



The Effect of Working Facility, Training and Educational Qualification to The Performance of Education Management Information System (EMIS) Operator for School at Kantor Kementerian Agama Kota Sungai Penuh

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ABSTRACT

Ferri Yumaizar, 2018. This research is aimed to describe empirically the effect of working facility, training and educational qualification to the performance of Operator on EMIS (Education Management Information System) for school at Kantor Kementerian Agama Kota Sungai Penuh. This is a correlative qualitative research or so called as associational research. The population of the research were 60 people who consist of all operator for school and headmaster at Kantor Kementerian Agama Kota Sungai Penuh. The sample of the research were 60 respondents. The variables of the research consist of independent variables such as working facility, training and educational qualification and dependent variable such as the performance of operator on EMIS (Education Management Information System) for school at Kantor Kementerian Agama Kota Sungai Penuh. Based on the data analysis, it was found that there is a correlation between working facility, training and educational qualification and the performance of operator on EMIS for school at Kantor Kementerian Agama Kota Sungai Penuh.

Key Words: Working Facility, Training, Educational Qualification, Performance, Operator

INTRODUCTION

In the era of Globalization, most of people have used electronical devices widely as communicative and informative facilities which are being developed and more advanced.

Those electronic devices are also used in governmental institutions as working facilities to provide services for public, including Kantor Kementerian Agama Kota Sungai Penuh as on those governmental institutions. This matter is compatible with KMA Number 137 in 2002 about Management of religion information at Departement Agama. In last few years, those facilities have been developed further in order to ease employees of those institutions in finishing their jobs to provide people's needs for service. As it is stated in the introduction of Undang-Undang Dasar Negara Republik Indonesia in 1945 at the fourth paragraph, it was stated that it is for improving the welfare, enriching the life of the nation. This is compatible with Undang-Undang Republic Indonesia Number 5 in 2014 about Civil Apparatus Chapter IV Provision number 11 (b) which is stated that a Civil Apparatus has a duty to provide professional and good public service.

In order to fulfill its duty as one of the governmental institutions in the matter of religion, especially in education, at Kantor Kementerian Agama Kota Sungai Penuh, there is one division of Islamic Education (IE). IE at Kantor Kementerian Agama Kota Sungai Penuh is led by a chief of the division and several employees matched with the need for duty execution in the school education, teacher of Islamic Course, and Islamic Boarding School.

EMIS data were collected from school Operators at Kantor Kementerian Agama Kota Sungai Penuh, consisted of 4 Madrasah Aliyah institutions (four), 4 Madrasah Tsanawiyah institutions (four), 10 Madrasah Ibtidayah institutions (ten) and 12 Raudhatul Athfal institutions (twelve).

It was suggested that in order to achieve a better performance of the operators at Kementerian Agama Kota Sungai Penuh, better working facilities are also needed to be given. The availability of working facilities is very essential to improve the performance, and vice versa. The major working facility of the operators to manage EMIS data online beside hardware, such as laptop or a computer, is a strong internet connection to assist updating data quickly so the presented data are completed, accurate, relevant and on-time.

Beside that, background of educational qualification and knowledge for the operator in managing EMIS data are unavoidable aspects beside other important employee aspects. It is because EMIS data become the main source of data references at Direktorat Jendral Pendidikan Islam Kementerian Agama RI. It is compatible with SE Dirjen Pendis Number: SE/DJ-I/PP.00.9/63/2013 about the policy of one-door Islamic education Census through Education Management Information System (EMIS). Therefore, the knowledge and the quality of the operators become very essential in order to achieve the goal. Expertness of the operators depends on their educational background and trainings which they ever joined in.

The training becomes one of efforts to improve employees' skills in doing the duty which has been given so they become well-skilled and able to do their responsibilities, given by the organization. The result of the training from *Education Management Information System (EMIS)* operator at Kantor Kementerian Agama Kota Sungai Penuh, is still less-satisfied. The implementation of training and EMIS data upgrading to provide EMIS data in every semester, which should be joined by all EMIS operator, are not implemented routinely considering a cannoned development and finishing to the regulation and also the upgrading of the application itself.

Meanwhile, many of the educational qualification of EMIS operator are not relevant with the job and training is still less appropriate by considering the managed organization is continually changing and the improvement is continuing in detail to complete provided data details.

Based on the result of the research, conducted by Ujang Permana (2016), it was concluded that there are positive and significant effect between infrastructure to performance of SMK Farmasi teachers in Majalengka District. It can be implied that if the infrastructure is viewed positively by the teachers at SMK Farmasi in Majalengka District, their performances will also be improved statistically in average. Sri Wahyuni (2014) stated that training and working facility variables have a significant effect to employees' performances at Dinas Pendapatan Daerah Provinsi Sulawesi Tengah. Training is one of the ways to improve the skills of employees, even it is a leadership training or technical practice. By giving them proper training and practice, it will be possible for them to expand their knowledge and skills so their performance can also be improved. In doing a duty, the skills of an employee will give a negative impact to working performance if there is no assistive working facility which will lead to unoptimized results. In giving services to the public, efficiency and effectivity in working are highly needed. Assistive working facilities will ease the employees in working and they can finish their jobs efficiently. In order to provide proper facilities, bigger fund is surely needed but if it is compared with non-financial investment, it is benefitful because it concerns with public service primely. Limitation of working facilities will interfere the process of working. In other words, the

employees will get difficulties to work maximally so their performances will decrease by themselves. It is relevant with the research, conducted by Dahmiri and Kharisma Sakta (2014) who stated that there is a positive correlation between the effect of training and employees' performances which has supported relevant theory. Miranda Diah Ratnasari and Bambang Swasto Sunuharyo (2018) within the result of the research found that there is a significant effect of education to employees' working skills at PT Petrokimia Gresik and a significant effect of training to those skills at PT Petrokimia Gresik. Also, a research, conducted by Ilman Ataunur and Eny Ariyanto (2015), showed that there are positive and significant effects between competency and training to the performance of employees at PT Adaro Energy Tbk.

These matters became the reasons for the researcher to conduct the research in order to know deeper about the correlation between working facilities, training and educational qualification on the performance of EMIS Madrasah Operator at Kantor Kementerian Agama Kota Sungai Penuh which is used in taking decision in the aspect of Madrasah Education based on EMIS.

RESEARCH METHOD

This is causal descriptive quantitative research. It means that the research is conducted in order to describe a correlation between one variable and other variables or how a variable may be able to affect other variables which were in this research are to explain the effect of working facilities, training and educational qualification to the performance of Education Management Information System (EMIS) Operator for School at Kementerian Agama Kota Sungai Penuh. The population of this research were all 30 Operators for Madrasah at Kementerian Agama Kota Sungai Penuh including 30 headmasters so they were 60 in total. The type of data used in this research were qualitative and quantitative data. Qualitative data are the analysis form which are not constructed by numbers but are constructed by analysis which was based on questionnaire and relevant literary works. Meanwhile, quantitative data are the numeral analysis, this research used statistic analysis. Statistic analysis is a method to obtain, measure and provide, analysis also interpret the numeric data.

FINDINGS AND DISCUSSION

The results of the research explain about the correlative analysis between working facilities, training and educational qualification and the performance of Education Management Information System (EMIS) Operator for Madrasah at Kantor Kementerian Agama Kota Sungai Penuh. The results are based on the instrumental findings which were given to the 60 respondents from 30 Madrasah at Kantor Kementerian Agama Kota Sungai Penuh. The findings of instrument can be seen on the following table:

Table 2
Description of Working Facility Variable

No	Indicator	Average	RAL (%)	Category
1	Facility availability	4,09	81,75	Good
2	Facility condition	4,05	80,93	Good
3	Working Facility Usage	4,06	81,13	Good
Total Average Value		4,06	81,27	Good

Sourcer: Hasil olahan data primer, 2018

Based on the table 2 above, it is obtained that percentage of working facility variable, based on respondents' answer, is 81,27% with three indicators. It is categorized as a good percentage. The lowest percentage of indicators is at facility condition for 80,93%. Meanwhile, the highest percentage for the indicators is at facility availability for 81,75%.

Table 3
Description of Training Variable

No	Indicator	Average	RAL (%)	Category
1	Purpose of training	4,35	87	Good
2	Target of training	4,29	85,80	Good
3	Training materials	4,56	91,27	Very Good
4	Significance of training	4,43	88,6	Good
Total Average Value		4,41	88,17	Good

Source: Hasil olahan data primer, 2018

Based on the table 3 above, it is obtained that percentage of training variable, based on respondents' answer, is 88,17% with four indicators. It is categorized as a good percentage. The indicator with the lowest percentage is target of training indicator for 85,80%. Meanwhile, the indicator with the highest percentage is training materials indicator for 91,27%.

Table 4
Description of Educational Qualification Variable

No	Indicator	Average	RAL (%)	Category
1	Academic competency	3,87	77,47	Fairly Good
2		4,10	82,07	Good
3	Informal education learning	3,95	78,92	Fairly Good
Total Average Value		3,97	79,48	Fairly Good

Source: Hasil olahan data primer, 2018

Based on the table 4 above, it is obtained that percentage of educational qualification variable, based on respondents' answer, is 79,48% with three indicators. It is categorized as a fairly good percentage. The indicator with the lowest percentage is major relevancy indicator for 77,47%. Meanwhile, the indicator with the highest percentage is informal education learning indicator for 82,07%.

Table 5
Description of Performance Variable

No	Indicator	Average	RAL (%)	Category
1	Data Accuracy	4,67	93,40	Very Good
2	Punctuality	4,54	90,80	Very Good
3	Devices	4,39	87,80	Good
4	Competency	4,73	94,50	Very Good
Total Average Value		4,50	91,63	Very Good

Source: Hasil olahan data primer, 2018

Based on the table 5 above, it is obtained that percentage of performance variable, based on respondents' answer, is 91,63% with four indicators. It is categorized as a very percentage. The indicator with the lowest percentage is devices indicator for 87,70%. Meanwhile, the indicator with the highest percentage is competency indicator for 93,4%.

In order to analyse the effect of working facilities, training and educational qualification to the performance of Education Management Information (EMIS) operator for Madrasah at Kementerian Agama Kota Sungai Penuh, multiple regression analysis. The result of this analysis can be seen on the table 6 below.

Table 6
Results of t-test Analysis

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1,426	10,467		,136	,892		
	Working Facilities	,265	,115	,257	2,302	,025	,630	1,587
	Training	,512	,130	,420	3,940	,000	,694	1,441
	Educational Qualification	,398	,123	,307	3,238	,002	,878	1,139

a. Dependent Variable: performance

In order to test the hypothesis partially, t-test was used to see the effect of each variable to dependent variable. The results of data analysis are described as follows:

1. The regressive coefficient value for working facility variable (X_1) is 0,265. Significance value is smaller than alpha ($0,000 < 0,05$). Therefore, it implies that working facilities give significant effects to the performance of Education Management Information (EMIS) Operator for Madrasah at Kementerian Agama Kota Sungai Penuh. Hence, the first hypothesis, which stating that “working facilities give some effects to the performance of Education Management Information (EMIS) Operator for Madrasah at Kementerian Agama Kota Sungai Penuh”, **is accepted**. Thus, it is known that the alteration in the performance of Education Management Information (EMIS) Operator for Madrasah at Kementerian Agama Kota Sungai Penuh is affected by working facilities.
2. The regressive coefficient value for training variable (X_2) is 0,512 which is marked positively with significance value 0,000. Significance value is smaller than alpha ($0,000 < 0,05$). Therefore, it implies that training give significant effects to the performance of Education Management Information (EMIS) Operator for Madrasah at Kementerian Agama Kota Sungai Penuh. Hence, the first hypothesis, which stating that “training give some effects to the performance of Education Management Information (EMIS) Operator for Madrasah at Kementerian Agama Kota Sungai Penuh”, **is accepted**. Thus, it is known that the alteration in the performance of Education Management Information (EMIS) Operator for Madrasah at Kementerian Agama Kota Sungai Penuh is affected by training.
3. The regressive coefficient value for educational qualification variable (X_2) is 0,398 which is marked positively with significance value 0,002. Significance value is smaller than alpha ($0,000 < 0,05$). Therefore, it implies that educational qualification gives significant effects to the performance of Education Management Information (EMIS) Operator for Madrasah at Kementerian Agama Kota Sungai Penuh. Hence, the first hypothesis, which stating that “educational qualification gives some effects to the performance of Education Management Information (EMIS) Operator for Madrasah at Kementerian Agama Kota Sungai Penuh”, **is accepted**. Thus, it is known that the alteration in the performance of Education Management Information (EMIS) Operator for Madrasah at Kementerian Agama Kota Sungai Penuh is affected by educational qualification.

Table 7
The Result of Multiple Regressive analysis

Dependent Variable	Independent Variable	Regressive Coefficient	Sig.	Details
Performance (Y)	Constanta (a)	1,426		-
	Working Facilities (X ₁)	0,265	,025	Significant
	Training (X ₂)	0,512	,000	Significant
	Educational Qualification (X ₃)	0,398	,002	
	F Measure	23,613	0,000	-
	R ²		0,558	

Source: Hasil olahan data primer, 2018

Based on the result of data analysis, it is obtained that F Measure Value is 23,613 with significance level 0,000 or smaller than 0,05. Therefore, it can be concluded that altogether working facilities, training and educational qualification give some effects to the performance of Education Management Information (EMIS) Operator for Madrasah at Kementerian Kota Sungai Penuh. Thus, the second hypothesis which stated that “working facilities, training and educational qualification give some effects to the performance of Education Management Information (EMIS) Operator for Madrasah at Kementerian Agama Kota Sungai Penuh”, **is accepted**. Thus, it is known that working facilities, training and educational qualification are believed to be able improving the performance of Education Management Information (EMI) Operator for Madrasah at Kementerian Agama Kota Sungai Penuh. Based on the table 7, it is known that R² value (*R square*) is 0,558. It means that working facilities, training and educational qualification have big effects to the performance of the operator for about 55,8%. Meanwhile, 44,2% as the rest of percentage indicates other variables which affect the performance out of the research model.

The discussion of the findings about the variables of the research are described as follows:

The Effect of Working Facilities to The Performance

The smoothness of working activity is not only determined by skills of the employees but also is determined by the capacity of assistance to available infrastructure. According to Moenir (1992-119) the facilities are every tool, working equipment and facilities which are functioned as a major device or assistance in doing a job and also importance related to the working organization. Working facilities affect employees’ performance significantly so it is essential to provide the adequate infrastructure which is compatible with working standard and it can be functioned in doing jobs and duty, whether it is in the form of office building or working tools such as computer, stationery, internet connection, etc.

The result of multiple linear regressive analysis shows that working facility variable gives significant effects to the performance of Education Management Information (EMIS) operator for Madrasah at Kantor Kementerian Agama Kota Sungai Penuh. The results of this research are relevant with the previous study, conducted by Didi Hartono (2014), entitled *The Effect of infrastructure and Working Environment to the employee performance at Dinas Pendidikan Kota Banjarbaru* within the result stated partially that the infrastructure and working environment give positive and significant effects to the performance altogether. Bari (2005) conducted a research to observe the effects of working environment and infrastructure to the performance of employees at Sekretariat Pemerintah Kota Prabumulih office. Partially, infrastructure variable has a dominant effect to the performance and simultaneously working environment and infrastructure give significant effects to the performance of employees at Sekretariat Kota Prabumulih office.

The Effect of Training to The Performance

Based on Simamora (2006:278), training has a big role in determining effectivity and efficiency of an organization. Some of training effects are increasing quantities and qualities of the performance, achieving the performance which can be accepted by the organization, shaping benefitful attitudes and loyalty, decreasing work accident costs and assisting the employees in improving and developing their personality. Meanwhile, based on Gomes (2003:197), Training is every effort to fix employees performance in a particular job which has become their responsibilities, or one available job which is relevant with their job. Therefore, in order to improve the performance of EMIS Operator for Madrasah at Kantor Kementerian Agama Kota Sungai Penuh, training becomes a defining factor.

The result of multiple linear regressive analysis shows that variable training has a significant effect to the performance of EMIS Operator for Madrasah at Kementerian Agama Kota Sungai Penuh. The result of this research is relevant with the previous research, conducted by Dahmiri and Sakta (2014), entitled *the effect of training to the performance of Dinas Pendidikan Kabupaten Sarolangun* in which the result shows that training gives a contribution to the employee performances at Dinas Pendidikan Kabupaten Sarolangun.

The Effect of Educational Qualification to The Performance

If an employee has a good academic qualification, his attitude and behavior will also be good. The employee who possesses high academic qualification in organizational neo-paradigm will give positive effect and fundamental changes to the performance (Mulyasa, 2009:89). This matter shows that significance of educational qualification to improve employee performance in doing main duty and functions which have become his responsibility.

The result of multiple linear regressive analysis shows that educational qualification variable has a significant effect to the performance of EMIS operator for Madrasah at Kementerian Agama Kota Sungai Penuh. The result of the research is relevant with the previous research, conducted by Sri Hartini (2012), entitled *the effect of academic qualification, work experience and work motivation to the performance of headmasters for primary school in Wiradesa Kabupaten Pekalongan*. The result shows that there are significant partial and total effects between academic qualification, work experience and work motivation and the performance of headmasters for primary school in Wiradesa Kabupaten Pekalongan.

CONCLUSION

Based on the findings and discussion, it can be concluded that work facilities, training and educational qualification affect the performance of Education Management Information (EMIS) Operator for Madrasah at Kementerian Agama Kota Sungai Penuh significantly.

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