RESEARCH ARTICLE

Education and Motivation as Catalysts for Success: Examining Their Impact on Women's Workplace Performance

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ARTICLE INFO	ABSTRACT
	Research at garment manufacturer PT. Nina Venus Indonusa II. The research sample amounted to 80 people. This type of research is quantitative. The results of quantitative research using SPSS version 25. The results can be concluded: (1) Education has a positive and partially significant effect on employee performance. It is proven from the tcount 2,067 > ttable 1,991, which means that H1 is accepted, seen from the significance of 0.042 <0.05. (2) Motivation has a positive and partially significant effect on employee performance. It is proven from the tcount 3.112 > ttable 1.991, meaning that H2 is accepted, seen from the significance of 0.003 <0.05. (3) Education (X1) and Work Motivation (X2) simultaneously have a positive and significant effect on Employee Performance (Y). It is proven from the results of the Fcount > Ftable (8.041 > 3.115), the probability value (Sig) is 0.001 or (0.001 0.05), the decision is significant, namely H3 is accepted. This means that education and motivation simultaneously have a significant effect on performance.

INTRODUCTION

In an organization, people are the most important element. Without the role of humans, even though the various factors needed are available, the organization will not run. Because humans are the driving force and determinant of the running of an organization. Human resources are people who have the ability to do what someone in an organization does. Performance is a description of the level of achievement of the implementation of an activity/program/policy in realizing the goals, objectives, mission and vision of an organization as stated in an organization's strategic planning. According to Harsuko in Waloyo (2020) performance is an individual's achievement when carrying out plans that have been set by the institution, this can be in the form of achieving certain targets related to the individual's function in the company or by demonstrating skills that are recognized as relevant for the institution. Performance is a concept that has many meanings or consists of 3 (three) factors, namely behavior (attitude), skills (ability) and achievement (accomplishment). Education is an effort or activity carried out deliberately, regularly and planned to develop personality and develop human abilities both physically and spiritually, so that education has a very determining role in the development of individuals and the nation as well as providing to work.

Work motivation is a combination of several values and attitudes that can encourage and stimulate an employee to do their work Hasibuan (2018). Motivation to carry out work well will arise if the work carried out has value or meaning for the employee concerned. Motivation is a very important thing, because motivation can stimulate someone's enthusiasm for doing something. Just like in a

company, all elements of the company should have motivation so they can work optimally in achieving company goals. Motivation is formed from the employee's attitude in facing work situations in the company (situation). This research is a replication of previous research, namely research by Yudha Supriyatna (2020) with the title "The Influence of Education Level and Years of Work on Employee Performance at PT. Prima Makmur Rotokemindo" where the results of research show that the level of education has a significant effect on employee performance. And previous research, namely research by Syafi'i, M. (2019). "The Relationship between Work Motivation and Employee Performance at PT. Telkom Indonesia Depok Branch Office". With results showing that work motivation has a positive and significant effect on employee performance.

METHODOLOGY

Types of research

This type of research is descriptive (development) research to find out whether education and work motivation influence employee performance.

Objects, Units of Analysis and Research Locations

The research object is the nature of the condition of an object or person that is the center of attention and research target. The research object in this research is education (X1), namely: Formal education. Work motivation (X2), namely: Direction of Behavior, Level of Effort, Level of Persistence. As well as employee performance (Y), namely: Work Quantity, Work Quality, Timeliness, Attendance, Collaboration Ability carried out at PT. Nina Venus Indonusa II.

The unit of analysis used in this research is Woman workers. The Woman workers used as the unit of analysis are contract employees who work for more than 1 (one) year at PT. Nina Venus Indonusa II is in the mono production section. The reasons for choosing Woman workers at PT. Nina Venus Indonusa II because the author was given permission to research at the PT by HRD and was given convenience in obtaining the data needed to compile it.

The research location is the place where the research is carried out. The research location used as the research location is PT. Nina Venus Indonusa II which is located at Kp. Baru RT 01 RW 02 Parungkuda Village, Kec. Parungkuda, Sukabumi Regency.

Types of Data and Research Sources

The type of research used is quantitative data, namely data obtained from interviews and distributing questionnaires. The source of research data is primary data, namely data collected by the researcher directly from the first source or people within the company or agency or organization being studied at PT. Nina Venus Indonusa II. Secondary data, namely data from reference books, the internet, journals and published data or data used by PT. Nina Venus Indonusa II. The unit of analysis used in this research is Woman workers. The Woman workers used as the unit of analysis are contract employees who work for more than 1 (one) year at PT. Nina Venus Indonusa II is in the mono production section.

Sampling Method

To determine the number of samples needed in this research, the author used the Slovin method with a significance level of 5% or 0.05 and a confidence interval of 95%. So, the number of samples to be taken is 80 people. Researchers used samples from a population of 100 (one hundred) Woman employees and only those who had worked for more than 1 year at PT. Nina Venus Indonusa II. This research uses a probability sampling technique, with a simple random sampling technique, which means it is carried out randomly and simply. With this method the sample is selected directly from the population and the chance of each member being in the sample is the same.

Multiple Linear Regression Analysis

This analysis is used to find out how much influence the independent variables have, namely: education (X1) and motivation (X2) with the dependent variable, namely employee performance (Y).

The F test aims to find out whether the independent variables are used in the regression model simultaneously which is able to explain the dependent variable. The satisfaction criteria are as follows:

If Fcount > Ftable or Fstatistic < 0.05 then Ho is rejected and Ha is accepted, meaning there is a significant influence between the independent variable and the dependent variable.

If Fcount < Ftable or Fstatistic > 0.05 then Ha is rejected and Ho is accepted, meaning there is no influence between the independent variable and the dependent variable.

The t test is used to determine whether or not there is an influence of each independent variable partially on the dependent variable which is tested at a significance level of 0.05. The t test aims to determine whether the independent variables used in the regression equation model, the decision criteria are as follows. Based on the calculated t and t table values:

If tcount > ttable or tstatistic < 0.05, then Ho is rejected and Ha is accepted, meaning there is an influence of the independent variable on the dependent variable

If tcount < ttable or tstatistic > 0.05, then Ha is rejected and Ho is accepted, meaning there is no influence from the independent variable on the dependent variable.

RESULTS AND DISCUSSION

Multiple Linear Regression Analysis

Tabel 1: Multiple Linear Regression Analysis

Coefficients[a]						
Model		**Unstandardized Coefficients**		**Standardized Coefficients**	**T**	**Sig.**
		B	**Std. Error**	**Beta**		
1	(Constant)	24,830	10,012		2,480	,015
	Education (X1)	,563	,272	,217	2,067	,042
	Motivation (X2)	,980	,316	,325	3,101	,003
a. Dependent Variable: Employee Performance (Y)						

Based on the table above, there are regression coefficient values by looking at the results in the coefficients table in the unstandardized column in column B, in this sub column there are constant values, with a constant value of 24.830 while the regression coefficient value for education (X1) = 0.563 and work motivation (X2) = 0.980. The regression equation model is as follows:

Y = 24.830 + 0.563 X1 + 0.980 X2

The interpretation of the linear regression equation model above is as follows:

If education and work motivation are equal to zero, then employee performance is 24,830.

If education is increased by 100%, this will be followed by an increase in performance of 0.563 assuming other variables do not change.

If motivation is increased 100%, this will be followed by an increase in employee performance of 0.980.

F Test (Simultaneous)

Tabel 2: F Test Simultaneous

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	622,272	2	311,136	8,041	,001[b]
	Residual	2979,278	77	38,692		
	Total	3601,550	79			
a. Dependent Variable: Employee Performance (Y)						
b. Predictors: (Constant), Motivation (X2), Education (X1)						

From the Anova table, a probability value (Sig) of 0.001 is obtained. Because the Sig value <0.05 (0.001 < 0.05), the decision is that Ho is rejected and Ha is accepted. The conclusion is significant, meaning that education and work motivation together or simultaneously have a significant effect on performance. Another way to look at the F test is to compare Fcount with Ftable. The method is to determine the degree of freedom (df) value for the numerator (dfl) with the formula dfl = k – 1. Then determine the degree of freedom (df) for the denominator or df2 with the formula, df2 = n – k. Where k is the number of variables (free + dependent) and n is the amount of data. In this study, the values of k = 3 and n = 80. So the dfl values in this study are dfl = 3 – 1 = 2 and df2 = 80 – 3 = 77, so by looking at the values in the Ftable with dfl = 2 and df2 = 77 we get Ftable value is 3.115. Next, comparing the Fcount value with Ftable from the table above, it can be seen that the Fcount value is 8.041. So it can be concluded that Fcount > Ftable (8.041 > 3.115), meaning that education and work motivation together or simultaneously have a significant effect on performance.

t Test (Partial)

Tabel 3: t Test Partial

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	24,830	10,012		2,480	,015
	Education (X1)	,563	,272	,217	2,067	,042
	Motivation (X2)	,980	,316	,325	3,101	,003
a. Dependent Variable: Employee Performance (Y)						

Based on the ttable numbers with the conditions = 0.025 (0.05) and dk = (n-k-1) or (80-2-1) = 77, the ttable value is 1.991. Based on Table above, the influence of each variable can be seen as follows:

Education variables on employee performance at PT. Nina Venus Indonusa II.

From the coefficients table, the value of tcount = 2.211 is obtained, which means tcount > ttable (2.067 > 1.991) with a significance of 0.042 < 0.05, so Ho is rejected and Ha is accepted, meaning that partially there is a significant positive influence between education (X1) on employee performance (Y). This means that hypothesis 1 is proven.

Work motivation variables on employee performance at PT. Nina Venus Indonusa II.

From the coefficients table, the value of tcount = 3.112 is obtained, which means tcount > ttable (3.101 > 1.991) with a significance of 0.003 < 0.05, so Ho is rejected and Ha is accepted, meaning that partially there is a significant positive influence between work motivation and employee performance.

This means that hypothesis 2 is proven.

Discussion & Interpretation of Research Results

The Influence of Education on the Performance of Woman Workers

Based on the processed statistical results, the Beta coefficient value is 0.217 or 21.7% and the tcount > ttable value is 2.067 > 1.991 with a significance level of 0.042 < 0.05. It can be said that education has a positive and significant effect on employee performance at PT. Nina Venus Indonusa II.

The results of this research are in line with those conducted by Yudha Supriyatna who stated that educational background has a positive effect or influences employee performance. It is known that based on the value tcount > ttable, it is 13,358 > 1.29394. Thus, if every time there is an increase in employee education, employee performance will be better. Conversely, if the employee's education is lower, the employee's performance will decrease.

The Influence of Work Motivation on the Performance of Woman Factory Workers

Based on the processed statistical results, the Beta coefficient value is 0.325 or 32.5% and tcount > ttable is 3.101 > 1.991 with a significance level of 0.003 < 0.05. It can be said that work motivation has a positive and significant effect on employee performance at PT. Nina Venus Indonusa II.

The results of this research are in line with those carried out by Rahmat Hidayat who stated that work motivation has a positive and significant effect or influences employee performance. It is known that the value of tcount > ttable is 10.254 > 1.975 with a significance level of 0.000 < 0.05. Thus, if every time there is an increase in employee work motivation, employee performance will be better. Conversely, if employee work motivation gets worse, employee performance will decrease.

The Influence of Education and Work Motivation on the Performance of Woman Workers

Simultaneously education and work motivation influence the performance of Woman workers at PT. Nina Venus Indonusa II. Based on the processed statistical data, it can be seen that Fcount is 8.041 with a significance level of 0.001 < 0.05. Therefore, the probability level is much smaller than 0.05 using a significance level of 5% or 0.05. There is a significant joint influence of education and work motivation on the performance of PT Woman workers. Nina Venus Indonusa II.

The results of this research are in line with those conducted by Yudha Supriyatna and Syafii that education and work motivation influence employee performance simultaneously and significantly. Apart from that, the results of this research are also strengthened by the theory according to Sjafrie Mangkuprawira in Azrul Anhar Samosir's thesis (2017) which states that there are several factors that influence employee performance, including: education, knowledge, skills, motivation, health, compensation, work climate, leadership, work facilities, and social relations.

CONCLUSIONS AND RECOMMENDATIONS

Conclusion

Based on the results of the discussions that have been carried out, the conclusions of this research are as follows:

1. Based on the results of the t test regarding the effect of education (X1) on employee performance (Y). These results can be seen from the t test results, the Sig value is 0.042. Sig value < 0.05 (0.042 < 0.05) with a percentage of 0.217 or 21.7%. So it can be concluded that the level of education has a positive and significant effect on the performance of Woman workers.
2. Based on the results of the t test regarding the influence of work motivation (X2) on employee performance (Y). These results can be seen from the t test results, where a Sig value of 0.003 is obtained. Sig value < 0.05 (0.003 < 0.05) with a percentage of 0.325 or 32.5%. So it can be

concluded that work motivation has a positive and significant effect on the performance of Woman workers.

3. Education (X1) and work motivation (X2) together or simultaneously have a positive and significant effect on employee performance (Y). These results can be seen from the F test results, where an F table value of 3.115 is obtained. Next, compare the Fcount value with Ftable. The Fcount value is 8.041. So we can conclude that Fcount > Ftable (8.041 > 3.115).

RECOMMENDATIONS

Based on the research results, discussions and conclusions obtained, the following suggestions can be given:

For Companies

Based on conditions occurring in the field, this research produces recommendations for PT. Nina Venus Indonusa II is expected to further improve employee performance through education, because research shows that education can influence employee performance. The way to improve employee performance through education is to pay attention to employees with higher education. The steps for increasing work motivation are by paying attention to salaries, bonuses, incentives and even employee career paths in improving employee performance.

For Further Researchers

For future researchers who are interested in studying similar aspects, namely education, work motivation, and employee performance, it is hoped that they will develop this research by using a wider population so that the reliability of the research results can be more tested. Apart from that, it is also hoped that they will test other variables that are strongly suspected to influence employee performance.

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