

Enhancing Employee Performance: Rewards, Training, and Work Ethics at the Education Office of the Bangka Belitung Islands Province

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ABSTRACT

This research was motivated by the existing condition where employees have not been able to work optimally in a government institution. The study aims to analyze and examine the influence of rewards, training, and work ethic on Employee Performance in the Education Authority of Bangka Belitung Island Province. This research is descriptive in nature. The quantitative research method was employed because the data obtained are numerical and derived from questionnaires, with a total sample size of 64 respondents, determined through a saturated sample method. The analytical model used was multiple linear regression, with t-tests, f-tests, and coefficients of determination. The research results indicate that rewards, training, and work ethic, individually, have a positive and significant impact on the performance of employees in the Education Authority of Bangka Belitung Island Province. Through this research, institutions can review the factors leading to low employee performance in the variables of rewards, training, and work ethic.

Keywords : **Reward; Training; Work Ethic; Employee Performance; Education Office**

ABSTRAK

Studi ini bertujuan untuk menganalisis dan menguji pengaruh penghargaan, pelatihan, dan etos kerja terhadap Kinerja Pegawai pada Dinas Pendidikan Provinsi Kepulauan Bangka Belitung. Penelitian ini bersifat deskriptif. Metode penelitian kuantitatif yang digunakan karena data yang diperoleh berupa angka yang berasal dari kuesioner dengan jumlah sampel 64 responden yang dihasilkan melalui metode sampel jenuh. Model analisis yang digunakan regresi linear berganda, dengan uji t, uji f, dan koefisien determinasi. Hasil penelitian ditemukan bahwa penghargaan, pelatihan, dan etos kerja secara parsial memiliki pengaruh positif dan signifikan terhadap kinerja pegawai Dinas Pendidikan Provinsi Kepulauan Bangka Belitung. Dengan penelitian ini, institusi dapat meninjau faktor-faktor yang menyebabkan kinerja rendah pada karyawan dalam variabel penghargaan, pelatihan, dan etos kerja.

Kata Kunci : **Reward; Pelatihan; Etos Kerja; Kinerja Pegawai; Dinas Pendidikan**

INTRODUCTION

The current development of globalization is known to be developing so rapidly, this is marked by changes that are so fast and widespread that almost touch all lines of life, such as technology, politics, social, culture and so on. On the other hand, the rapid development of digital technology can be seen from various new technologies and technology integration in various fields, both physical, digital and biological which affect the world economy (Reniaty et al., 2021). This change also certainly has an impact and influence on an organization, because of this, an organization, both an institution, an institution and a company is required to be able to follow and adapt to the changes that have occurred in order to survive, advance and achieve its goals. organization for the efforts that have been made together. One effort that can be done by the organization is to increase organizational creativity and improve the quality of its Human Resources (HR).

Human Resources (HR) is the dominant factor, because the only resource that has reason, feeling, desire, intention, need, knowledge, skills, motivation, work, achievement and so on. In principle Human Resources (HR) is the only resource that really determines the organization. For better achievement conditions, it is necessary to have adequate management of Human Resources (HR) so that quality, loyal and accomplished human resources are created (Sulistiyani & Rosidah, 2018).

Performance is one of the benchmarks to see the success of an employee's performance. This becomes a benchmark in knowing the performance of employees or employees who are considered optimal or not at work. Performance is certainly influenced by various factors ranging from the ability of employees to other things. The performance of employees or employees greatly influences the success of an organization, if the employee's performance is good, the company's performance will increase. Against if employee performance is poor, it can cause a decrease in company performance (Samijatun & Siswani, 2021).

The Education Office of the Bangka Belitung Islands Province is a government agency that has a role in helping the Governor carry out matters related to government affairs, especially in the field of education in the Bangka Belitung Islands Province.

As an agency, the Education Office of the Bangka Belitung Islands Province has a vision and mission as well as a strategic plan to be achieved, apart from that there are also main tasks and functions that exist for the parties involved in it to be properly accounted for, so everyone should the components involved in it strive to achieve the expected things. The achievement process at each institution requires employees who have good and optimal performance, this is because employees are the main aspect in the effort to get the achievement process as planned. Realization and Performance Achievements of the Bangka Belitung Islands Province Education Office (2019-2021) Bangka Belitung Islands Province in based on Table 1.

Table 1. Realization and Performance Achievements of the Education Office of the Bangka Belitung Islands Province in 2019-2021

No	Target	Indicator Performance	Realization Performance		
			2019	2020	2021
1	Improved Access Education Intermediate	APKs Education Intermediate (%)	87,11	87,15	86,49
2	Improved Access Education Special	APKs Education Special (%)	85.34	58,25	100
3	Grade Average Increase assessment student	Average value assessment student	-	-	-
4	Enhancement graduate of SMK Which Work And continue education vocation	Graduate of SMK Which Work And continue education vocation	-	-	80
5	Increase System manage Internals Device Area	Mark RB	-	-	90

Source: Processing Data, 2023

Based on Table 1. it is known that on the target of Increasing Access to Secondary Education and Special Education, the APK for Secondary Education is lower than the APK for Secondary Education for 2020 and 2019. The APK for Special Education performance is higher than in 2019 and 2020. Meanwhile, the target for Increasing Average the average Student Assessment Score, Increasing SMK Graduates who work and continue to vocational education and Improving the internal Governance of Regional Devices are new indicators in 2021.

The data shows that there is a decrease in performance achievements in 2021 on the target of Increasing Access to Middle Education, this indicates the performance of the Bangka Belitung Archipelago Province Education Office staff is not yet optimal. Based on the problems above, researchers are interested in researching further about the influence of rewards, training, work ethic on employee performance at the Bangka Belitung Islands Provincial Education Service. With the aim of analyzing and finding out research regarding the influence of Rewards, Training and Work Ethic on the Performance of Bangka Belitung Islands Province Education Service Employees.

Based on the introduction above, researchers looked for various studies related to the title, which have been carried out in recent years.

Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Mangkunegara, 2009). Optimal employee performance can certainly further increase the success of the organization in achieving the goals achieved.

Reward is a form of remuneration given to an employee for work performance, both financial and non-financial (Fahmi, 2016). Rewards can be categorized in two forms, namely intrinsic reward and extrinsic reward, the form of the reward will of course also be different from the level of performance produced by employees, but whatever form of reward can trigger good performance and self-motivation of employees so that they can produce achievements. proud work performance (Koencoro et al., 2012).

The indicators owned/contained in Rewards are divided into 6 indicators, namely as follows: [1] Wages, [2] Salary, [3] Incentives, [4] Allowances, [5] Interpersonal Awards, and [6] Promotions (Kadarisman, 2012).

Arman Arifin's research (2022), entitled "The Influence of Rewards and Punishments on Employee Performance at the Regional Secretariat of the City of Parepare"

states that rewards have a positive and significant effect on employee performance at the Regional Secretariat of the City of Pare-Pare.

Based on several previous studies, the researcher formulated the following hypothesis, [H₁] Reward has a positive effect on the performance of the Bangka Belitung Islands Provincial Education Office employees.

Training also has an influence on employee performance. One of the efforts to improve employee performance is by conducting training as a form of employee development effort (Nugraha et al., 2021).

Training is a process to teach new employees or current employees the basic skills they need to carry out competencies after training (Dessler, 2015). The training dimensions according to (Mathis & Jackson, 2016) are divided into two, namely: 1. Internal training, i.e. training on the job (on the job training) tends to be seen as very applicable to the job, saving costs for sending employees for training and sometimes being able to avoid costs for outside training. 2. External Training, that is, external training arises for several reasons i.e. it is cheaper for companies to use external training in conducting training in venues where internal training facilities are limited, time is insufficient for preparation of procurement of internal training materials, human resources staff may not have the required level of expertise for such materials where training required.

Having optimal training can produce higher employee performance (Setiawan et al., 2021). Research conducted by (Mufti, 2021) entitled "Competence, Training and Placement of Employees on the Performance of UPT Employees of the Regional Financial Board of Bangka Belitung Province Bangka Regency Region" shows that training has a positive and significant influence on employee performance. company profitability Setiawantana et al. (2019) explained that an increase in company profits is good news for investors. Increased profitability indicates an increase in the assets of the company owner. An increase in assets will have an impact on financial stability which will make the company more able to pay debts and be more flexible in making investment plans. Improved company performance will increase stock prices and company value.

Based on several previous studies, the researcher formulated the following hypothesis, [H₂] Training has a positive effect on the performance of the Bangka Belitung Islands Province Education Office employees.

Work ethic is an instrument that has an important role in employee performance (Kurniawan & Alam, 2022). Work ethic is a positive behavior and a foundation that includes the motivation that drives them, main characteristics, basic spirit, basic thoughts, code of ethics, moral code, code of conduct, attitudes, aspirations, beliefs, principles, and standards standards (Darodjat, 2015). Meanwhile, according to (Ginting, 2016) work ethic is the spirit of work that is characteristic of a person or group of people who work, which is based on ethics and work perspectives that are believed, and manifested through determination and concrete behavior in the world of work. According to (Sinamo, 2011) there are eight dimensions of work ethic, including: Work is Grace, Work is Trust, Work is a Call, Work is Actualization, Work is Worship, Work is Art, Work is Honor and Work is Service.

Research by Marisi Butar-Butar states that work ethic is a factor that has a significant influence on employee performance (Butarbutar et al., 2021). Research conducted by (Maro & Hermayanti, 2022) entitled "The Effect of Work Ethics, Leadership Style and Work Environment on Employee Performance at the Alor Barat Daya District Office, Alor Regency". shows the work ethic has a significant effect on employee performance. Based on these things, the formulation of the problem posed in this study is

whether reward, training and work ethic affect employee performance at the Bangka Belitung Islands Provincial Education Office.

Based on several previous studies, the researcher formulated the following hypothesis, [H₃] Work Ethics has a positive effect on the performance of the Bangka Belitung Islands Provincial Education Office employees. [H₄] Rewards, training and work ethic simultaneously have a positive effect on the performance of the Bangka Belitung Islands Provincial Education Office employees.

The objectives of this study include: testing and analyzing the influence of the three independent variables, namely reward, training and work ethic on employee performance, so as to provide scientific advice and input to improve employee performance for employees at the Bangka Islands Provincial Education Office Belitung.

RESEARCH METHOD

This research was conducted at the Education Office of the Bangka Belitung Islands Province. Researchers conducted a research approach using descriptive analysis and quantitative methods. In this research, a quantitative method was chosen because the research aims to measure impacts that can be measured numerically and answer research questions with objective numerical data. This allows researchers to use statistical analysis to identify significant changes and provide strong evidence about employee performance. Quantitative analysis is based on the analysis of variables that can be described quantitatively (measurable) with definite formulas or analytical tools. The quantitative method is the technique used in presenting research results in the form of numbers and the analysis uses statistics (Sugiyono, 2016). Descriptive research and a quantitative approach, namely explaining and describing variables with data in the form of numbers, then explaining the relationship between variables through hypothesis testing.

The population in this study are Civil Servants (PNS) at the Education Office of the Bangka Belitung Islands Province in 2022 with a total of 64 employees with a sample of 64 people. This determination is because the total population is not greater than 100 people, so the researchers used a saturated sample technique or Non-Probability Sampling by taking the total population of employees with Civil Servants (PNS) status. Therefore, the sample that will be taken in this research is the entire number of employees at the Bangka Belitung Islands Provincial Education Service, namely 64 people. The analysis tool uses SPSS (Statistical Package for the Social Sciences) software. Data collection techniques in this study used the questionnaire method (questionnaire) and literature. The data used are primary data and secondary data. Researchers used field studies by providing research instruments in the form of questionnaires which were given directly to respondents.

The scale used is the Likert scale. According to (Sugiyono, 2016) the Likert scale is used to measure attitudes, opinions, and perceptions of a person or group of people about social phenomena. The questionnaire data analysis technique used is descriptive analysis test, validity and reliability test to test the results of the data with the classic assumption test which consists of the normality test, heteroscedasticity test, multicollinearity test and finally testing the hypothesis with the t test and f test, as well as analysis the coefficient of determination (R²) and multiple regression analysis to test the independent variables together with the dependent variable. The formula for multiple regression analysis is in formula 1.

$$Y = \alpha + \beta_1X_1 + \beta_2X_2 + \beta_3X_3 + e \quad (1)$$

[Y] Employee Performance, [α] Constant, [β] Regression Coefficient, [X_1] Rewards, [X_2] Training, [X_3] Work Ethic, [e] Prediction Error.

RESULTS AND DISCUSSION

Descriptive statistical analysis is statistics used to analyze data by describing and recording the data collected without intending to draw conclusions that can be used by the public or generalized. The average analysis results are explained in Table 2.

Table 2. Average Descriptive Analysis Results

Variable	Average	Evaluation
Rewards	3.96	Tall
Training	4.08	Tall
Ethos Work	4.30	Very Tall
Performance Employee	4,14	Tall

Source: Primary data processed by researchers, 2022

Based on Table 2. about the average response of respondents at the Bangka Belitung Islands Provincial Education Office for each variable, namely: reward variable with an average of 3.96, training variable with an average of 4.08, work ethic variable with an average 4.30 and employee performance variables with an average of 4.14. From these data, it can be illustrated that the descriptive statistical analysis of the reward, training, and employee performance variables is included in the high category, while the work ethic variable is included in the very high category.

The validity test is used to measure the validity of a questionnaire item used as a research instrument. To find out the results of the validity test is by comparing the r-count value with the r-table value whose formula is $df = n - 2$, n , namely the number of samples and a significance of 5% (0.05). If the r count > r table and is positive, then a statement is valid or valid. The calculation of the r table in this study is $64 - 2 = 62$, so the r table value is 0.2075. The results of the validity test in this study are explained in Table 3.

Table 3. Validity Test Results

Variable	Items	R count	R table	Information
Rewards (X_1)	1	0.577	0.2075	Valid
	2	0.632		Valid
	3	0.605		Valid
	4	0.639		Valid
	5	0.537		Valid
	6	0.508		Valid
	7	0.397		Valid
	8	0.620		Valid
	9	0.419		Valid
	10	0.451		Valid
	11	0.608		Valid
	12	0.455		Valid
	13	0.419		Valid
Training (X_2)	1	0.789	0.2075	Valid
	2	0.778		Valid
	3	0.635		Valid
	4	0.734		Valid
	5	0.749		Valid

6	0.784	Valid
7	0.812	Valid
8	0.830	Valid
9	0.827	Valid
10	0.719	Valid
11	0.698	Valid
12	0.765	Valid
13	0.713	Valid

Source: Primary data processed by researchers, 2022

Based on Table 3., it can be concluded that all question items for each variable have a value of $r \text{ count} > r \text{ table}$ ($r \text{ count}$ is greater than $r \text{ table}$), so that as a whole the instruments in all research variables are declared valid.

Reliability Test

A variable is said to be reliable if it has a Cronbach Alpha value > 0.60 . The results of the reliability test can be seen in Table 4.

Table 4. Reliability Test Results

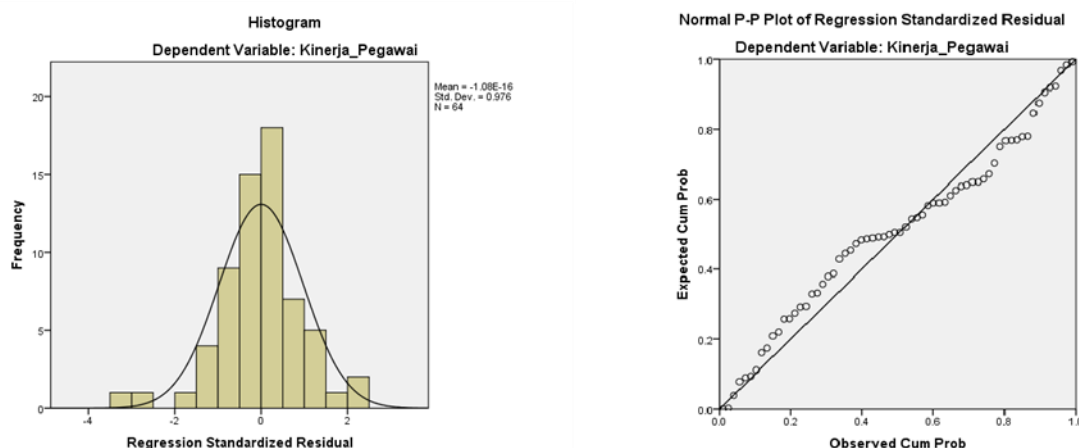
Variable	Items	Mark Cronbach' Alpha	Information
Rewards	X1	0.779	Reliable
Training	X2	0.934	Reliable
Ethos Work	X3	0.941	Reliable
Performance Employee	Y	0.928	Reliable

Source: Primary data processed by researchers, 2022

Test Classic Assumption

Based on Table 4., the reliability test results show that all variables have a Cronbach Alpha value greater than 0.60, so it can be concluded that all questionnaire instruments for each research variable are reliable. Normality Test Result can be seen in Figure 1.

Figure 1. Normality Test Results



Source: Primary data processed by researchers, 2022

Based on the results of the normality test in Figure 1., it can be seen that the histogram display shows a normal distribution pattern, the graph does not tend to skew to the right or to the left. Meanwhile, the probability plot graph also provides a normal distribution pattern, because the dots appear to spread around the diagonal line and

follow the direction of the diagonal line. So it can be concluded that these two graphs show that the regression model is feasible to use because it meets the assumption of normality. Based on the results of the One-Sample Kolmogorov-Smirnov Test it can be seen in Table 5.

Table 5. Normality Test Results

One-Sample Kolmogorov-Smirnov test		Unstandardized residual
N		64
Normal Parameters ^{a,b}	Means	.0000000
	std. Deviation	2.76196990
Most extreme Differences	absolute	.100
	Positive	.090
	Negative	-.100
test Statistics		.100
asymp. Sig. (2-tailed)		.185 ^c

Source: SPSS data processed by researchers, 2022

Based on Table 5., it shows that the results of the normality test produced by respondents have a significance value in the Kolmogorov-Smirnov of 0.200 greater than 0.05, so it can be concluded that the data is normally distributed. Then a multicollinearity test was carried out aimed at testing whether the regression model that occurred found a correlation between the independent variables. A good regression model should not have a correlation between independent variables. Multicollinearity Test Result can be seen in Table 6.

Table 6. Multicollinearity Test Results

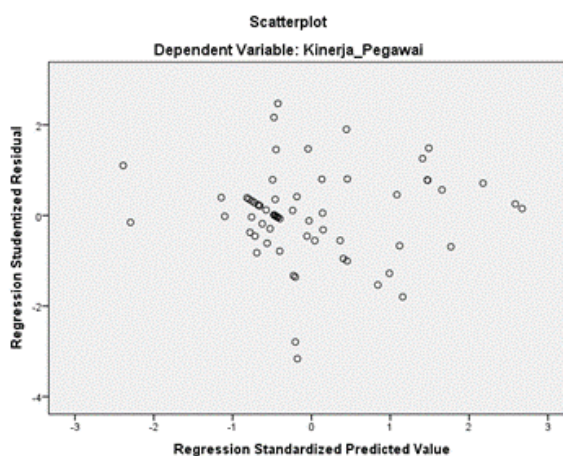
Variable	tolerance	VIF	Information
Rewards	0.890	1.124	No Multicollinearity
Training	0.595	1,680	No Multicollinearity
Work ethic	0.545	1,834	No Multicollinearity

Source: Primary data processed by researchers, 2022

Based on Table 6. from the results of the multicollinearity test, in calculating the tolerance value it can be seen that all independent variables have a tolerance value of > 0.01, which means that in this study there were no problems in the multicollinearity test. Likewise with the results of calculating VIF values, of the three independent variables tested all had VIF values <10, it can be concluded that there is no multicollinearity between the independent variables in the regression model.

After that, a heteroscedasticity test was carried out aiming to test whether in the regression model there is an inequality of variance from the residual of one observation to another observation. If the residual variance from one observation to another observation remains, then it is called homoscedasticity and if it is different it is called heteroscedasticity. A good regression model is one that has homoscedasticity or does not have heteroscedasticity. Heteroscedasticity Test in Figure 2.

Figure 2. Heteroscedasticity Test



Source: SPSS data processed by researchers, 2022

Based on the graphical results in Figure 2., the heteroscedasticity test uses the Scatter Plot method that there is no clear pattern and the points spread randomly and are scattered above and below the number 0 on the Y axis, it can be concluded that the data does not experience heteroscedasticity problems in the regression model the. Can be seen in Table 7.

Table 7. Heteroscedasticity Test Results

		Coefficients ^a					
		Unstandardized Coefficients		standardized			
		B	std. Error	Coefficients			
				Betas	Q	Sig.	
Model							
1	(Constant)	-1,517	3,323		-.456	.650	
	Rewards	-.011	.048	-.030	-.224	.823	
	Training	-.041	.060	-.112	-.684	.497	
	Work ethic	.090	.055	.280	1,643	.106	

Source: Primary data processed by researchers, 2022

Then from Table 7., the significance value of each variable is 0.823, 0.497 and 0.106 where this value is greater than 0.05. This shows that the data does not experience heteroscedasticity problems in the regression model.

Multiple Regression Analysis

Multiple regression analysis aims to prove the research hypothesis. The test is carried out to measure how much influence the independent variables have on the dependent variable. The results of the multiple linear regression test obtained the following regression equation :

$$Y = 1,395 + \dots - 0.152 X 1 + 0.262 X 2 + 0.266 X 3 \quad (2)$$

The results of the multiple linear regression test can be seen in Table 8.

Table 8. Results Analysis Regression Double

Model		Unstandardized Coefficients		standardized
		B	std. Error	Coefficients Betas
1	(Constant)	1,395	4,819	
	Rewards	.152	.070	.199
	Training	.262	086	.340
	Work ethic	.266	079	.393

Source: SPSS data processed by researchers, 2022

Partial Test (t test)

Partial test or t test is used to show how much influence independent variable partially in explaining the dependent variable . The results of the coefficients can be seen in Table 9.

Table 9. Test Results

Model		Coefficients ^a				Q	Sig.
		Unstandardized Coefficients		standardized			
		B	std. Error	Coefficients Betas			
1	(Constant)	1,395	4,819		.290	.773	
	Rewards	.152	.070	.199	2,174	.034	
	Training	.262	086	.340	3,036	.004	
	Work ethic	.266	079	.393	3,358	.001	

Source: SPSS data processed by researchers, 2022

Based on Table 9., it can be seen that the results of the coefficients through hypothesis testing and the results of which variables affect employee performance at the Bangka Belitung Islands Provincial Education Office are as follows:

[H₁] Test the Reward Hypothesis on Employee Performance

The calculation results obtained by t arithmetic for X₁ of 2.174 is greater than t table 1.67065 with a significance level of 0.034 less than 0.05. So it can be concluded that rewards partially have a positive and significant effect on employee performance at the Education Office of the Bangka Belitung Islands Province.

[H₂] Training Hypothesis Test on Employee Performance

The calculation results obtained by t arithmetic for X₂ of 3.036 is greater than t table 1.67065 with a significance level of 0.004 less than 0.05. So it can be concluded that training partially has a positive and significant effect on the performance of employees of the Bangka Belitung Islands Province.

[H₃] Work Ethic Hypothesis Test on Employee Performance. The calculation results obtained by t arithmetic for X₃ of 3.358 is greater than the t table value of 1.67065 with a significance level of 0.001 < 0.05. So it can be concluded that work ethic partially has a positive and significant effect on employee performance at Prov. Kep. Bangka Belitung

Simultaneous Test (Test F)

Based on the table of f test results it is known that f count is 24.595 greater than 2.76 and a significance value of 0.000 < 0.05, then H₄ is accepted, meaning this shows that the reward, training, and work ethic variables simultaneously have a positive and

significant effect on employee performance at the Bangka Belitung Islands Province Education Office. In other words, increasing rewards, training, and work ethic can improve employee performance at the Education Office of the Bangka Belitung Islands Province, as shown in Table 10.

Table 10. F Test Results

ANOVA ^a						
Model	Sum of Squares	Df	Means Square	F	Sig.	
1	Regression	591015	3	197,005	24,595	.000 ^b
	residual	480,594	60	8010		
	Total	1071609	63			

Source: SPSS data processed by researchers, 2022

Analysis of the Coefficient of Determination (R²) It can be seen from Table 11., that the results of the analysis of the coefficient of determination (R²) show an Adjusted R Square number of 0.529 or 52.9%. This means that employee performance variables can be explained by reward, training and work ethic variables of 52.9%, the remaining 47.1% is influenced by other variables outside of the research variables.

Table 11. Results of the Analysis of the Coefficient of Determination

Model	R	R Square	adjusted R Square	std. Error of the Estimates
1	.743 ^a	.552	.529	2.83018

a. Predictors: (Constant), Work ethic, rewards, Training
 b. dependent Variables: Performance_Employee

Source: SPSS data processed by researchers, 2022

Results Testing hypothesis

The hypothesis proposed in this study is that reward has a positive effect on employee performance, training has a positive effect on employee performance, and work ethic has a positive effect on performance. Employees, as well as Rewards, Training and Work Ethics positive effect on employee performance. The discussion of each research hypothesis is as follows:

Effect of Reward on Employee Performance

The results of the research that has been done, it can be described that the reward variable is tested partially on the performance of employees at the Provincial Education Office Kep. Bangka Belitung produces a t test of 2.174 which is greater than t table.

1.67065 with a significance of 0.034 which is less than the 0.05 significance level. Based on the results of multiple regression analysis, the reward coefficient value is 0.152. The regression coefficient value identifies a positive relationship between rewards and employee performance at the Prov. Education Office. Kep. Bangka Belitung.

From the description above, it can be illustrated that the reward variable partially has a positive and significant effect on employee performance at the Prov. Education Office. Kep. Bangka Belitung, so it can be concluded that H1 is accepted and H0 is rejected. This shows that the better the rewards that employees get, the performance of employees at the Prov. Education Office will also increase. Kep. Bangka Belitung, or vice versa, the lower the rewards that the employees of the Provincial Education Office have. Kep. Bangka

Belitung, the lower the employee performance at the Prov. Education Office. Kep. Bangka Belitung.

Effect of Training on Employee Performance

The results of the research that has been done, it can be described that the training variable is tested partially on the performance of employees at the Prov. Education Office. Kep. Bangka Belitung produces a t test of 3.036 greater than t table 1.67065 with a significance of 0.004 less than the significance level of 0.05. Based on the results of multiple regression analysis, the training coefficient value is 0.262. The regression coefficient value identifies a positive relationship between training and employee performance at the Prov. Education Office. Kep. Bangka Belitung.

From the description above, it can be illustrated that the training variable partially has a positive and significant effect on employee performance at the Prov. Education Office. Kep. B is the Belitung figure, so it can be concluded that H2 is accepted and H0 is rejected. This shows that the more training you get, the performance of employees at the Prov. Education Office will also increase. Kep. Bangka Belitung, or vice versa, the lower the training received by employees, the lower the employee's performance.

The Effect of Work Ethics on Employee Performance

The results of the research that has been done, it can be described that the work ethic variable is tested partially on the performance of employees at the Prov. Education Office. Kep. Bangka Belitung produces a t test of 3.358 greater than t table 1.67065 with a significance of 0.001 less than the significance level of 0.05. Based on the result of multiple regression analysis, the work ethic coefficient is 0.266. The regression coefficient value identifies a positive relationship between work ethic and employee performance at the Prov. Education Office. Kep. Bangka Belitung.

From the description above, it can be illustrated that the work ethic variable partially has a positive and significant effect on the performance of employees at the Department Provincial Education Kep. Bangka Belitung, so it can be concluded that H3 is accepted and H0 is rejected. This shows that the work ethic is able to improve the performance of employees at the Prov. Education Office. Kep. Bangka Belitung, the performance of employees at the Prov. Education Office will also increase. Kep. Bangka Belitung, or vice versa, the lower the work ethic of employees at the Prov. Kep. Bangka Belitung, the lower the performance of employees at the Prov. Education Office. Kep. Bangka Belitung.

Effect of Reward, Training and Work Ethics on Employee Performance

Reward, training and work ethic simultaneously have a positive and significant effect on the performance of the employees of the Prov. Education Office. Kep. Bangka Belitung. Based on previous research by (Kismoyogi et al., 2019) where training and work ethic have a positive and significant effect on employee performance and according to (Astuti et al., 2018) that awards have an effect on employee performance.

This is based on the results of the respondent's F test research showing that the F count is 24.595. This means that the calculated F is greater than the F table of 2.72 and the significance is 0.000 which is less than the 0.05 significance level. So it can be concluded that reward, training and work ethic simultaneously have a positive and significant effect on employee performance at the Prov. Education Office. Bangka Belitung Islands.

Judging from the explanation above rewards, training and work ethic are factors that can affect employee performance, this means to influence employee performance at

the Prov. Education Office. Kep. Bangka Belitung can be done by influencing or improving rewards , training and work ethic. Based on the description above, it is necessary to improve rewards , training and work ethic at the Prov. Education Office. Kep. Bangka Belitung to improve employee performance at the Provincial Education Office. Kep. Bangka Belitung. If these improvements are made it will affect rewards , training and work ethic so that this will also have an impact on improving employee performance at the Prov. Education Office. Kep. Bangka Belitung.

CONCLUSION

From the results of the research discussion on the influence of rewards, training, and work ethic on employee performance at the Bangka Belitung Islands Provincial Education Service which has been described in the previous explanation and adjusted to the formulation of the problem that occurred and through hypothesis testing the researcher drew conclusions including Results of descriptive analysis of reward description, employee training, and performance are in the high category and work ethic is in the very high category.

Based on the results of the regression coefficient test and t-test results, it can be seen that rewards have a positive and significant effect on employee performance at the Bangka Belitung Islands Provincial Education Service. Training has a positive and significant impact on employee performance at the Bangka Belitung Islands Provincial Education Office.

Work ethic has a positive and significant impact on employee performance at the Bangka Belitung Islands Provincial Education Office. Rewards, training, and work ethic simultaneously have a positive and significant effect on employee performance at the Bangka Belitung Islands Provincial Education Office.

RECOMMENDATIONS

Based on the conclusions obtained from the research results, several suggestions are given so that they can become reference material for further research: For the Bangka Belitung Islands Provincial Education Office, so that the agency can examine the factors that influence the causes of low employee performance in the variables of reward, training and work ethic and for future researchers, this research should be developed using more in-depth and further developed research instruments and using other analytical tools, so that the ability to measure them is better so that they can learn more deeply about the variables in this research with different objects and different questions on the questionnaire items.

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