

**THE INFLUENCE OF LEVEL EDUCATION, JOB TRAINING,
LEVEL ABSENTEEISM TOWARD EMPLOYEE
PERFORMANCE AT PT.PEGADAIAN (PERSERO)
REGIONAL OFFICE V MANADO**

THESIS

WINDA YULIA SALEH

13042013



**MANAGEMENT DEPARTMENT
FACULTY OF ECONOMICS
UNIVERSITAS KATOLIK DE LA SALLE
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2018**

**THE INFLUENCE OF LEVEL EDUCATION, JOB TRAINING, LEVEL
ABSENTEEISM TOWARD EMPLOYEE PERFORMANCE AT
PT.PEGADAIAN (PERSERO) REGIONAL OFFICE V MANADO**

WINDA YULIA SALEH

13042013

Presented as a fulfillment of the requirement

in obtaining Bachelor Degree in Economics at Faculty of Economics

UniversitasKatolik De La Salle Manado

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WINDA YULIA SALEH

13042013

Has been fulfilled the requirements to be accepted by advisory commission

Advisor I



Ch. Adrie P. Koleangan, SE., MM.

Advisor II





Loureine P. Sumual, SE., MFM.

Manado, August 2th 2018

Faculty of Economics

Universitas Katolik De La Salle Manado

 **Dean of Economics Faculty**

Apolinaris A. Montoalu, SS., MS

Head of Management Department

Harli M. Merung, SE., MM

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LEGALIZATION PAGE

**THE INFLUENCE OF LEVEL EDUCATION JOB TRAINING AND
ABSENTEEISM TOWARD EMPLOYEE PERFORMANCE AT.PT
PEGADAIAN (PERSERO) REGIONAL OFFICE V MANADO**

WINDA YULIA SALEH

13042013

Has been examined and defended in front of examiner board

On August10th 2018

Advisors,

Ch. Adrie P. Kalcangan, SE., MM

Loureine P. Sumual, SE, MFM

Examiners,

Harli M. Merung, SE., MM

Apolinaris A. Montolalu, SS., MS

This thesis has been accepted as partial fulfillment

to obtain Bachelor Degree

On August10th 2018

Acknowledge by,

Dean of Economics Faculty

Apolinaris A. Montolalu, SS., MS

Head of Management Department

Harli M. Merung, SE., MM

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ABSTRACT

SALEH YULIA WINDA, THE INFLUENCE OF LEVEL EDUCATION, JOB TRAINING, AND LEVEL ABSENCE ON EMPLOYEE PERFORMANCE AT PT.PEGADAIAN (PERSERO) REGIONAL OFFICE V MANADO. THROWN BY KOLEANGAN. ADRIE P.Ch,SE,MM AND SUMUAL.P LOUREINE SE.,MFM.

The level of education, job training, and the level of absence of work is a very important factor in efforts to improve employee performance in a company. In working requires supporting facilities to be able to accelerate the completion of work and other facilities, and to improve employee performance must also provide a sense of security and welfare for employees by running company programs determined by management.

This research was conducted at PT. Pegadaian (Persero) Regional Office V Manado, which has research objectives to determine the effect of education levels, job training, and the level of absence of work on the work performance of employees of PT. Pegadaian (Persero) Regional Office V Manado.

Data analysis in this research uses multiple analysis, validity and reliability test, T-test, F-test, R square. Number of respondents by 50 respondents taken from all employees PT.Pegadaian (Persero) Regional Office V Manado.

Based on partial-test results, education level (X1) t arithmetic $-0.371 < t$ table 2.012 , H_1 is rejected, which means education level has no significant effect on employee performance. Work Training (X2) t arithmetic $0.149 < t$ table 2.012 , H_2 rejected which means job training has not significantly influence employee performance. The absence rate of work (X3) t arithmetic $-1648 < t$ table 2.012 , H_3 is rejected which means the level of work absence has no significant effect on employee performance, which means all X variables have no significant effect on variable Y.

Keywords : Level Education, Job Training, Level Absence, Employee Performance

ABSTRAK

WINDA YULIA SALEH, PENGARUH TINGKAT PENDIDIKAN, PELATIHAN KERJA, DAN TINGKAT KETIDAKHADIRAN KERJA TERHADAP KINERJA KERJA KARYAWAN PT.PEGADAIAN KANTOR WILAYAH V MANADO. DIBIMBING OLEH ADRIE KOLEANGAN,SE,MM DAN LOUREINE P.SUMUAL, SE.,MFM.

Tingkat pendidikan, pelatihan kerja, dan tingkat ketidakhadiran kerja merupakan factor yang sangat penting dalam upaya meningkatkan kinerja karyawan pada suatu perusahaan. Dalam bekerja memerlukan fasilitas pendukung untuk dapat mempercepat dalam penyelesaian pekerjaan dan fasilitas lainnya, dan untuk meningkatkan kinerja karyawan juga harus memberikan rasa aman dan kesejahteraan bagi karyawan dengan menjalankan program-program perusahaan yang di tentukan oleh pihak manajemen.

Penelitian ini di lakukan di PT.Pegadaian (Persero) Kantor Wilayah V Manado, yang memiliki tujuan penelitian untuk mengetahui pengaruh tingkat pendidikan, pelatihan kerja, dan tingkat ketidakhadiran kerja terhadap kinerja kerja karyawan PT.Pegadaian (Persero) Kantor Wilayah V Manado.

Analisis data dalam penelitian ini menggunakan analisa berganda, uji validitas dan reliabilitas, T-test, F-test, R square. Jumlah responden sebesar 50 responden yang diambil dari semua karyawan PT.Pegadaian (Persero) Kantor Wilayah V Manado.

Berdasarkan hasil partial-test, Tingkat pendidikan (X1) $t_{hitung} -0,371 < t_{table} 2.012$, H_1 ditolak yang berarti tingkat pendidikan tidak berpengaruh signifikan terhadap kinerja karyawan. Pelatihan Kerja (X2) $t_{hitung} 0,149 < t_{table} 2.012$, H_2 ditolak yang berarti pelatihan kerja tidak berpengaruh signifikan terhadap kinerja karyawan. Tingkat ketidakhadiran kerja (X3) $t_{hitung} -1648 < t_{table} 2.012$, H_3 ditolak yang berarti tingkat ketidakhadiran kerja tidak berpengaruh signifikan terhadap kinerja karyawan, yang bearti semua variable X tidak berpengaruh signifikan terhadap variable Y.

Kata-kata kunci : Tingkat Pendidikan, pelatihan kerja, tingkat ketidakhadiran kerja, kinerja karyawan

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Finally, I realized that this thesis is still not perfect enough and far from perfect. Suggestions and critics are needed for the perfection of this report/ Finally, the student hopes that this report can be useful for others.

Manado, August 2018

Student

STATEMENT OF THESIS ORIGINALITY

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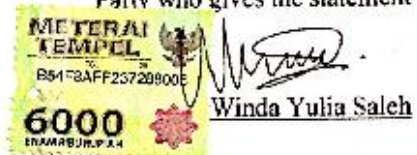
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Party who gives the statement





Ch. Adrie P. Kolcangan, SE., MM

Witness I, as advisor and member of Examiners Board


Harli M. Merung, SE., MM

Witness II, as member of Examiners Board


Apolinaris A. Montolalu, SS., MS
Witness III, as member of Examiners Board

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