THE EFFECT OF TRAINING AND EDUCATION LEVELS ON THE COMPETENCY OF GRADUATE PARTICIPANTS AT LPK ANANDA PERKASA MULIA

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ABSTRACT

The purpose of this study was to determine the effect of training and education levels on the competency of graduate participants at LPK Ananda Perkasa Mulia. The research method used in this study uses a quantitative approach. The population is 50 people. The sampling technique uses saturated samples so that the number of samples in this study is 36 respondents. The data analysis technique uses simple linear regression. The results of the study show that there is a positive and significant effect of the effect of training and education levels on the competency of graduate participants at LPK Ananda Perkasa Mulia. This is evidenced by the f-count value > f-table, which is 34.805 > 3.20, the probability value (significance) = 0.000.

Keywords: Trainings, Education Levels, Competency.

I. INTRODUCTION

A. Research Background

Dinas Tenaga Kerja dan Transmigrasi (Dinaskertrans) of South Tangerang City collaborates with the government-owned BLK and the LPK managed by the private sector. The aim is to provide education and training for prospective workers so that they are ready to enter the workforce and excel in competition. Researchers are interested in conducting research at one of the LPK Ananda Perkasa Mulia because this LPK has a program for job placement, job training, and human resource management.

Competence is an ability possessed by (individuals) whose activities carry out a job or task that is given based on the skills and knowledge possessed by each individual and supported or assisted by the work attitude required by the job being done. The competency demonstrated shows a person's skills or knowledge characterized by a person's professionalism in a particular field as the superiority of the field being pursued.

The Competency Standards of graduate participants at the LPK Ananda Perkasa Mulia are an important element, because they provide criteria for measuring the abilities of prospective workers that must be mastered after undergoing the training period provided by the LPK. The Competency Standards of graduate participants are used as a reference or guideline for assessing the success of participants who have graduated and have been placed in industrial companies that open job vacancies. Based on the Admin Section of the LPK Ananda Perkasa Mulia, it can be seen that there are 202 participants who have graduated and have been placed in industrial companies. Graduate participants at the LPK Ananda Perkasa Mulia are classified into two types, the first are participants who have graduated and are already working in industrial companies, the second are participants who have graduated but are waiting for a call from an industrial company. According to the LPK Ananda Perkasa Mulia, graduate participants are a depiction of the ability to work, attitudes, and knowledge mastered by participants according to Sutrisno & Sunarsi (2019) which states that competence is the ability that exists in a person which is reflected in the ability to think, insight or knowledge supported in actions and attitudes in carrying out tasks, and work in the workplace. To achieve the competency standards of graduate participants as a reference or guideline for participant assessment.

The LPK Ananda Perkasa Mulia sets a target for graduate participants to reduce the accumulation of participants at the LPK Ananda Perkasa Mulia. The LPK Ananda Perkasa Mulia conducts an evaluation after the number of achievements from the target graduate participants is released, by optimizing the role of instructors or trainers, as well as things that are lacking in participants who do not pass to enter the company in order to create quality human resources with skills, knowledge, and attitude. One way to minimize the failure of participants to graduate to the company, the LPK Ananda Perkasa Mulia recruits participants first with the criteria of a minimum education of high school/ vocational school, physically and mentally healthy, no tattoos or piercings, not color blind, ideal height and weight to achieve the target of graduating participants.

LPK Ananda Perkasa Mulia is engaged in a service company that manages human resources to be ready to enter the industrial world. Therefore, in managing human resources that have an ability cannot be separated from the level of education, a person increases education according to the level they will take. LPK Ananda Perkasa Mulia accepts participants with education levels or levels of education ranging from SMA (Senior High School), SMK (Vocational High School), Diploma, and Bachelor's degree. However, in reality in the field, the PT Satria Tamtama Rahayu LPK accepts participants with elementary school (SD) and junior high school (SMP) education levels with the hope that participants can get jobs according to the diplomas they have, and have the ability after taking training at LPK Ananda Perkasa Mulia. From the participant data distributed by LPK Ananda Perkasa Mulia, the background with elementary and junior high school education levels has not been distributed to companies. This is evidence that elementary and junior high school education levels are difficult to channel to companies, because the level of education is relatively low.

According to Hasibuan & Hasibuan (2016) said that the level of education is an effort by a person in his/her education level which aims to improve the technical, theoretical, conceptual, and moral abilities of workers according to the needs of a job or position through the education and training provided.

LPK Ananda Perkasa Mulia, offers training to participants in the form of materials and practices. The training provided refers to the company's request according to the needs in the workplace. According to Mangkunegara (2017) said that training is something that concerns planned and structured efforts that are held with the aim of achieving mastery of skills, knowledge, and attitudes that are relevant to work. According to Hasibuan (2019) said that education aims to improve theoretical expertise, skills expertise, and worker morals, while training aims to improve skills that include technical implementation in work. Education and training run well depending on the components that play a role in it such as training content that is systematically arranged and contains work competencies that are to be achieved or targeted, material content, practical training, training time target, training methods and facilities used, requirements or criteria for participants and coaching staff. Based on these problems, the researcher is interested in conducting a study entitled **"EFFECT OF TRAINING AND EDUCATION LEVELS ON THE COMPETENCY OF GRADUATE PARTICIPANTS AT LPK ANANDA PERKASA MULIA"**.

B. Problem Formulation

Based on the background of the problem that has been explained, the formulation of the problem for this research, namely:

1. Is there any effect of training on the competency of graduate participants at LPK Ananda Perkasa Mulia?

2. Is there any effect of education levels on the competency of graduate participants at LPK Ananda Perkasa Mulia?
3. Is there any effect of training and education levels on the competency of graduate participants at LPK Ananda Perkasa Mulia?

C. Research Objectives
1. To determine the effect of training on the competency of graduate participants at LPK Ananda Perkasa Mulia.
2. To determine the effect of education levels on the competency of graduate participants at LPK Ananda Perkasa Mulia.
3. To determine the effect of training and education levels on the competency of graduate participants at LPK Ananda Perkasa Mulia.

II. LITERATURE REVIEW
A. Training

Training is a process designed to improve employees' knowledge, skills, and abilities in carrying out job duties (Asriadi, 2024). Training is a process that includes a series of actions (efforts) that are carried out intentionally in the form of providing assistance to workers carried out by professional training personnel in a time unit that aims to improve the work abilities of participants in certain fields of work in order to increase effectiveness and competency in an organization (Kultsum, 2023).

Training is an activity to improve the abilities, skills, knowledge and changes in attitudes of individuals in a company so that they can carry out their duties better, in other words, every employee needs training to improve their performance (Ridwan, 2023). According to Ramdhan & Pasaribu (2022) Training is intended to improve employee expertise in certain jobs and those currently being carried out. Training is more directed at improving the capabilities and expertise of the company's human resources (HR), related to the positions or functions that are currently their responsibility.

Based on the opinions of these experts, training is the process of developing skills, knowledge, or abilities through practice, education, or experience. It can take many forms, including physical training for athletes, professional development for employees, or educational programs for students. The goal of training is to improve performance, increase competency, and achieve specific objectives.

B. Education Level

According to Wirawan (2010), education level is an activity that a person does to develop their abilities, attitudes and forms of behavior, both for future life, whether through a particular organization or not. Education is the guidance or help given by adults to the development of children to reach maturity with the

aim that the child is capable enough to carry out his own life tasks without the help of others (Ramdhan, 2023).

Based on the opinions of these experts, education level is a classification that indicates the highest degree or formal education an individual has achieved. It often reflects the extent of a person's knowledge and skills in various fields and can influence career opportunities, income potential, and overall social status.

C. Competency

Competency in terms means knowledge, skills and basic values reflected in habits of thinking and acting. Habits of thinking and acting that consistently and continuously enable someone to be competent in the sense of having the knowledge, skills and basic values to do something (Azizatussaadah, 2024). Competency is part of a person's ability to survive and be able to predict their behavior in broader situations and jobs (Ramdhan et al., 2023). Competency is believed to be a key factor in a person's success in their work (Sumarmi, 2023).

Competency refers to the ability to do something effectively and efficiently. It encompasses a combination of skills, knowledge, experience, and behaviors that enable a person to perform tasks or roles successfully. Competency can be specific to a job, profession, or activity, and it often includes both technical skills (like coding or accounting) and soft skills (like communication and teamwork). In professional contexts, competency is crucial for meeting job requirements, achieving goals, and contributing to an organization's success. It can be assessed through performance evaluations, certifications, or practical demonstrations of ability

III. RESEARCH METHODOLOGY

A. Research Scope

This research was conducted at LPK Ananda Perkasa Mulia located in Jl Cendrawasih No. 25, Ciputat, South Tangerang. This research uses descriptive methods and verification methods with a quantitative approach.

B. Population and Sample

Population according to Muhammad Ramdhan (2021) population is the entirety of the research subjects, while the sample is part of the population. The values calculated and obtained from this population are called parameters. The sample is an inseparable part of the population. And the sample in this case must be able to represent the characteristics of the entire population. In other words, population and sample are two things that are interrelated and inseparable (Ramdhan, 2021). The sample set by the author is 50 respondents.

C. Research Type

This study uses descriptive methods and verification methods with a quantitative approach. The descriptive method is a research method that conveys

facts by describing what is seen, obtained, and felt (Ramdhan, 2021). While the verification method is a research method that aims to determine the causal relationship between variables through a hypothesis test through a statistical calculation so that the results of the evidence are obtained that show the hypothesis is rejected or accepted.

IV. RESEARCH RESULT
A. The Effect of Training on Competency
1. Correlation Coefficient Test

Table 1
Correlation coefficient test X

Model	R
1	.602

Source: SPSS Data Processing version 22, 2024.

The correlation coefficient is a value that measures the significance, direction, and intensity of the relationship between two variables. The goal is to obtain patterns and the closeness or strength of the relationship between two or more variables.

Based on table 1 above, the R figure (correlation coefficient) is 0.602. This shows that there is a strong relationship between training on competency.

2. Determination Coefficient Test

Table 2
Correlation coefficient test X1
Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.602[a]	.362	.349	4.556

a. Predictors: (Constant), X1
b. Dependent Variable: Y

Source: SPSS Data Processing version 22, 2024.

The determination coefficient test (R^2) is carried out to determine and predict how large or important the contribution of influence given by the independent variables together is to the dependent variable.

The result of the R^2 (R Square) value is 0.362. This shows that 36.2% of training has a contribution to competency, while the remaining 63.8% is effected by other variables not examined in this study.

3. T Test

Table 3
T Test X1
Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	21.438	3.262		6.572	.000

| X1 | .447 | .086 | .602 | 5.217 | .000 |

Source: SPSS Data Processing version 22, 2024.

The T-test is a statistical test used to test the truth or falsity of a hypothesis which states that there is no significant difference between two sample means taken randomly from the same population.

Based on table 1 above, the t-count value is 5.217, while the t-table value for n = 50 is 2.012. So because the t-count value > t-table, which is 5.217 > 2.012, the probability value (significance) = 0.000 which is below 0.05, thus it can be concluded that there is a positive and significant effect of training on competency.

B. The Effect of Education Levels on Competency
1. Correlation Coefficient Test

Table 4
Correlation coefficient test X

Model	R
1	.773

Source: SPSS Data Processing version 22, 2024.

The correlation coefficient is a value that measures the significance, direction, and intensity of the relationship between two variables. The goal is to obtain patterns and the closeness or strength of the relationship between two or more variables.

Based on table 4 above, the R figure (correlation coefficient) is 0.773. This shows that there is a strong relationship between education levels on competency.

2. Determination Coefficient Test

Table 5
Correlation coefficient test X2
Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.773[a]	.597	.589	3.621

a. Predictors: (Constant), X2
b. Dependent Variable: Y

Source: SPSS Data Processing version 22, 2024.

The determination coefficient test (R^2) is carried out to determine and predict how large or important the contribution of influence given by the independent variables together is to the dependent variable.

The result of the R^2 (R Square) value is 0.597. This shows that 59.7% of education levels has a contribution to competency, while the remaining 41.3% is effected by other variables not examined in this study.

3. T Test

Table 6
T Test X2
Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	15.337	2.750		5.576	.000
X2	.618	.073	.773	8.431	.000

a. Dependent Variable: Y

Source: SPSS Data Processing version 22, 2024.

The T-test is a statistical test used to test the truth or falsity of a hypothesis which states that there is no significant difference between two sample means taken randomly from the same population.

Based on table 6 above, the t-count value is 8.431, while the t-table value for n = 50 is 2.012. So because the t-count value > t-table, which is 8.431 > 2.012, the probability value (significance) = 0.000 which is below 0.05, thus it can be concluded that there is a positive and significant effect of education levels on competency.

C. The Effect of Training and Education Levels on Competency

1. Correlation Coefficient Test

Table 7
Correlation coefficient test X1 and X2

Model	R
1	.773

Source: SPSS Data Processing version 22, 2024.

The correlation coefficient is a value that measures the significance, direction, and intensity of the relationship between two variables. The goal is to obtain patterns and the closeness or strength of the relationship between two or more variables.

Based on table 7 above, the R figure (correlation coefficient) is 0.773. This shows that there is a strong relationship between training and education levels on competency.

2. Determination Coefficient Test

Table 8
Correlation coefficient test X1 and X2
Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.773[a]	.597	.580	3.659

a. Predictors: (Constant), X1, X2
b. Dependent Variable: Y

Source: SPSS Data Processing version 22, 2024.

The determination coefficient test (R2) is carried out to determine and predict how large or important the contribution of influence given by the independent variables together is to the dependent variable.

The result of the R2 (R Square) value is 0.597. This shows that 59.7% of training and education levels has a contribution to competency, while the remaining 41.3% is effected by other variables not examined in this study.

3. F Test

Table 9
F Test
ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	932.003	2	466.002	34.805	.000^b
Residual	629.277	47	13.389		
Total	1561.280	49			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Source: SPSS Data Processing version 22, 2024.

Based on table 9 above, the t-count value is 34.805, while the f-table value for n = 50 is 3.20. So because the f-count value > f-table, which is 34.805 > 3.20, the probability value (significance) = 0.000 which is below 0.05, thus it can be concluded that there is a positive and significant effect of training and education levels on competency.

V. CLOSURE

A. Conclution

Based on the results of the research and data analysis conducted in this study, the authors conclude as :

1. There is a positive and significant effect of the training variable on competency. This is evidenced by the t-count value of is 5.217, while the t-table value for n = 50 is 2.012. So because the t-count value > t-table, which is 5.217 > 2.012, the probability value (significance) = 0.000 which is below 0.05, thus it can be concluded that there is a positive and significant effect of training on competency of graduate participants at LPK Ananda Perkasa Mulia.

2. There is a positive and significant effect of the education levels variable on competency. This is evidenced by the t-count value of 8.431, while the t-table value for n = 50 is 2.012. So because the t-count value > t-table, which is 8.431 > 2.012, the probability value (significance) = 0.000 which is below 0.05, thus it can be concluded that there is a positive and significant effect of education levels on competency of graduate participants at LPK Ananda Perkasa Mulia.

3. There is a positif and significant effect of the training and education levels variable on competency. This is evidenced by the the f-count value > f-table, which is 34.805 > 3.20, the probability value (significance) = 0.000 which is below 0.05, thus it can be concluded that there is a positive and significant effect of training and education levels on competency of graduate participants at LPK Ananda Perkasa Mulia.

B. Suggestion

Suggestions for further researchers are as Further researchers can continue this research by further examining the conclusions produced in this study. If further researchers are interested in conducting further research, it is recommended to research in different places using more samples so that the results are more diverse. Further researchers can use other research methods for their research, for example using qualitative methods, because with qualitative methods researchers can explore respondents' feelings more deeply directly and the data is more accurate. It is also possible to add other variables to their research such as Motivation, and others.

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