL REVIEW

Noe and Colquitt state that for effective training there are seven characters [3], namely:

A. *Understanding*

Before starting to take part in a training program, the first thing to do is to provide as much information as possible about the education and training program, so that it can provide understanding to employees or prospective training participants on the goals and benefits and expected outcomes of the training. Understand the purpose of the training program which states the abilities, skills, and behaviors associated with the desired work after training.

B. *Content*

Good training material must always be updated in accordance with the conditions, so that the content of the training really fits the needs so that it has meaning for the participants and according to the work experience of the participants, such as those relating to various work tasks, problems, improvement current skills, or dealing with work, as well as changes in objectives of the organization.

C. *Learning Aids*

The learning process requires media whose use is integrated with the objectives and content or training material with the intention of optimizing the achievement of the training objectives that have been previously set. Training equipment is prepared based on principles, that knowledge that exists in every human being is received or captured through the five senses. This training equipment is intended to direct the senses as much as possible to an object, so as to facilitate perception.

D. *Practicable*

Opportunities or opportunities to use a variety of capabilities that have been studied refer to the extent to which employees who have participated in training are provided with or actively seek new experiences by using / applying the knowledge, skills, and behavior of the newly learned / acquired education and training programs.

E. *Feedback*

The process of learning and training involves participants and trainers (*widyaiswara*), so that effective feedback will identify the "current" state of the learning process, provide suggestions for the upcoming learning process, monitor learning progress, help solve problems with solutions effective.

F. *Interaction*

Learning interactions that take place in a training program are not only intertwined with participants and trainers (*widyaiswara*), but interactions between one participant and other participants, both from the same agency / organization or from different agencies / organizations. This is intended to make effective two-way communication to exchange information, experience, and knowledge / new ideas that might be applied / applied in their respective workplaces.

G. *Coordinated (coordination)*

Organizations / agencies that will include their employees in an education and training program, need to conduct internal coordination of the organization that is effective communication between parts / fields of work if it will include employees in a training. This coordination is intended so that employees who will join the training receive full support from their colleagues and superiors, and if necessary their tasks can be transferred to other employees while they are left behind in training.

Furthermore, the word competency has many meanings, each of which highlights relatively different aspects and emphases. However, there is a general agreement regarding the element of competence which consists of knowledge, skills, and attitude. In general, competence is the level of skill, knowledge and behavior that an individual has in carrying out the tasks emphasized to him in the organization. Knowledge, skills, and attitude as elements of competence need to be further elaborated in competency factors, can be used as performance evaluation standards in the performance management of each organization. Competence influencing performance management is also stated by Armstrong that performance management is related to inputs and processes as well as outputs and outcomes [4]. Then, Spencer and Spencer mention there are five types of competency characteristics [5]. That is:

- Motives (motives), is something that makes someone employee act and be able to move, directing himself to be responsible for completing his work to achieve goals better.
- Traits are physical characteristics of an employee who has the ability to control emotions in any situation.
- Self concept is the attitude of an employee who has confidence in the values that are held firm.
- Knowledge (knowledge) is the ability / knowledge possessed by an employee related to his job duties.
- Skills (skills) are the ability of an employee to be related to his job, both technical skills and communication skills.

The five competency characteristics mean that they have the power to analyze the various problems faced by being objective and doing work with their expertise.

IV. DISCUSSION

Based on the results of the path analysis calculation, the calculation is carried out to determine the magnitude of the direct or indirect influence of each dimension, and the simultaneous effect of the education and technical training variables on employee competencies are: Effects of dimensions X1, X2, X3, X4 together, X5, X6, and X7 towards $Y = 0.117 + 0.168 + 0.114 + 0.091 + 0.095 + 0.055 + 0.124 = 0.764 = 76.4\%$. Another effect (Epsilon) $= 1 - 0.764 = 0.236 = 23.6\%$. Thus, it is known that the simultaneous effect of education and technical training variables on apparatus competency is 76.4%, while the remaining 23.6% is influenced by other factors not examined.

Based on the results of testing the hypothesis as a whole, the results obtained that education and technical training with 7 (seven) dimensions; understanding, content, learning aids, practicable, feedback, interaction, and coordinated significantly influence the competence of the staff of the Makassar Education and Culture Office. The total value of the influence of education and technical training on employee competency is 76.4%. This shows that 76.4% of efforts to improve employee competency are determined by the seven dimensions, and the remaining 23.6% are determined by other factors.

A. Understanding

The results of statistical calculations illustrate that quantitatively the understanding of factors has a direct influence on the competence of employees at the Makassar City Education and Culture Office at 4.5% and a total influence of 11.7%. The results of the tests reflect that the contribution of understanding in the context of technical education and training is sufficient to provide an introduction. It was acknowledged by the Secretary of the Education and Culture Office of the City of Makassar that, to date the database related to technical education and training that had been attended by employees of the Makassar City Education and Culture Office was still done manually. So that when there are education and training programs that must be followed, participants sent are still random and not fully in accordance with the requirements or needs.

B. Content

The content dimension is that, the content of educational materials and technical training must be meaningful and relevant, and in accordance with the work experience of employees who will join the training. The results of statistical calculations show that content in the context of technical education and training has had the greatest influence on the competence of the Makassar City Education and Culture Office apparatus. The magnitude of the effect is directly at 8.2%, and the total effect is 16.8%. These results reflect the content (content) of the training material related to conformity with the progress of science and technology, suitability to workplace needs, training activities equipped with practice, and at the end of the education and training activities conducted tests, empirically has contributed significantly to employee competencies. This is also in accordance with the results of tabulation of respondents' answers of 68.8%, meaning that employees view the content dimension positively.

C. Learning Aids (Educational Equipment)

Learning Aids or equipment used when training is running are complete training tools provided to help understand, learn, and repeat training material that has been obtained, such as; diagrams, modules, etc. The results of statistical calculations show that the learning aids factor or training equipment in the education context and technical training have had direct influence on employee competencies of 6.0%, and the total effect of 11.4%. These results also indicate that learning aids or equipment used in education and training have contributed considerably in influencing the success of the education and technical training programs on the competencies of the Makassar City Education and Culture Office apparatus.

D. Practicable

The fourth dimension is practicable or the application of training results to the task place, in which the opportunity for technical training participants to be able to apply training material received at work, and the opportunity to modify the application of training materials in the workplace. The results of statistical calculations show that practicable factors or the application of training results have directly affected employee competencies of 2.5%, then a total effect of 9.1%. The results of the calculation, if classified based on the order of influence, then the amount of practicable influence (application) occupies the sixth or second smallest position after factor interaction.

E. Feedback

In terms of feedback (feedback) related to how participants receive feedback both from colleagues, fellow training participants, and their superiors. The results of statistical calculations show that feedback or feedback factors have an influence on employee competencies directly at 3.2%, and the total effect is 9.5%. This result reflects that the feedback or feedback factor has contributed to the influence of education and technical training on the competence of the Makassar City Education and Culture Office apparatus. obtain a total value of 586 which indicates that the employee's response to this dimension is in the sufficient category. The score of respondents (61.6%) shows that in terms of the Feedback dimension, employees in attending technical education and training are in sufficient criteria. This is indicated by the value of each indicator and the total value.

F. Interaction

In the Interaction is how participants in technical education and training have the opportunity to observe and observe, and communicate related to the implementation of training materials with co-workers from other training participants, as well as fellow training participants from different institutions. The results of statistical calculations show that the interaction factor provides an influence on the competence of the Makassar City Education and Culture Office apparatus directly at 1.7%, then a total influence of 5.5%. The test results illustrate that the contribution of interaction in the educational context in technical training, according to the results of the statistical test, ranks seventh or the smallest influence value compared to other factors. However, the small value of this interaction effect is not interpreted that interaction does not

provide support or contribution to employee competency, but the interaction that occurs in the competency of employees in the context of education and technical training is seen as quite important in realizing effective technical education and training.

G. Coordinated

In the case of coordinated or coordinated, education and training are conducted and arranged in a coordinated manner between fields of work. The results of the statistical calculations illustrate that coordinated factors in the context of technical education and training have directly affected employee competencies of 8.0%, then a total influence of 12.4%.

The results of the analysis provide an illustration, that the influence of education and technical training on apparatus competency, as a whole is determined by each dimension of education and technical training. The results of the analysis prove that the research hypothesis reads "the magnitude of the influence of education and technical training on the competencies of the Education Office apparatus and Culture of Makassar City, determined by understanding, content, learning aids, practicable, feedback, interaction, and coordination "can be accepted empirically. The acceptance of this hypothesis is evidenced by the results of statistical calculations which show that the magnitude of the influence of education and technical training is measured through dimensions of understanding, content, learning aids, practicable, feedback, interaction, and coordinated towards the simultaneous competencies of 76, 4%, and the remaining 23.6% is influenced by other factors. The results of the calculation mean that high competency empirically is determined by effective education and technical training.

V. CONCLUSION

Technical education and training simultaneously have a significant effect on employee competency, in other words the hypothesis (H₀) which states that there is no influence between education and technical training on competency is rejected, and

accepts the hypothesis (H_i) that is there is a significant influence between education and technical training on competency . These results indicate that employee competency is more increased if technical education and training also increases. In other words, if education and training are good then the competency of employees is also good. in the sense that employee training must be given periodically and in accordance with the needs of employees related to their work in the office.

The seven dimensions of education and training have a significant influence on competence, both direct and indirect influences. This means that the research hypothesis is accepted, where the magnitude of the influence of education and technical training on the competence of the apparatus is determined by understanding, content, learning aids, practicing cable, feedback, interaction, coordinated.

The findings from the results of this study are the needs assessment system for employees who will take part in technical education and training, determine employee competency development, so that the knowledge, skills and attitudes that have been obtained in technical education and training can be applied optimally in order improve and develop the competence of the apparatus of the Makassar City Education and Culture Office

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