

INFLUENCE OF EDUCATION AND TRAINING, COMPETENCE ON WORK MOTIVATION AND EMPLOYEE PERFORMANCE AT PT. INSURANCE ASTRA BUANA BANJARMASIN BRANCH

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ABSTRACT

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INTRODUCTION

SDM during the time that the organization is focusing on quality is one of the most significant and significant factors in achieving organizational success. In addition, the product in question is less effective when it comes to attracting new customers from day to day. Alhasil, the most important factor in determining a company's success is technology, but there is also dana. There is no such thing as a rumor regarding the kecil

makanan. However, if a significant ukuran exists, a significant number of people will be motivated to work harder and improve their business.

The term "Kinerja Karyawan" refers to a type of ukuran that primarily consists of tenaga kerja or tenaga kerja that is used in the process of producing the desired result (output). Perusahaan mungkin berusaha mengidentifikasi kinerja Karyawan sebagai bagian dari perusahaan di pagi hari. In order to maximize productivity and efficiency in a short period of time, there are a few methods available to employees: utilizing the man-made tenaga kerja. As a result of the fact that I participate in a variety of activities, the mood of other people in the room is tinggi. Mulyadi, Davis, Menurut (1964:484) 63) There are numerous factors that can influence this kinerja. This could be hard work, skill, or boredom. (2015:69) Yusuf Menurut

However, each individual has a keahlian that is different from one another, so the kerja is spread out by the para wakil that has a higher individual capacity. Informasi kemampuan is an essential part of any organization's strategy for determining the optimal karyawan mana and ensuring the same time of day for the organization. In spite of the inspiration, the jawab will never be complete and will never form an organization.

The act of teaching is called pelatihan. Unique, specific, and practical procedure Spesifik was used in the final selection of the project. Praktik and langkah-langkah as a whole should be implemented. The goal of this exercise is to improve the health of a wide range of people during the day.

Pelatihan is a unique method for increasing productivity and efficiency during the process of producing high-quality goods. A program that is referred to as a "program pelatihan" is one that is designed to improve educational outcomes for students. Efektifitas program pelatihan is a method for determining how successful a program is in achieving the goals it sets for itself. Pendidikan, Pelatihan is one of the most important factors in implementing SDM. In addition to serving as a servant, Pelatihan also serves as a servant for Karyawan. Pelatihan strategi signifikan meningkatkan keberhasilan, sehingga akan meningkatkan kinerja Karyawan. The management team focuses on education. According to Jubair Kafau's (2012) research, the following conclusions can be drawn from data analysis: With the help of a technology analysis (tabel frekuensi) Perhatikan, a deskriptif analysis revealed that the majority of responses to questions about different types of education and work were categorized as "tinggi," including Yuyun Yunifar. One of the most significant factors in 2017 was (1) positive and significant motivation. 2) Positive and significant motivation for the anak karyawan, and 3) Positive and significant motivation for the anak. 4) A significant motivation for the employee in relation to the employee's mediating latihan

The following is a definition of competence for you, yourself, and others: According to Wibowo (2016:271), "Competence a In addition, competence has a positive and significant relationship to the performance of PT employees," "Competence a In addition, competence has a positive relationship and significant to PT employee performance," "Competence As part of the study Made Bintang 2019, Telekomunikasi Indonesia Tbk Witel Bandung reported that the analysis of the study showed that competence variable was significant and positive in relation to performance employees.

The primary source of inspiration is a non-profit organization that aims to help the poor, as evidenced by ethnographic research on the Wibowo family. Hamzah Uno

explains that the motivation for work was defined as the one and only strength that was typical for people who were experiencing the direction, intensity, and peril of work for themselves. According to Wibowo (2014): Psychology that identifies, identifies, and then performs voluntary actions in order to achieve goals is called "work motivation."

Employee Execution is the key to understanding how an individual or group can achieve the ideal result. Businesses can be used to identify the employee's performance from the batch. As a means of achieving success in work and limits, disappointment or ability of a particular organization is necessary in order to achieve success in the long run. The SDM's significance to the organization is significant because it is a unique organizational component.

PT. Assurance is provided by PT Asuransi Astra Bahana Banjarmasin Branch. Despite having a long time, Asuransi Astra Buana Branch Banjarmasin did not have a performance with PT. From January 2021 through December 2021, there will be a target that can be achieved, which is the target price of Rp. 125 million. Because of this, the target capacity cannot be achieved. The particular target batch will be produced by target target and target price target target. Because employees do not have a target rating, the insurance company Astra Banjarmasin Branch is not profitable. 100,000,000, but there are 100 people who are affected by this. This demonstrates that a person who lacks experience in the process of selecting a tug of war does not have the ability to do so, and the weapon that is used does not correspond to the weapon of war, thereby enabling the person to realize the potential of the weapon. This scenario contains information regarding CSO in PT. Assuransi Astra Banjarmasin Branch because CSO does not provide comprehensive insurance to the public, resulting in a loss of public trust because CSO does not provide it.

In the event that CSO identified a problem, PT. Astra Buana Banjarmasin Branch also offers a program for caregivers. When a program is implemented, employees are less likely to complete the tasks assigned to them. based on stated goals.

LITERATURE REVIEW

Human Resource Management

Human Assets The executives (human resources on the board) are the use, progress, evaluation, compensation, and the board of people, authoritative individuals or collectives of Simamora Workers (2014:4).

Snell and Bohlander's (2010:) hypothesis, which is also included in this article, is based on one of the earlier hypotheses that was based on the man-made asset that was developed by the subject council. 4) that highlights the fact that everyday management is a process that involves a variety of tasks. from the organization and the staff. The identified factors are Education, Motivation, Inspiration, and Representative Work.

The term "SDM" stands for "manufacturing day" and refers to a professional employee who is responsible for achieving balance between an organization's and a company's operations. This balance is the primary factor that has the potential to significantly improve the quality and productivity of growing. The employee owes it to himself to work efficiently in conjunction with expertly trained personnel in the management of daily operations. According to Mangkunegara (2011), career recruitment, selection, and career placement based on ability and career development

must be the first step in a professional career. One of the most important administrative tasks that contributes to the process of completing, coordinating, executing, and distributing tasks is the day of the human administrator. Procedures in this case refer to the functions or fields of production, marketing, finance, and employees in order to meet the needs of business. Human resource management is systematic from various experiences and research results in the field of human resources owing to the fact that human resources are considered to have an increasingly important role in achieving company goals. Human resource management

According to Ravai Veithzal (2011), "management" can be defined as a method for defining "human resource management." According to Noe, Hollenbeck, Gerhart, and Wright (2011:2), the human asset of executives is a relationship between strategy, practice, and framework that contributes to the tendencies, behavior, and execution of workers in the hierarchy. The show provides the intricacies of human resource training, as well as for example inspection and work plans, human resource management, HR registration, HR selection, HR preparation and creation, remuneration, implementation of ex-Plus, Dessler (2010: 4), management human resources as policy and training in order to improve employee or human resource aspects, such as management positions, hiring or recruiting employees, screening, training, compensation, and evaluation of employee's performance. In addition, the process of building management systems to ensure that potential humans are used effectively and efficiently to achieve company goals referred to as human resources, according to Mathis and Jackson (2012).

Education and Training

Education and training entails a process of employee preservation that is not limited to competent employees, and employees themselves are intended to contribute to the development of a high-quality responsibility. Mangkunegara's Indicators (2015): Methods, Instructors, Participants, Materials, Objectives, and Targets. The formal process of formal education within an organization is the process of acquiring knowledge within an organization. According to Suwatno (2011), "Training" refers to "systematic" or "Knowledge, skill, attitude, and behavior" that a single employee uses to implement a HR standard in their organization or workplace. According to Hardjanto (2010), teaching is a part of the educational process. It is specialized, practical and general. Specific is a method of evaluation that is based on the completed task. Practices and subsequent steps should be able to be implemented.

Performance

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Work Motivation

Inspiring ideas come from Robbert Heller (1998), who defined inspiration as the capacity to grow. A number of people can be influenced by different quality standards. Indicators such as responsibility, achievement, self, and current independence are provided by Hamzah Uno (2012). Work motivation directs and persistence in carrying out voluntary actions directed at achieving goals Kreitner and Kinicki (2008). In 2012, Meanwhile, according to Hamzah Uno p.72) defines the reason for work as an individual's effort to overcome their own fears, intensities, and challenges in order to complete a task.

Competence

Competence can be defined as the ability to formulate or carry out a specific piece of writing or task that is written at the time of keterampilan and writing, as well as its translation into the language of the person writing it. According to Wibowo (2016, p. 271), McClelland defines competence (competency) as a characteristic that distinguishes those who have a long-term interest in, or are able to comprehend, a profitable career. According to this definition, competence is what outstanding performers do in more difficult situations with a lower level of skill than what average performers do. 2011 Veithzal Rivai)

RESEARCH METHODS

The decision-making process is typically carried out in the context of quality control, with the goal of evaluating the differences between the variables. As a result, this study's hypothesis can be used as a starting point for further research. The relationship between two variables, or something else that isn't mentioned in this hypothesis; to explain how a particular variable is derived from or influenced by another variable, or how it differs from another variable or is not. Explanatory models are used to determine the relationship between a given variable and other variables, as well as to generalize between populations. In addition, the paper employs both sample and hypothesis of the paper in the writing format. The logical plan has confidence in measuring, testing the causal relationship of at least two factors using inferential (inductive) factual investigation.

In addition, theory can be developed or changed through the use of explanatory research. Research with a logical plan that can be selected through overview and exam.

With the help of the PLS program Version 3.2.9, a number of data were gathered in order to determine the relationship between the variables education (X1) and competence (X2), training (Y), and intervention (Z). This demonstrates whether or not the relationship between variable independence is significant.

If the probability (p) is less than or equal to the number (p) (0.05), then the hypothesis will be performed. This is because the method used to perform the hypothesis is the one in which the probability (p) is multiplied by the significant's value. In the first

place, if the probability (p) is higher than the value of (0.05), then the hypothesis is not true. However, after conducting a hypothesis, a confirmatory factor analysis is performed to determine the necessary dimensions for determining the factor or construct.

This article's contributor is a variety of PT karawans. 40 people were insured by the Astra Buana Banjarmasin Branch. This 40-person sample is an example of an objective that could be representative of the entire population. In this study, the process of piloting was carried out by experts through a strategy for census, with the goal of gaining control over the entire population (Sugiyono, 2012: 45).

Observations, observations, documentation, and questionnaires are used to gather data for analysis using SmartPLS Version 3.2.9..

HYPOTHESIS

Education, training and competence are thought to have a strong influence on performance, so if these variables are linked together to performance, a significant impact will be obtained.

H1: Training education has a positive and significant impact on Astra Buana Insurance, Banjarmasin Branch.

H2: Competence that has a positive and significant impact on the PT's motivation. Astra Buana Insurance Banjarmasin Branch

H3: Positive and significant teacher education in relation to PT's employee performance. Astra Buana Insurance Banjarmasin Branch

H4: Positive and significant competence in relation to PT's performance of Astra Buana employees, Banjarmasin Insurance branch

H5: Positive and significant motivation for the PT's employee performance at Astra Buana, Banjarmasin Insurance Branch

H6: Work Motivation Mediates the Influence of Education Training for the sake of employee performance on the PT Assuransi Astra Banjarmasin

H7 : Work Motivation Mediates the Influence of Competence on employee performance on the PT Astra Business Banjarmasi Assuransin Branch

RESULTS AND DISCUSSION

Hypothesis Testing 1

Training education exhibited a positive and significant effect as a result of PT motivation. Astra Buana Banjarmasin Branch Insurance According to the First Hypothesis, the positive effects of Education and Training (X1) on Motivation (Z) There are significant gaps in knowledge, according to the study. This information was derived from the P-Values for Education and Persistence (X1) for the Motivational Case (Z) and had a value of 0.000, which was lower than the p-value of 0.05 percent and a positive beta coefficient. As a result, it can be seen that both education and employment have a positive and significant impact on the applicant's motivation, as evidenced Hypotesis 1.

Hypothesis Testing 2

Competence has a positive and significant motivating factor for PT. Astra Buana Banjarmasin Branch Insurance The Hypothesis of Two reveals how the Competence (X2) is Positively Influenced by Work's Motivation (Z). There are significant gaps in

knowledge, according to the study. The P-Values Competence (X2) for the Motivational Work (Z) has a value of 0.017, which is lower than the significance level of p-value 0.05 (5%), and the beta coefficient is positive. As a result, it can be seen that competence is positive and significant in relation to the motivations of the company; however, hypothesis 2 is presented.

Hypothesis Testing 3

Education training exhibited positive and significant effects in relation to PT's employee performance. Astra Buana Banjarmasin Branch Insurance Based on Employee Performance (Y), the third hypothesis identifies the positive educational and professional outcomes (X1). There are significant gaps in knowledge, according to the study. The P-Values for Education and Training (X1) on the Employee Performance (Y) had a value of 0.000, which was lower than the p-value of 0.05 percent and the beta coefficient was positive. As a result, it can be concluded that employee performance's education and training has a positive and significant impact, as evidenced by Hypothesis 3.

Hypothesis Testing 4

Competence is positive and significant in relation to PT's employee performance. Astra Buana Banjarmasin Branch Insurance Hypothesis focuses on the fact that (X2)'s positive performance in relation to employee performance (Y). The test results show that there is a significant effect. The P-Values Competence (X2) on the Employee Performance (Y) had a value of 0.000, which was significantly less than the p-value of 0.05 percent, and the beta coefficient was positive. As a result, it can be seen that employee performance competence is positive and significant, as evidenced by the fourth hypothesis.

Hypothesis Testing 5

Positive and significant reasons for work's positive and significant impact on PT's employee performance Astra Buana Branch Banjarmasin Insurance The Fifth Hypothesis explains why Work (Z) has a positive motivation for Employee Performance (Y). There are significant gaps in knowledge, according to the study. P-Values of Work Motivation (Z) on Employee Performance (Y) had a value of 0.018, which was lower than the significance level of p-value 0.05 (5%) and the positive beta coefficient. As a result, it can be seen that Work's motivation is positive and significant in relation to Employee Performance, as evidenced by Hypothesis 5.

Hypothesis Testing 6

Test Results Work Motivation Mediates Training Education for Employee Performance on the PT Asuransi Astra Buana Banjarmasin Branch The Sixth Hypothesis investigates the nature of the Work Motivation (Z) Mediates the effect of Education training (X1) in relation to the employee performance (Y) Results testing reveals that there is a significant amount of influence. The P-Values for Education and Persistence (X1) on the Employee Performance (Y) with Median Work Motivation (Z) have a value of 0.024, which is lower than the significance level of p-value 0.05 (5%) and a positive beta

coefficient. As a result, work motivation mediates the effect of education, training on employee performance can be seen in Hypothesis 6.

Hypothesis Testing 7

Test Results Work Motivation Mediates the Effect of Competence on Employee Performance on the PT. Results of Hypothesis Testing of the Astra Buana Banjarmasin Branch, The seventh hypothesis tests whether Work Motivation (Z) Mediates the effect of Competence (X2) on employee performance (Y) The test results show that there is a significant effect. This is evidenced from the P-Values of Competence (X2) on Performance Employees (Y) mediated by Work Motivation (Z) have a value of 0.048, which means that it is greater than the p-esteem significance level of 0.05 (5%) and the beta coefficient is positive. As a result, it can be seen that motivation for improving performance in the workplace is a factor, as evidenced by the fact that Hypothesis 7 was presented.

CONCLUSION

Based on the results of the research and discussion, the following conclusions are obtained:

1. Training Education has significant implications for PT Motivation.
2. Astra Banjarmasin Insurance Branch Competence is significant in relation to the motivation for the PT. Assuransi Astra Banjarmasin Branch
3. Education Training has significant implications for the PT's Employee Performance. Assuransi Astra Banjarmasin Branch
4. Competence is significant in relation to PT's employee performance. Assuransi Astra Banjarmasin Branch
5. Work's motivation is significant in light of PT's Employee Performance. Astra Business Banjarmasin Branch
6. Education Training is significant in terms of employee performance's motivation for working for PT. According to Asuransi Astra Buana Branch Banjarmasin, the cost of living will be higher when compared to the cost of living.
7. Competence does not have a significant impact on employee performance due to PT's smallest motivation. According to Asuransi Astra Buana Branch Banjarmasin, the cost of living will be higher when compared to the cost of living.

THANK-YOU NOTE

Dear Mrs. Dr. SITI MUJANAH Who is a member of an ilm that is intended for writing, so this writing can be selected.

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