

**The Influence of Education Level and Work Environment on Employee Performance
Mallawa Subdistrict Office Maros****Wahyu Erdiansyah¹⁾, Muchriady Muchran²⁾, Andi Risfan Rizaldi³⁾**Management Study Program, Faculty of Economics and Business, Universitas Muhammadiyah Makassar,
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Email : wahyuerrddd@gmail.com¹⁾, muchriady@unismuh.ac.id²⁾, andi.risfan@unismuh.ac.id³⁾**Abstract**

The purpose of this study is a type of quantitative research with the aim of determining the effect of education level and work environment on the performance of Mallawa District office employees, Maros Regency. This sample was taken from the Mallawa sub-district office of Maros Regency. The type of data used in this study is quantitative data obtained from questionnaires that are shared and relate to the problem under study. Data collection is carried out by observation and distribution of questionnaires. In this study, the data sources used in data collection include primary data and secondary data. The research instrument used in this study used the Likert scale method. Based on the results of data research using statistical calculations through the Statistical Package for the Social Science (SPSS) version 29 application regarding the influence of education level and work environment on the performance of Mallawa Subdistrict office employees of Maros Regency which has been discussed from the previous chapter, the author draws an important conclusion, namely the level of education and work environment have a positive and significant effect on employee performance..

Keywords: Education Level, Work Environment, and Employee Performance**INTRODUCTION**

Resource Management People (HRM) is an asset Main and important parts of a organization or company. Management Human Resources (HRM) who Strategic states that employees in all fields of work and Job rate is good from the angle structural to functional view. Employees are one factor important in production then must be used to the maximum and as productive as possible. Purpose of a the organization or agency will not realized without the active role of employees Although the tools that the agency has it's already so sophisticated and complete (Dwiarti R. & Wibowo A. B., 2018).

Today every organization, including government agencies is expected provide the best service. Such is the case with the apparatus government as public servant and Government servants, are required to be able to provide the best service to the community because of this already one of the functions that must be run by a government that has the task of organizing the whole process of implementation development in various sectors Life starts from the central level up to the regional level.

Performance in the organization is the answer to success or whether or not the goals of the organization that have been Set. Bosses often don't pay attention to this unless already very bad or everything so wrong. Bosses often don't Knowing how poorly the performers are Its declining employees so that the organization or agency facing a serious crisis.

Education is not something that is alien to society Indonesian. Education is required by Everyone, it can even be said that everyone gets Education from all walks of life social (Walangitan M. B. et al., 2017).

According to Sedarmayanti (2017), The working environment is the whole the system in which a person works, work procedures, and arrangements for work both individually and group. Therefore, it can be concluded that the environment Ideal work will improve Employee productivity that will Improve employee performance. Education Level and environment Work is an important factor that Influencing employee performance in every organization, including in the office Mallawa sub-district. Education plays a vital role in forming knowledge, skills, and attitudes of individuals, While the work environment includes various aspects, such as culture organization, facilities, and support Management.

Office employee performance Mallawa sub-district is crucial Because the sub-district is a unit Direct public service Connecting with the community The sub-district office has a role strategic in providing services Administration and Public Service to citizens at the government level local. Based on the background and initial survey conducted that Based on observations the author sees where the importance of the level Education and Work Environment on the Performance of Office Employees Mallawa sub-district shows where the given workload is not according to the final education level of the employee so that the employee having difficulty in completing tasks. Then the environment work that is less supportive such as a workspace that is too small to occupied by many people, then tables, chairs and so on are not well organized. Thus the author is interested in doing research entitled " The Influence of Education Level and Work Environment on Employee Performance Mallawa Subdistrict Office Maros."

RESEARCH METHODS

This research uses a quantitative approach using primary and secondary data sources. The population in this study was all 34 employees at Mallawa Subdistrict Office. The sample in this research was all employees of Mallawa Subdistrict Office. The technique used in this research uses a questionnaire using a Likert scale.

RESULTS AND DISCUSSION

A. Analysis of Respondent Characteristics

The purpose of this study was to analyze those related to respondent ideology which includes gender, age, education and Length of work

a. Gender

Gender is the difference between female and male by nature, role, and position. The table is as follows:

Table 1 Characteristics of respondents by gender

Gender	Frequency	Presentase (%)
Man	25	73.5
Women	9	26.5
Total	34	100.0

Table shows the number of male respondents as many as 25 people or 73.5% and respondents of the same gender female genitalia as many as 9 people or 26.5%.

b. Age

Table 2 Characteristics of respondents by age

No	Age	Frequency	Frequency %
1	20-25	1	2.9
2	26-30	1	2.9
3	36-40	10	29.4
4	>41	22	64.7
Sum		34	100%

Table shows the number of respondents aged 20-25 1 person or 2.9% year, 26-30 years old as many as 1 person or 2.9%, aged 36-40 years as many as 10 people or 29.4%, and >41 years old as many as 22 people or 64.7%.

c. Education Level

Table 3 Characteristics of Respondents Based on Education Level

Education Level	Frequency	Presentase %
SLTA	11	32.4
S1	22	64.7
S2	1	2.9
Total	34	100.0

Table shows the last educated respondents Senior high school as many as 11 people or 32.4%, the last education is S1 as many as 22 people or 64.7%, and the last education was S2 as many as 1 person or 2.9%.

d. Length of work

Table 4 Characteristics of Respondents Based on length of work.

Length of work	Frequency	Presentase %
<1 years	2	5.9
1 - 5 years	1	2.9
6 – 10 years	5	14.7
>11 years	26	76.5
Total	34	100.0

Table shows respondents who have a working period of <1 year as many as 2 people or 5.9%, a working period of 1-5 years as many as 1 person or 2.9%, a working period of 6-10 years as many as 5 people or 14.7%, and a working period of >11 years A total of 26 people or 76.5%.

B. Research Instrument Test

A study will be said to be valid when all regulations in this study meet the standards of validity and reliable tests

1. Validity and Relalibility Test

a. Validity Test.

The Validity Test is used to measure whether or not it is valid a questionnaire. A questionnaire is said to be valid if the question in the questionnaire is able to reveal something that will be in measure by the questionnaire. Where if r-count is greater than r table, the question item or indicator is declared valid.

Table 4 Validity Test

Variabel	Item	r Hitung	r Tabel	Keterangan
Education Level (X1)	X1.1	0.727	0.338	Valid
	X1.2	0.665	0.338	Valid
	X1.3	0.661	0.338	Valid
	X1.4	0.687	0.338	Valid
Work Environment (X2)	X2.1	0.599	0.338	Valid
	X2.2	0.590	0.338	Valid
	X2.3	0.521	0.338	Valid
	X2.4	0.538	0.338	Valid
	X2.5	0.470	0.338	Valid
	X2.6	0.542	0.338	Valid
	X2.7	0.447	0.338	Valid
	X2.8	0.558	0.338	Valid
	X2.9	0.570	0.338	Valid
	X2.10	0.581	0.338	Valid
Employee Performance (Y)	Y.1	0.607	0.338	Valid
	Y.2	0.692	0.338	Valid
	Y.3	0.406	0.338	Valid
	Y.4	0.727	0.338	Valid
	Y.5	0.683	0.338	Valid
	Y.6	0.568	0.338	Valid
	Y.7	0.428	0.338	Valid
	Y.8	0.634	0.338	Valid

Based on the data in the table above, it shows that the value of rcalculate is greater than the value of the r-table. This signifies that for the validity test the data indicated from the validity test that Education Level (X1), Work Environment (X2), and Performance variables Employee (Y) is all valid

b. Reability Test

Variabel	Level Signifikan	Cronbach Alpha	Keterangan
Education Level (X1)	0.60	0.604	Reliabel
Work Environment (X2)	0.60	0.724	Reliabel
Employee Performance (Y)	0.60	0.733	Reliabel

To find out the level of reliability of a variable is carried out by using Cronbach Alpha values > 0.6 or 0.60.

2. Test Classical Assumptions

a. Normality Test

In this study, the normality test aims to test whether In regression models, the dependent variable

and the independent variable has a normal distribution or not. This test uses Kolmogorov-Smirnov test.

Tabel 6 Normality Test

One-Sample Kolmogorov-Smirnov Test			
			Unstandardized Residual
N			34
Normal Parameters ^{a,b}	Mean		.0000000
	Std. Deviation		2.03259943
Most Extreme Differences	Absolute		.125
	Positive		.125
	Negative		-.090
Test Statistic			.125
Asymp. Sig. (2-tailed) ^c			.195
Monte Carlo Sig. (2-tailed) ^d	Sig.		.189
	99% Confidence Interval	Lower Bound	.179
		Upper Bound	.199
a. Test distribution is Normal.			
b. Calculated from data.			
c. Lilliefors Significance Correction.			
d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.			

Based on the results of the normality test, the value of Asymp.Sig can be known.(2-tailed) of 0.195 > 0.05, therefore this study meets normality test requirements, or it can be interpreted that this research data normally distributed.

b. Multikolinearity Test

Tabel 7 Multikolinearity Test

Model		Coefficients ^a				Collinearity Statistics		
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Tolerance	VIF
B	Std. Error	Beta						
1	(Constant)	15.115	5.452		2.772	.009		
	Tingkat Pendidikan	.545	.236	.346	2.304	.028	.983	1.017
	Lingkungan Kerja	.258	.098	.397	2.644	.013	.983	1.017
a. Dependent Variable: Kinerja Pegawai								

Table shows that all tolerance values above 0.10 and all VIF values below 10 which means no occurrence Multicollinearity and data are worth using.

c. Heteroscedastisity Test

Tabel 8 Heteroscedastisity Test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.216	3.247		-.374	.711
	Tingkat Pendidikan	.106	.141	.135	.753	.457
	Lingkungan Kerja	.023	.058	.070	.393	.697

a. Dependent Variable: RES2

Table shows that the significance value is greater than 0.05 means that it can be concluded that in this regression model it is not heteroscedasticity occurs.

C. Statistical Test

Statistical test using multiple linear regression model using SPSS with the following equation results.

Table 9 Hasil Analisis Linier Berganda

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.115	5.452		2.772	.009
	Tingkat Pendidikan	.545	.236	.346	2.304	.028
	Lingkungan Kerja	.258	.098	.397	2.644	.013

a. Dependent Variable: Kinerja Pegawai

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + e$$

$$Y = 15.115 + 0.545 X_1 + 0.258 X_2 + e$$

The interpretation of the regression equation above is:

- 1) The constant (α) has a regression of 15.115 meaning if the Variable Education Level (X_1) And Work Environment (X_2) are considered zero, then there was an increase in employee performance (Y) of 15,115.
- 2) Education Level (X_1) has a regression coefficient of 0.545, meaning if the variable Education Level (X) increases by one unit, then Employee Performance (Y) will increase of 0.545 units with other independent variable conditions remain.
- 3) The regression coefficient of 0.258 means if the variable Work environment (X_2) increase by one unit, then Employee Performance (Y) will experience an increase of 0.258 units with variable conditions Other independents remain.

D. Test the Hypothesis

a. Test t

The t-test is used to find out how far one affects Individual explanatory variables in describing variable variation Bound.

Tabel 10 t-test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.115	5.452		2.772	.009
	Tingkat Pendidikan	.545	.236	.346	2.304	.028
	Lingkungan Kerja	.258	.098	.397	2.644	.013

a. Dependent Variable: Kinerja Pegawai

Based on table it can be seen that the Level variable Education shows t-count (2,304) > t-table (2,039) and grades significance of 0.028 < 0.05. So it can be concluded that the Education Level has a positive and significant effect on Employee Performance. While the Work Environment variable shows t-count(2.644) > t-table (2.039) and significance value of 0.013 < 0.05. So it can be concluded that the Work Environment is influential positive and significant to Employee Performance.

The Influence of Education Level on Employee Performance

The results of this study prove that the Level variable Education partially has a significant effect on Performance employees of the Mallawa District Office of Maros Regency, as evidenced by the results t-test, where the t-count value is greater than the t-table (2,304 > 2,039) and the value Its significance is less than 0.05 (0.028 < 0.05). Coefficient influence the positive sign is caused by the higher the level The education achieved then employee performance will increase. It is shows that Education Level is able to improve Performance Employee of Mallawa Subdistrict Office, Maros Regency. The results of this study show that there is a good relationship. Strong between the level of education and employee performance. Employees who Those with a higher educational background tend to have better ability to apply knowledge and their skills in carrying out their work.

The Influence of the Work Environment on Employee Performance

The results of this study prove that the variables of the Work Environment partially has a significant effect on the performance of office employees Mallawa District, Maros Regency, as evidenced by the results of the t test, where the t-count value is greater than the t-table (2,644 > 2,039) and the value Its significance is less than 0.05 (0.013 < 0.05). Coefficient influence the positive sign is caused by the better the work environment Then employee performance will increase. This shows that the results of this study show that there is a good relationship. significant between aspects of the working environment such as lighting, air temperature, noise, job safety and relations between employees with performance produced by employees. In this study indicates that the working environment at the Mallawa sub-district office Maros Regency

both from infrastructure and relations between employees has been very good in supporting employees in finished the work.

CONCLUSION

Based on the results of the analysis and discussion that has been described Previously, several conclusions will be presented, which are as follows:

1. Education Level has a positive and significant effect on Performance Employees at the Mallawa Subdistrict Office of Maros Regency who Proven through the results of a partial hypothesis test where the value Its significance is $0.028 < 0.05$, and the t-count value is $2.304 >$ The t-table value is 2.039 . Thus the hypothesis put forward Accepted. That is, if the Education Level of employees in the Office Mallawa District, Maros Regency is good, so Employee Performance will getting better and improving.
2. Work Environment has a positive and significant effect on Performance Employees at the Mallawa Subdistrict Office of Maros Regency who Proven through the results of a partial hypothesis test where the value Its significance is $0.013 < 0.05$, and the t-count value is $2.644 >$ The t-table value is 2.039 . Thus the hypothesis put forward Accepted. That is, if the Work Environment at the District Office Mallawa Maros Regency is good, so Employee Performance will be more good and improving.

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