

ABSTRACT

DELI ARDILA / 2100861201064 / THE INFLUENCE OF EDUCATION LEVEL AND TRAINING AS WELL WORK EXPERIENCE ON TEACHER PERFORMANCE AT SDN 051/V MERLUNG / ADVISOR 1 : Hj. RENI DEVITA, S.E., M.M AND 2 : MUHAMMAD AMALI, S.E., M.Si.

This study aims to analyze the influence of education level, training, and work experience on the performance of teachers at SDN 051/V Merlung. Human resources are a crucial element in organizations, and the quality of teachers significantly determines the success of education. The identification of issues reveals fluctuations in the number of teachers, a varying level of education (including high school graduates), infrequent participation in training, and a predominance of teachers with less than five years of work experience, all contributing to relatively low teacher performance that has not yet met targets.

The research method employed is a field survey with a population of all teachers at SDN 051/V Merlung, totaling 32 individuals in 2024. Primary data were collected through questionnaires, supported by secondary data from school documentation. Descriptive analysis was used to describe the characteristics of respondents and the level of variables. Validity and reliability tests of the instruments were conducted to ensure data quality. Multiple linear regression, normality tests, multicollinearity, heteroscedasticity, coefficient of determination, as well as F-test (simultaneous) and t-test (partial) were applied to test the hypotheses.

The results indicate that the education level, training, and work experience of teachers at SDN 051/V Merlung are in the very high category. Simultaneously, these three variables have a positive and significant effect on teacher performance. Partially, education level, training, and work experience each also have a significant influence on teacher performance. The coefficient of determination of 62.8% indicates that these three independent variables significantly explain the variation in teacher performance, while the remaining percentage is influenced by other factors.