The Effect of Education Level and Work Discipline on Employee Performance at the Medan Selayang District Office

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ABSTRACT

The purpose of this study was to determine the effect of education level and work discipline on employee performance at the Medan Selayang District Office. This research is associative research. Population in this study were employees of the Medan Selayang sub-district office totaling 36 respondents, and the calculation uses a saturated sample where the technique of taking all members of the population. The data collection methods in this study are questionnaires, interviews and literature studies. The data analysis method uses descriptive descriptive method and multiple linear regression analysis with a significant level of 0.05. Test results F test results show that the level of education and work discipline have a positive and significant influence on the dependent variable, namely employee performance. Based on the test of the coefficient of determination (R2) test shows that the Adjusted R Square value is 0.80%, meaning that the level of education and work discipline affects employee performance by 80% and the remaining 20% can be explained by other factors not examined in this study.

Keywords: *Education Level, Work Discipline, Employee Performance*

I. INTRODUCTION

The most crucial element in an organization's success is employee performance. Performance is the outcome of the organization's human resource operations that produce outcomes based on the standards and quality that the organization has established. Each employee's productivity is impacted by good performance, which also helps the firm reach its overall objectives. A person's

performance is the outcome of finishing the duties given to him; it depends on time, experience, talents, and seriousness. (Ernawati and Rochmah 2019).

To improve performance, there must be a clear division of tasks among the work program programs that will be carried out by employees. With good performance, an organization or organization can perform its duties by collecting, organizing, and coordinating tasks for the organization and enabling directed cooperation, which results in efficiency and effectiveness (Setiawati and Andayani 2021). This will help the organization or agency achieve its goals according to the previous plan. Given that performance is needed to increase work productivity, every worker can be required to continuously improve their performance to perform the tasks assigned to them, namely providing good service to the community. Seeing the needs of the community who always ask for quality and maximum service, it is hoped that employees who work are able to carry out their duties well, fast service by paying attention to existing procedures and quality by having knowledge according to their field of work.

Table 1
Performance Achievement of Medan Selayang Sub-district
Year 2016-2020

Performance Indicators according to SKPD Duties and Functions	Year	SKPD Restra Target Year-	Year-to-Date Achievement Realization
Persentase Meningkatnya Penyerapan Aspirasi Masyarakat dalam Perencanaan Pembangunan	2016	100%	83%
	2017	100%	75%
	2018	100%	83%
	2019	100%	90%
	2020	100%	28%

Based on Table 1 in 2016-2019 the performance of community achievement in development planning was relatively high and stable. The realization of achievements almost reached the 100% target every year, with the highest percentage in 2019 at 90%. In 2020 there was a significant decline in the realization of achievements, only reaching 28%. This decline was caused by the COVID-19 pandemic that began to spread widely that year which resulted in many restrictions on social activities and delays in government activities including planning and absorption of aspirations from

the community. After 2020, Medan Selayang Sub-district took steps to recover and improve employee performance and absorption of community aspirations.

To assess performance improvement after the 2020 pandemic, employees from the head of the general department were interviewed. To restore and improve employee performance and meet community aspirations, Medan Selayang Sub-district used digital platforms to hold virtual meetings and collect community aspirations through web-based applications and surveys; provided intensive training programs for employees on digital skills and crisis management to improve effectiveness in carrying out tasks; and created employee collaboration. This shows how Medan Selayang Sub-district successfully adapted to the situation after the pandemic and restored and improved the performance of employees who previously experienced a significant decline in the absorption of community aspirations. However, variations in job performance by employees, especially with regard to different levels of education, are shown by the challenges that affect their performance, and different work disciplines affect the consistency and quality of their performance.

To achieve optimal performance, employees need to complete the tasks they are responsible for, supported by the application of their expertise. The level of education is a factor that affects performance. The level of education is very important and influential in organizations because the level of education also affects employee performance in an organization. According to Artha & Dharma, (2022) the level of education is a long-term process that uses systematic and organized procedures, in which the managerial workforce learns conceptual and theoretical knowledge for general purposes. Education adds knowledge not only directly to the performance of tasks but also serves as a foundation for self-development and the ability to use all resources to carry out tasks efficiently. In other words, education adds knowledge not only directly to the performance of tasks but also enables one to make decisions in the workplace.

Future success greatly depends on education as the basis for forming, preparing, nurturing, and developing human resource capabilities. The purpose of the education is to match the employees' most recent level of education to the

requirements of the position they hold and to match their education to the type of work they do. Higher education and in accordance with the field of work position held will enable employees to think one step ahead and think about the right plans and prospects to be implemented.

There are several office employees who have differences in positions held with the level of education that is not in accordance with the main functions and duties in carrying out their duties so that they are less precise in placing their jobs. This is also supported by a statement from the head of the general staffing section stating that employees who are not in accordance with the level of education can affect the performance of the work performed. Like the Treasurer who should have a higher education such as S1 or S2 because his job involves managing the organization's finances, and can face difficulties in managing and analyzing financial data appropriately. Likewise, Data and Information Managers should have higher education such as S1 or S2 to understand more about data analysis and information strategies needed by the organization. Meanwhile, the Office Keeper who has an S1 education level may be over-educated for a job that should require more practical and hands-on skills. Meanwhile, employees in the Office Administration field with a high school education level may not have enough knowledge and skills to do their jobs well.

II.   LITERATURE REVIEW

Definition of Employee Performance

Performance is one of the methods used by leaders to measure the results or quality and quantity achieved by employees. According to the success of the duties and responsibilities given by the leader is inseparable from the quality of employee performance, where employees work on organizational work programs that are in line with the vision and mission of the organization so that goals can be achieved optimally (Laela, 2023). Performance is the outcome of work done by an organization within a specific time frame in compliance with their respective roles and duties and finished in a specific amount of time to meet an organizational objective. (Lisawanto 2021).

In general, performance refers to all of an organization's actions or operations throughout a given time period in relation to a variety of standards, including past or

predicted costs based on efficiency, responsibility or managerial accountability, and similar criteria (Saman Farisi, 2021). Employee performance is a person's achievement in achieving predetermined targets that can be measured through the work achievements produced by fulfilling their respective responsibilities within a predetermined period of time (Juniarti 2020). According to Bagudek Tumanggor & Rosita Manawari Girsang (2021) Employee performance is an employee's maximum expected ability in carrying out his duties ranging from attendance, teamwork, continuous coordination to the ability to solve problems related to duties and responsibilities in a timely manner. including contributing through good attitudes and behavior according to predetermined work standards, both for the benefit of the agency itself and in the environment where employees work.

Definition of Education Level

Education is an endeavor to broaden one's knowledge, which includes improving one's theoretical understanding and decision-making abilities in order to accomplish objectives (Laela, 2023). The goal of the education program is to match the last level of education that employees have with the requirements of the position they hold and to match the formal education that employees have with the type of work they do Edi Yusman (2021). According to Na (2021) argues that recruiting highly educated people can affect organizational characteristics, with education it can be applied in all better ways so that this will bring good luck in government and management and personnel advances.

According to Ihsanuddin (2022) the level of education is a person's activity in developing attitudes, abilities, and forms of behavior for current life and for future life, whether in an organization or not. The level of education is a long-term process that uses a systematic and structured approach in which management employees acquire conceptual and theoretical knowledge to achieve general goals. According to Laia (2021), a person's level of education has the ability to improve performance and improve the quality and competitiveness of an organization and improve performance through better interaction between workers and leaders and provide the ability to work in a timely manner.

Definition of Work Discipline

Basically, discipline is an obedience that is supported by awareness to complete duty obligations and behave in accordance with standards of behavior that should apply in certain circles. Work discipline is the capacity of an individual or group (an organization) to uphold the ideals of certain rules and life objectives in their day-to-day activities by adhering to laws, norms, regulations, and principles. Salwan (2019) describes work discipline as an attitude of respect, appreciation, obedience, and obedience to existing organizational regulations. It also means that a person has the ability to carry out these regulations and is ready to accept the consequences for failure.

According to Kholik (2023) work discipline can also be defined as an attitude that is in accordance with certain circumstances in which members of the organization are subject to applicable regulations with a sense of satisfaction to achieve organizational goals. As stated by Sutanjar and Saryono (2019), work discipline is an important component in supervising human resource management. Work discipline is very important for employee success. Discipline is a condition that occurs through various steps and attitudes that show a controlled desire to comply with established values, standards, and rules. Fitriana & Siagian (2020) describe discipline as this state.

Work discipline is very important for employee success. According to Situmorang & Siagian (2022), a high level of discipline enables the best performance. Discipline is a condition that shows control of the desire to follow established standards, values, or rules. All employees must have a sense of responsibility and discipline when working.

III.   **METHODS**

Associative research is used in this work. The goal of associative research, is to ascertain whether or not there is a relationship between the independent and dependent variables, as well as the strength and significance of that relationship. In this investigation, quantitative data was used. The data sources used in this study are as follows: Primary data in this study were obtained directly from respondents' perceptions or answers to the statements contained in the questionnaire which was the object of this study, Secondary data in this study were obtained from several

literatures both from books, journals or documentation. Secondary data refers to information collected from existing sources.

The following methods of gathering data were employed in this study:

1. Observation or direct observation, namely conducting direct observations of the situation of the development of the agency under study and the procedures that exist in the agency at the time of the research.

2. Interview, namely conducting questions and answers (face to face) with the organization that has the authority to provide information or data provided in this study.

3. Literature Study, namely the review of related literature which contains a systematic description, critical analysis and evaluation of relevant texts.

4. Questionnaire, specifically the method that involves giving respondents questionnaires in the form of statements or questions, which they then promptly return to the researcher.

IV.   RESULTS
Classical Assumptions

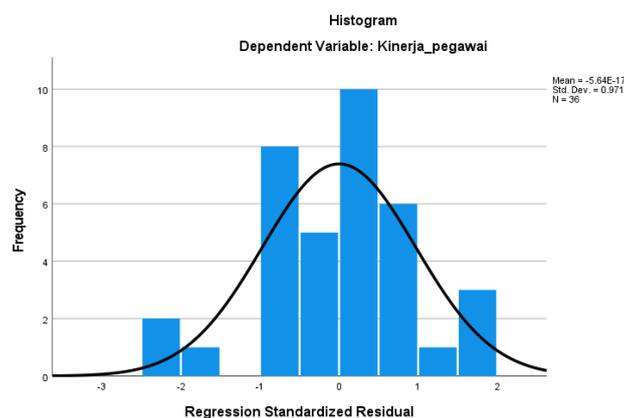**1.Normality Test**

a. Histogram Approach

Figure 1
Histogram Normality Testing Results

The bell-shaped distribution of data in Figure 1 shows that the variables are normally distributed, meaning they do not vary to the left or right.
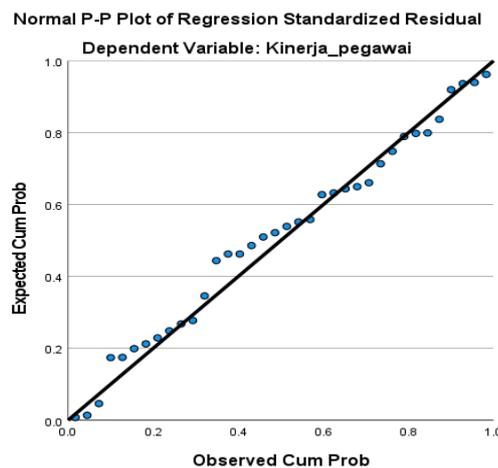
` **b. Normal P-P Plot Graph Approach**

Figure 2
Normal Probability Plot Test

Figure 2 illustrates how the image displays points that follow the diagonal line of the data. This suggests that the residuals of the researcher are within typical limits. However, the Kolmogorov-Smirnov test is used to further confirm that the data is regularly distributed along the diagonal line.

c. Kolmogorov-Smirnov Approach

Table 2
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		36
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	2.31250395
Most Extreme Differences	Absolute	.109
	Positive	.057
	Negative	-.109
Test Statistic		.109
Asymp. Sig. (2-tailed)[c]		.200[d]

Table 2 shows that Asymp. Sig. (2-tailed) of 0.200 is greater than 0.05, indicating that the data distribution is considered normal and suitable for additional analysis. The results show that, although there is variation (standard deviation), the standard deviation of 2.312 indicates that, although the mean of the data is 0, there is significant variation among the data values. This result suggests that individual values tend to

be scattered around a sizable mean. It does not interfere with the assumption of normality; rather, it indicates high quality data that can be studied further. Overall, the Kolmogorov-Smirnov test results of these 36 observations show that the data follows a normal distribution, indicating that there is no significant departure from normality.

2. Multicollinearity Test

Table 3
Multicollinearity Test

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Tingkat_pendidikan	.267	3.743
	Disiplin_Kerja	.267	3.743

It is known from Table 3 that all independent variables have tolerance values more than the determination value of 0.1 and VIF values less than the determination value of 10. Thus, it can be concluded that multicollinearity issues do not exist in the data in this study.

3. Heteroscedasticity Test

Scatterplot
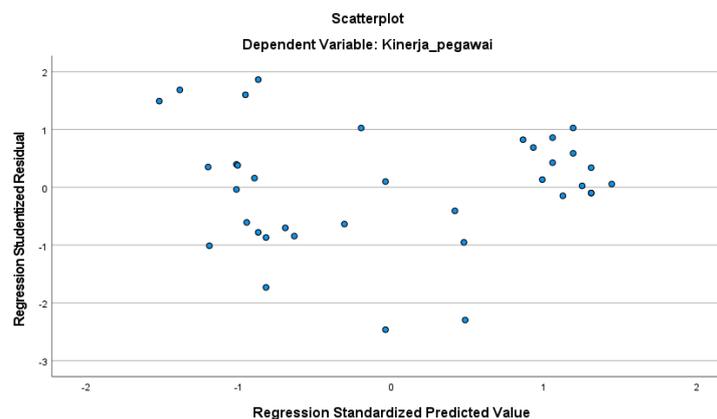Dependent Variable: Kinerja_pegawai

Figure 3

The graphical method indicates that there is no heteroscedasticity in the regression model that is worth adopting because Figure 3 shows no discernible pattern and the dots are dispersed above and below the number 0 on the Y axis.

Hypothesis Test Results

Test t (Partial Test)

The t-test is used to determine if employee performance is partially impacted by work discipline (x2) and educational attainment (x1), respectively. The t table is found as follows in order to test this hypothesis:

Probability = 5% or (0.05)

df = n-k-1

df = 36-2-1

df = 33

ttabel = probability X df

ttabel = 0.05 X 33

Then, the ttabel value is obtained = 2.034

Table 4
Partial Test (T Test)
Coefficients[a]

Model		B	Std. Error	Beta	t	Sig.
		Unstandardized Coefficients		Standardized Coefficients		
1	(Constant)	.588	1.355		.434	.667
	Tingkat_pendidikan	.606	.149	.593	4.056	.000
	Disiplin_Kerja	.323	.139	.339	2.317	.027

The results of the analysis using the help of the SPSS program obtained the following results:

1. Employee performance is positively and significantly impacted by the education level variable. A significant value (0.000) < 0.05 and a t-hitung (4.056) > in relation to the t-table (2.034) suggest this.

2. Employee performance is positively and significantly impacted by work disciplinary elements. A significant value (0.027) < 0.05 and a t-count (2.317) > in relation to the t-table (2.034) imply this.

F test (simultaneous)

The purpose of this test is to determine how the independent variables of work discipline and educational attainment affect the dependent variable of employee

performance, either jointly or separately. The following steps can be taken to test this hypothesis and determine the F table:

Probability = 5% or (0.05)

df 1= k

df 2= n-k-1

F table = probability X (df 1) X (df 2)

F table = 0.05 X 2 X 33

So, obtained F table = 3.266

Table 5
Simultaneous Significance F Test Results (F-Test)

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	804.720	2	402.360	70.941	.000[b]
	Residual	187.169	33	5.672		
	Total	991.889	35			

a. Dependent Variable: Kinerja_pegawai

b. Predictors: (Constant), Disiplin_Kerja, Tingkat_pendidikan
Sumber : Hasil Penelitian 2024, data diolah

According to Table 5, the F-table value at the 95% confidence level ($\alpha = 0.05$) is 3,266 and the F-count value is 70,941 at a significance level of 0.000. Consequently, the significance level is smaller than 0.05 and the F-count is larger than the F-table in both computations, suggesting that the factors' influence Employee performance is positively and significantly impacted by work discipline and educational attainment..

Test Coefficient of Determination (R2)

Table 6
Test Results of the Coefficient of Determination

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.901[a]	.811	.800	2.38155

a. Predictors: (Constant), Disiplin_Kerja, Tingkat_pendidikan

b. Dependent Variable: Kinerja_pegawai

Based on Table 6 above, it can be seen that the Adjusted R Square value of 0.800 means that 80% of employee performance can be explained by the level of education (X1) and work discipline (X2). While the remaining 20% can be explained by other factors not examined in this study.

1.   **The Effect of Education Level on Employee Performance**

Based According to the data, the education level variable has a positive and significant impact on employee performance. This is indicated by the significant value (0.000) which is less than 0.05 and the calculated value (4.056) which is greater than the t-table (2.034). If H_0 is rejected and H_a is accepted, then employee performance will increase by 0.606 as the education level variable is increased by one unit.

Through better interaction between fellow employees, the level of education can improve organizational quality and individual performance. The researcher found that most employees responded positively and expressed their agreement, but some disagreed. The main factor causing this disagreement is the issue of education that is not in accordance with job competencies in carrying out their respective duties and functions.

This study supports that of Ihsanuddin (2022) at the City Government's Social Service in Sidimpuan, who discovered that employee performance is positively and significantly impacted by educational attainment. Research by Laia (2021) in the Siduaori District Head Office, Nias Regency, which employed the saturation sampling approach with a sample of 30 respondents, further supports this study.

2.   **The Effect of Work Discipline on Employee Performance**

Work discipline has a favorable and strong impact, according to the variable. The significant value (0.027) <0.05 and t-count (2.317)> in comparison to the t-table (2.034) demonstrate this. This indicates that H_0 is rejected and H_a is accepted, indicating that an increase of one unit in the work discipline variable will result in a 0.323 rise in employee performance.

Discipline is a condition that occurs through stages and various attitudes that indicate a controlled willingness to comply with established values, norms, and regulations. Based on the results that have been carried out by researchers, most employees give positive responses and agree, but there are also some employees who

disagree. The main reason for disagreement is due to work discipline issues. Some respondents sometimes may not fully understand what they are instructed about their responsibilities so that this ignorance causes doubts that interfere with focus on accuracy when working. This needs to be considered by the organization to build a culture that encourages openness and two-way communication so that they feel comfortable to express confusion or incomprehension in carrying out their duties.

This study is consistent with research by Lasut (2021) at RRI Monokwari using the saturated sampling method with a sample of 80 respondents, which found that work discipline has a positive and significant impact on employee performance. Prasetyo (2024) at the Jaya Bakti Village Office also found that work discipline has a positive and significant impact on employee performance using the saturated sampling method with a sample of 50 respondents.

3.   The Effect of Education Level and Work Discipline on Employee Performance

That The F test indicates that, at a significance level of 0.000, the F-count value is 70.941. At the 95% confidence level ($\alpha = 0.05$), the F-table is 3.266. Thus, the variable effect of education level and work discipline has a positive and substantial effect on employee performance, as demonstrated by both computations, where F-count> F-table and the significance threshold (0.000) <0.05.

Employee performance is the key to an organization's success. The two main factors that influence employee performance are education level and work discipline. One of the aspects of the level of education in the statement regarding, "Good education makes good quality work results,". Employees stated that education provides basic knowledge and skills that are important for them in carrying out their duties. This reflects that employees realize that education is a means to improve competence which ultimately has an impact on the quality of work results. Furthermore, in the context of work discipline, the statement "In my opinion, attendance is very important in upholding work discipline," shows that employees share the view that consistent attendance affects their commitment to work. This confirms that discipline in attendance goes hand in hand with good performance, as disciplined employees are more literate in carrying out their duties.

This research is in line with research conducted by research conducted by Hamzah (2019) at the East Lampung Regency Personnel, Education and Training Agency using the saturated sampling method with a sample of 34 respondents and strengthened by research conducted by Asa and Wahida (2023) at Muhammadiyah Palopo University using the saturated sampling method with a sample of 32 respondents, which states that the level of education and work discipline has a positive and significant effect on employee performance.

V.   CONCLUSION

The results of this study are to determine and analyze how much influence the level of education and work discipline on the performance of employees of the Medan Selayang District Office. From this research it can be concluded.

1. In this instance, Hypothesis 1 is accepted since the findings demonstrated that employee performance at the Medan Selayang sub-district office is positively and significantly impacted by educational attainment.

2. In this instance, Hypothesis 2 is accepted since the findings demonstrated that work discipline significantly and favorably affects employee performance at the Medan Selayang sub-district office.

3. In this instance, Hypothesis 3 is accepted since the findings demonstrated that employee performance at the Medan Selayang sub-district office is positively and significantly impacted by work discipline and educational attainment.

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