

The Influence Of Education and Training On The Work Performance Employees Of Airport Andi Jemma Masamba, North Luwu Regency

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Abstrak

Tujuan penelitian ini adalah untuk mengetahui pengaruh pendidikan dan pelatihan terhadap prestasi kerja di Bandara Andi Jemma Masamba yang terletak di Kabupaten Luwu Utara. Secara teoritis, penelitian ini memperkuat hipotesis bahwa pendidikan dan pelatihan secara signifikan meningkatkan kinerja pegawai, dan menekankan pentingnya pengembangan kompetensi melalui program pendidikan dan pelatihan. Secara praktis, memberikan rekomendasi bagi pimpinan kantor untuk memperkuat program pendidikan dan pelatihan sebagai strategi untuk meningkatkan kinerja dan kualitas pegawai. Metode yang digunakan dalam penelitian ini adalah metode survei dengan pendekatan analisis kuantitatif. Teknik pengambilan sampel dilakukan dengan total sampling. Data diperoleh dengan menggunakan instrumen uji deskriptif dan instrumen kuesioner yang telah diuji validitas dan reliabilitasnya. Teknik analisis yang digunakan adalah Analisis Uji Validitas, Reliabilitas, Asumsi Klasik, Regresi Linier Berganda, uji-t, uji-f, dan Koefisien Determinasi serta korelasi. Hasil penelitian menunjukkan bahwa terdapat pengaruh pendidikan dan pelatihan terhadap kinerja pegawai di Bandara Andi Jemma Masamba Kabupaten Luwu Utara, hal ini terlihat dari nilai signifikansi sebesar 0,008 dan 0,000 yang berarti lebih kecil dari 0,05.

Kata Kunci: Pendidikan; Pelatihan; Kinerja Kerja.

Abstract

The aim of this study is to determine the influence of education and training on work performance in Andi Jemma Masamba Airport located in North Luwu Regency. Theoretically, this study strengthens the hypothesis that education and training significantly improve employee performance, and emphasizes the importance of competency development through education and training programs. Practically, it provides recommendations to office leaders to strengthen education and training programs as a strategy to improve employee performance and quality. The method used in this study is the survey method with a quantitative analysis approach. The sampling technique was carried out with total sampling. Data were obtained using descriptive test instruments and questionnaire instruments that had been tested for validity and reliability. The analysis techniques used were Validity Test Analysis, Reliability, Classical Assumptions, Multiple Linear Regression, t-test, f-test, and Determination Coefficient and correlation. The results showed that there was an influence of education and training on employee performance at Andi Jemma Masamba Airport, North Luwu Regency, this can be seen from the significance values of 0.008 and 0.000 which means less than 0.05.

Keyword: Education; Training; Work Performance.

1. Introduction

An organization needs to continue to grow, the ability to grow not only helps in maintaining existence but also increases human resources within the framework of the defined goals (Hasibuan, 2019). Humans still hold the most important position in determining status in an organization, even though we now have advanced machines and new ways of working (Moses, 2011). Organizational behavior plays an important role in realizing quality and professional human resources (Putri *et al.*, 2024). An important factor in the success of organizational performance is the presence of capable and skilled employees who have a high work ethic, resulting in satisfactory work results (Maskur *et al.*, 2024). Success in the organization is achieved through the quality of its employees, with the presence of qualified employees, so it is hoped that a level of professionalism will be achieved which will facilitate the achievement of organizational goals (Wadzibah 2023). Work Performance is very important and influences decisions about things. Work Performance is the process by which each individual or group carries out tasks and achieves work results in order to achieve organizational goals effectively and efficiently (Dharma, 2018). This is highly dependent on the skills and abilities of employees in carrying out their work and increasing motivation to improve their performance. The method used to develop employee performance is through training programs. (Puspitasari *et al.*, 2019). By carrying out targeted training, the company is expected to be able to improve employee performance in achieving predetermined performance. The training is aimed at both newly joined employees and those who have been working for a long time, both parties can improve each other's unsatisfactory performance and gain new insights and abilities. (Mahardika & Luturlean, 2020). In addition, employees are very closely related to the indication team, and the skills of each individual are balanced in a timely manner with how to carry out the indication program, Indication is a collection of interhuman interactions for the balance of individual human beings, and is a process that is balanced (Sali *et al.*, 2023). The purpose of education is directed to the achievement of four goals, namely (1) for personality development, (2) for the development of socialization, (3) for the development of learning skills, and (4) for the development of skills and work readiness (Jasmine, 2014). The results of research on work performance from several researchers still have differences, Research from (Nas *et al.*, 2023) with the thesis title "The Influence of Education and Training on the Work Performance of State Civil Apparatus Employees (Asn) at the Village Office in Minasatene District, Pangkep Regency". The results of the study show that education and training have a positive influence on employee performance. Meanwhile, the research from (Hairunnisa Maharani, 2019) with the title The Influence of Education and Training on Employee Performance at Bank Syariah Mandiri KC Bandar Jaya Lampung Tengah.

The purpose of the research was to find out the influence of Education and Training on the performance of Bank Syariah Mandiri KC Bandar Jaya Employees. The results of the study concluded that education and training do not have a significant effect on employee performance, this is a research gap that opens up opportunities for further research. Therefore, this study was conducted to clarify the existing differences and explain what factors affect work performance, in addition to the benefits in this study to foster education and training so as to create good employee work performance. Andi Jemma Masamba Airport, North Luwu Regency is a Class III Airport Operating Unit located in Masamba district, North Luwu Regency and is under the auspices of the Airport Authority of Region V Makassar, which has the function to serve and support a wide range of services from various airports that are for passengers or cargo with 3T flight routes (Disadvantaged, Frontier, and Outermost). So that employees who have quality and quantity are needed. Andi Jemma Masamba Airport, North Luwu Regency, held pioneer flights for passengers and cargo, with the Masamba-Seko and Masamba-Rampi routes. The management of Andi Jemma Airport continues to make various facility improvements to support the airport's services to the maximum. So that employees who have quality and quantity are needed. Success in the organization is achieved through the quality of its employees, with the presence of qualified employees, so it is hoped that a level of quality will be achieved which will facilitate the achievement of organizational goals (Wadzibah 2023). However, the main problem at Andi Jemma Masamba Airport is that there are employees who do not have more qualified education and training so that they have not shown maximum work performance in advancing their organization. One of the causes of the decline in employee performance in an

organization is due to the mismatch between the level of ability possessed by employees and the development of needs and the dynamics of problems faced by the increasingly competitive world of work, factors that affect the decline in employee ability are the lack of attention of agencies/organizations in providing appropriate education and training programs for employees. This makes employees still less effective at work, less responsible for the tasks assigned to them, and less appreciation of time in completing the tasks given to them. Based on the background described, the purpose of this study is to prove the influence of education, training on employee work performance, and prove that education and training can support motivation for employees in carrying out their work so that they can improve employee performance skills and improve the career of the employee concerned. Education plays an important role in acquiring professional skills and developing individual qualities, and is related to preparing to develop reliable and skilled workers needed by the company. Education in an organization is a process of increasing theoretical abilities in line with the needs of the organization (Sonjaya, 2022).

Education is a process that changes the behavior and methods of individuals or groups of people in an effort to develop humans through learning and training activities (Nony Lenama, 2023). So it can be concluded that education is a process that changes the attitudes and behavior of each individual through active learning with the aim of developing professional skills that play an important role in improving the quality of individuals as well as in preparing reliable workers for companies. Education has an important role in human life. Regarding this, education can have a great influence on each individual to be able to survive and continue to have and maintain good character in the midst of a strong era of globalization, which is very important for national development. In the national education system, the goal of education is to produce people who believe and are devoted to God Almighty, have noble character, are healthy, educated, capable, creative and independent, and become democratic and responsible citizens (Aryanto *et al.*, 2021). Education is a deliberate effort to provide, develop, and acquire desired knowledge, attitudes, values, skills, or expertise over a specified period of time and at a specified level. The definition of education above leads us to the conclusion that education includes all efforts to cultivate character such as inner strength and morals to prepare individuals to realize their full potential in the future. (Padang & Tamara, 2023).

In general, educational pathways can be categorized into three groups, namely formal, non-formal, and informal educational pathways. According to Law Number 20 of 2003 concerning the National Education System, formal education is a structured and tiered educational pathway consisting of basic education, secondary education, and higher education. Non-formal education is an educational pathway outside of formal education that can be implemented in a structured and tiered manner, while informal education is a family and environmental educational pathway (Anwas, 2013). As for the indicators - the indicators of education according to (Hariandja, 2015), namely:

1) Educational Background

The educational background of each employee provides a certain level of knowledge, skills, and attitudes, which enable individuals to become more capable and enable them to perform their jobs according to established standards. In practical terms, the formal education dimension with its indicators is the last education completed by each individual which includes elementary school, junior high school, high school and college.

2) Knowledge Insight

Within the framework of the education system, the learning process is a process of acquiring and developing skills in a short time, using methods that apply practice rather than theory.

2. Research Methodology

The type of research applied is a quantitative research type with and using primary data. The strategy used in this study is the survey method. The survey method used to obtain data that occurs in accordance with what is in the field and to test several hypotheses from samples taken from a certain population, data collection techniques using questionnaires. Data collected directly by researchers from research objects or

RESEARCH ARTICLE

sources. Data collection techniques carried out through the use of questionnaires designed to fill in questions and statements in Google forms. The time of the study was conducted in October 2024 - January 2025 by distributing questionnaires for a month and this study used a Likert scale. The location of the study was conducted at the Andi Jemma Masamba Airport office, North Luwu Regency and the time of the study was conducted in the month. The population in the study selected were all employees of Andi Jemma Masamba Airport, North Luwu Regency, totaling 75 populations. The sampling method used saturated samples, so that the research sample that became the object of this study was the entire population, namely 75 samples. In the research, the data analysis model used to test the influence of education and training on employee work performance using Validity Test Analysis, Reliability, Classical Assumptions, t-test, f-test, Determination Coefficient and correlation, and multiple linear regression analysis, the multiple linear regression equation formula in this study uses the formula:

$$Y = \alpha + b_1X_1 + b_2X_2 + e$$

Keterangan:

- Y : Variable bound (Work Performance)
- A : Konstanta
- $b^1 b^2$: Regression Coefficients
- X^1 : Education
- X^2 : Training
- E : error term

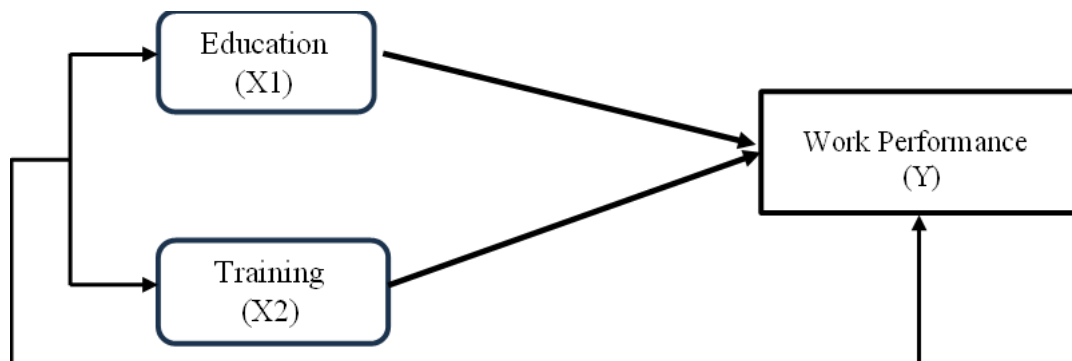


Figure 1. Research Process Model

H1 : It is suspected that there is an effect of education on employee performance at Andi Jemma Masamba Airport, North Luwu Regency.

H2 : It is suspected that there is an effect of training on employee work performance at Andi Jemma Masamba Airport, North Luwu Regency.

H3 : It is suspected that there is a simultaneous influence of Education, Training on Employee Work Performance at Andi Jemma Masamba Airport, North Luwu Regency.

3. Results and Discussion

3.1 Results

3.1.1 Validity Test

Validity test is used to assess the validity of a measurement instrument, such as questions in a questionnaire. A questionnaire is considered valid if the questions in it are able to describe what the questionnaire wants to measure. The level of significance used is 5% with a total of 75 respondents,

RESEARCH ARTICLE

where $N-2 = 75 - 2 = 73$, which is 0.1914. If $r \text{ count} > r \text{ table}$ means (the measuring instrument used is valid). And if $r \text{ count} \leq r \text{ table}$ means (the measuring instrument used is invalid) (Janna & Herianto, 2021).

Table 1. Validity Test Results

Variable X1	Statement	r count	r table	Information
Education	1	0,762	0,1914	Valid
	2	0,621	0,1914	Valid
	3	0,478	0,1914	Valid
	4	0,736	0,1914	Valid
	5	0,334	0,1914	Valid
	6	0,635	0,1914	Valid
	7	0,535	0,1914	Valid
	8	0,473	0,1914	Valid
	9	0,562	0,1914	Valid
	10	0,572	0,1914	Valid
Variable X2	Statement	r count	r table	Information
Training	1	0,591	0,1914	Valid
	2	0,569	0,1914	Valid
	3	0,620	0,1914	Valid
	4	0,559	0,1914	Valid
	5	0,488	0,1914	Valid
	6	0,630	0,1914	Valid
	7	0,721	0,1914	Valid
	8	0,612	0,1914	Valid
	9	0,563	0,1914	Valid
	10	0,632	0,1914	Valid
Variable Y	Statement	r count	r table	Information
Work Performance	1	0,568	0,1914	Valid
	2	0,559	0,1914	Valid
	3	0,505	0,1914	Valid
	4	0,669	0,1914	Valid
	5	0,556	0,1914	Valid
	6	0,644	0,1914	Valid
	7	0,712	0,1914	Valid
	8	0,651	0,1914	Valid
	9	0,590	0,1914	Valid
	10	0,695	0,1914	Valid

It can be seen from the table above that the results of the validity test for all statement items from the Education variable Education (X1), Training (X2), and Work Performance (Y) can be said to be completely valid, because all statement items have a calculated r value > 0.1914 (r -table) at a significance level of 0.05. Therefore, all questionnaire statements on each variable can be used as a measuring tool for the variables studied.

RESEARCH ARTICLE

3.1.2 Reliability Test

Reliability testing is done by looking at the Cronbach Alpha value tested using SPSS, a variable is called reliable if the Cronbach Alpha value (α) > 0.60. The following are the results of the reliability test in this study:

Table 2. Reliability Test Results

Variable	Cronbach's Alpha	Standard Reliability	Information
Education (X1)	0,74	0,6	Reliable
Training (X2)	0,80	0,6	Reliable
Work Performance (Y)	0,82	0,6	Reliable

It can be seen from the reliability test results table above that the Education variable (X1) has a Cronbach's Alpha value of 0.74, the Training variable (X2) has a Cronbach's Alpha value of 0.80, and variables Work Performance (Y) has a Cronbach's Alpha value of 0.82, which means that the variable has a Cronbach's Alpha value > 0.60, which means that the statement items in the variable can be declared reliable as a research measuring instrument.

Table 3. Normality Test Results

Asymp. Sig (2-tailed)	Information
0,60	Normally Distributed

From the table above, the normality test using the Kolmogorov-Smirnov illustration has an Asymp. Sig (two-tailed) residual of 0.60. The normality experiment shows a significance of $0.60 > 0.05$. This larger significance figure proves that in this research the information is normally distributed.

Table 4. Heteroscedasticity Test Results

Variables	Sig	Information
Education (X1)	0,104	There is no heteroscedasticity
Training (X2)	0,640	There is no heteroscedasticity

From the table above, it can be seen that all indicators have a sig. value > 0.05, so it can be stated that the regression model is free from heteroscedasticity symptoms.

Table 5. Multicollinearity Test Results

Models	Collinearity Statistics	
	Tolerance	VIF
Education (X1)	0,792	1,262
Training (X2)	0,792	1,262

Based on the table above, it can be explained that the VIF value for the Education variable and the Training variable obtained a value of less than 10 or the value obtained was 1.262. Where the data above shows that it is free from multicollinearity.

Table 6. Multiple Linear Regression Test Results

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. error	Beta	T	Sig
1 (Constant)	6,500	4,862		1,337	,186
Education (X1)	,287	,105	,255	2,728	,008
Training (X2)	,575	,097	,554	5,915	,000

RESEARCH ARTICLE

Based on the table above, the form of the regression equation model, is as follows:

$$Y = 6,500 + 0,287 X1 + 0,575 X2 + e$$

Based on the multiple regression equation, it can be explained as follows:

- 1) The constant value is 6,500, meaning that if the training and training values are (0) or constant, then employee performance at North Luwu District Inspectorate Office of 6,500.
- 2) The value of the educational regression coefficient is 0.287, meaning that if education increases by one (1) unit, employee work performance will increase. And Jemma Masamba Airport, North Luwu Regency will also experience improvements of 0.287. The regression coefficient has a positive value so it can be said that the direction of the influence of the education variable (X1) on employee performance (Y) is Positive.
- 3) The training regression coefficient value is 0.575, meaning that if training increases by one (1) unit, employee work performance will increase. And Jemma Masamba Airport, North Luwu Regency will also experience improvements of 0.575. The regression coefficient has a positive value so it can be said that the direction of the influence of the variable training (X2) against employee performance (Y) is Positive.

3.1.3 Multiple Linear Regression Test

The T test is used to understand the individual impact of each independent variable on the dependent variable (Widjarjono 2010; (Alsa 2001). The following is a table of partial test results (T test).

Table 7. Multiple Linear Regression Test Results

		Unstandardized Coefficients		Standardized Coefficients		
	Model	B	Std. error	Beta	T	Sig
1	(Constant)	6,500	4,862		1,337	,186
	Education (X1)	,287	,105	,255	2,728	,008
	Training (X2)	,575	,097	,554	5,915	,000

The partial test results can be seen in table 7 to determine the influence of the independent variables of Education (X1), and Training (X2), on the dependent variable of Work Performance (Y). The testing criteria are as follows:

1) First Hypothesis Testing (H1)

For the results of the t-test of the education variable (X1), based on the table above, it can be seen that the calculated t value is 2.728 while the t table value is 1.993, this shows that the calculated t value is > t table and it can also be seen in the significant table above that the significant value of the education variable is 0.008 < the significant probability value is 0.05. So it can be concluded that H1 is accepted, which means that education has a significant effect on employee work performance on Andi Jemma Masamba Airport, North Luwu Regency.

2) Testing the Second Hypothesis (H2)

For the results of the t-test variable training (X2), based on the table above it can be seen that the calculated t value 5,915 while the t table value is 1.993, this shows that the calculated t value is > t table and it can also be seen in the significant table above that the significant value of the training variable is 0.001 < the significant probability value of 0.05. So it can be concluded that H2 is accepted, which means training has a significant effect on employee work performance on Andi Jemma Masamba Airport, North Luwu Regency.

RESEARCH ARTICLE

Table 8. Simultaneous Test Results

	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	519,749	2	201,501	36,067	,000
	Residual	518,521	72	7,202		
	Total	1038,000	74	,554		

Based on the statistical value in the table above, the value of F is calculated which is 36.067 and F of the table with a value of 3.12, then $f\text{-count} > f\text{-table}$ with a significance level of $0.000 < 0.05$. So, it means that simultaneously (together) there is a significant influence between the variables of education and training on the variables of work performance.

Table 9. Correlation Coefficient (R) and Coefficient of Determination (R²)

Model	R	R Square	Adjusted R Square	Std. error of the estimate
1	,707	,500	,487	2,684

Based on the output in the table, it can be seen that the value of the resulting correlation coefficient (R) is 0.707. This shows that education, and training, simultaneously have a very strong relationship. The value of the determination coefficient (R²) generated in the table is 0.500. This shows that the contribution of independent variables, namely education and training to the dependent variable (work performance) is 50% and the remaining 50% is influenced by other variables, which are not studied in this study.

3.2 Discussion

The results of the study show that education has an effect on employee work performance. With the results of the t-test obtained $t\text{-count} 2.728 > t\text{-table} 1.993$ and a significant value of $0.008 < \text{significant value of } 0.05$. it can be concluded that education greatly influences work performance. This means that the higher or level of education, the better the employee's work performance will be. The level of employee education can improve the quality and ability to achieve a better position and career. This is because at Andi Jemma Masamba Airport, North Luwu Regency, education really needs good education so that it can improve employee work performance. This is in line with the results of previous research conducted by Nurasyiah Hidayat's 2017 research entitled "The Effect of Training (Education and Training) on Employee Work Performance at Bank BPR Rokan Hulu". it is known that 0.396 which shows that 39.6% of work performance at the Bank BPR Rokan Hulu office is influenced by Education and Training. In addition, from the results of the analysis, through the t-test results obtained $t\text{-count} 5.915 > t\text{-table} 1.993$ and a significance level of $0.000 < \text{significance value of } 0.05$. Based on these results, training has a significant effect on work performance. Training is a well-organized method that aims to improve skills, insight, and make it easier for new employees to understand their work. With the training held by Andi Jemma Masamba Airport, North Luwu Regency periodically with frequent intensity, it will have a positive effect on the development of employee performance so that the quality and output of employees will increase. This is in line with the results of previous research conducted by Wadzibah Sukmawati's 2023 research entitled "The Effect of Education and Training (Diklat) on the Work Performance of State Civil Apparatus (Asn) Employees at the Village Office in Minasatene District, Pangkep Regency". it is known that 0.373 shows that 37.3% of work performance in the Kelurahan Office in Minasatene District, Pangkep Regency, is influenced by Education and Training. Based on the results of research conducted at Andi Jemma Masamba Airport, North Luwu Regency, it was found that education and training simultaneously or together have an effect on employee work performance. This can be seen that the calculated F value is greater than the F value ($36.067 > 3.12$). The determination coefficient (R square) shows that the Education and Training variables have an effect on employee work performance at Andi Jemma Masamba Airport, North Luwu Regency by 50%, the remaining 50% is explained by other variables or other factors not explained in this study.

4. Conclusion

Education has a positive and significant effect on work performance. This means that the higher the education, the better the work performance of employees at Andi Jemma Masamba Airport, North Luwu Regency. Training has a positive and significant effect on work performance. This means that the higher the education and training, the better the work performance of employees at Andi Jemma Masamba Airport, North Luwu Regency. Thus, education and training are able to play an important role in improving the quality of individuals as well as in preparing reliable workers for the Company. Based on the research that has been done, the suggestion that can be concluded is that the Agency must pay attention to and ensure that education and training continue to be in the good category and are perfectly collaborated. So it is better for this indicator to be considered before the work assessment is carried out so that it is right on target so that it does not cause work pressure and stress for employees, so that it can run well and have a good effect on Employee Performance. This study only examines two variables that are in accordance with the title of the study. It is expected that further research can develop more variables using a wider population and sample studied, considering that there are many other variables that affect work performance, such as work environment and experience.

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