

ABSTRACT

(PAIRUS ABADI / 2100861201179 / THE INFLUENCE OF WORK DISCIPLINE, EDUCATION, AND TRAINING ON EMPLOYEE PERFORMANCE AT THE EDUCATION OFFICE OF MUARO BUNGO REGENCY / ADVISOR I: SAKINAH AS, SE, MM / ADVISOR II: MUHAMMAD EMIL, SE, MM)

This study aims to analyze the influence of work discipline, education, and training on employee performance at the Education Office of Muaro Bungo Regency. The background of this research is based on the importance of human resource management in achieving organizational goals, especially in the public sector. Data shows that while the number of employees has increased, it has not always been accompanied by improved performance, and there are still high levels of absenteeism and disciplinary violations among employees.

The main issues addressed include low employee discipline, unequal levels of education, and suboptimal training implementation. In this study, work discipline is measured through indicators such as attendance, compliance with work rules, and adherence to work norms. Education is assessed based on both formal and non-formal education levels, while training includes aspects such as instructors, materials, methods, and training objectives.

The method used in this research is descriptive quantitative, using questionnaires distributed to 45 employees who represent the entire population (census technique). The data was processed using multiple linear regression analysis to determine the effect of the independent variables (discipline, education, and training) on the dependent variable (performance). Validity and reliability tests were conducted prior to regression analysis.

The results show that both simultaneously and partially, the variables of discipline, education, and training have a positive and significant influence on employee performance. This means that improvements in discipline, educational attainment, and the intensity and quality of training can enhance employee performance at the Muaro Bungo Education Office.

The conclusion of this study is that human resource management focusing on improving work discipline, continuous education, and targeted training is essential to enhance employee performance. The study also recommends that government institutions prioritize ongoing employee development through fair evaluation systems and continuous professional growth program