

Employee Performance at the Semarang District Social Service and Education Level

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Abstract: Global environmental changes have increased the complexity and disarray of the competitive environment, resulting in severe competition and placing pressure on each player to hone their creative business skills. At this point, the company realized that using its human resources would be its last remaining option for resolving the problem. In other words, enhancing organizational performance motivates staff to produce top-notch work. As a result, from the beginning of the job relationship until it is over, efforts must be made effectively. Discipline may motivate workers to carry out any duty successfully. Therefore, you must try to become an expert in the discipline. This study set out to determine how much the employees' level of education and work ethic influenced their performance at the Semarang District Social Service. The data used in this inquiry were based on the survey's fundamental information. The sample for the study consisted of every employee of Semarang District Social Service.

Keywords: Employee performance, social service, education,

INTRODUCTION

An insider's ability to complete his duties in accordance with the tasks allocated to him in order to accomplish the goal. Education is directly tied to one's existence because its goal is to help students build inner traits that will last throughout their lives and because they will always exist. Due to the fact that a college education is a shared obligation among the community, family, and college. Education counseling enables people to advance and develop toward inner excellence. Given that Indonesia's educational system struggles to compete with those of wealthy nations, education in Indonesia is a crucial aspect.

The same holds true for an employee's level of education. A crucial component of human resource management is training. Training acts as a foundation for self-development and the capacity to use all available tools and infrastructure to complete activities efficiently. It also

enhances knowledge for performing work directly. In other words, training not only increases the information needed to complete jobs instantly, but also gives employees the chance to make judgments while they are at work.

METHODOLOGY

Applied quantitative technique study for data collecting research This. This approach tries to characterize the characteristics of study objects while utilizing quantitative data collecting, analysis, and testing statistics. other source For data collecting, a variety of related material, such as journals, earlier research, and the Internet, is used. Analysis of this research also included the use of descriptive statistics, coefficient correlation, correlation between variables, and hypothesis testing. Direct distribution of questionnaires to respondents allowed for the collection of this data. Respondents are asked to answer questions about the impact of work

discipline and educational attainment on employee performance. 30 people make up the study's population, according to data from the Social Service Department of the Semarang Regency. Additionally, each of the 30 sampled individuals worked for the Regional Social Service of Semarang Regency.

RESULTS AND DISCUSSION

The T test is essentially used to determine if the independent factors (educational attainment, X1), and work discipline, X2, have any influence on the dependent variable (employee performance). The phases of testing are completed before performing the partial t test, and they are as follows: 1. Establishing the Hypothesis Ho: Educational Background and Work Conduct The impact of independent variables on the dependent variable is minimal. Ha: Independent qualification variable Education and discipline coexist in an indirect, variable-dependent way. 2. Find out what level of confidence is significant to utilize in the study. If we use another level, the significance (alpha) would increase by 5%. 3. Establishing test conditions to compare t-count and t-table results. Ho is rejected and Ha is accepted if the t count is more than the t table, and the opposite is also true. If t-count > t-table, Ho will accept and Ha will reject.

As for the outcomes of the study's hypothesis testing, they are shown in the following table:

Model	Unstandardized Coefficients		standardized Coefficient	Q	Sig.	
	B	std. Error	Betas			
1	(Constant)	-.651	3,554	-.183	.856	
	Level Education	.330	.130	.306	2,491	.019
	Work Discipline	.676	.133	.622	5065	.000

Source: processed results SPSS

Table 2's results analysis demonstrates the mark T-count for the variables Qualification, Education, and Work Discipline. It is first necessary to ascertain the t-table value that will be utilized in order to determine whether to accept or reject H_0 . Add a t-table. This depends on the degree of freedom's magnitude and the level of significance applied. Studying data observation This test is two-way in nature because there is no implied influence variable free to the dependent variable to determine if it has a positive or negative influence. There are 30 respondents, a use level significance of 5%, and a t-table value of 2.037 are obtained.

- a) The education level variable X1 The value of t is determined for the variable level Education as big $2,491 > t$ table 2037 based on the table above. We can conclude that H_0 was rejected and H_a was accepted based on the significance level (sig.) of 0.019 to 0.05. This shows that the independent variable's (educational qualification) influence on the dependent variable's (performance employee) influence is positive and substantial.
- b) X2 Variable Work in Discipline According to the table above, Work Discipline variable mark t count is $5.065 > t$ table 2.037 and a significance value (sig) 0.000005; this indicates that Work Discipline variable influence Performance Employee on Regional Social Service Semarang Regency in a positive and significant manner.

Test F

Use of Test F To know how to influence variable free and variable bound in a similar way.

**Table 5:
results test F**

Model		sum of Squares	df	Means Square	F	Sig.
1	Regression	146,374	2	73,187	26,834	,000 ^b
	residual	79,095	29	2,727		
	Total	225,469	31			

Source: processed by SPSS

According to the test results, the significance for the relationship between employee performance and level of education and discipline is as high as 0.00 0.05, and the f count $26,834 > 2.90$ mark f table. There is a considerable relationship between employee performance and level of education and discipline work, as shown by the evidence that H 0 is rejected and H 1 is accepted.

Stage Of Education

According to the study's findings, there is a positive impact on employee performance (Y) and a negligible impact on education level (X 1). Matter This Can in From Results Testing Hypothesis that Variables Level Education (X 1) Own Mark t Count (t Hits) = $2.491 > t$ Table (t Tab) = 2037 And Mark Significant $0.054 > 0.05$. From it, it is possible to get the incorrect conclusion that education is a key component in boosting employee performance.

CONCLUSION

The following inferences can be made in light of the data analysis results and the discussion of the impact of each described variable:

- 1.) Test two independent variables simultaneously. Education and discipline levels Worker effect is clearly good.
- 2.) Employee performance is positively and significantly impacted by education level.
- 3.) The performance of official employees in the Semarang Regency's social sector is positively and significantly impacted by the work discipline variable.

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