

The Influence of Education and Training (Diklat), Work Motivation and Work Commitment on Employee Work Productivity at the West Sulawesi Provincial Youth and Sports Office

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Abstract

This study aims to explore the influence of education and training (diklat), work motivation, and work commitment on the work productivity of employees at the West Sulawesi Provincial Youth and Sports Office. The study was conducted by involving 47 respondents and using a questionnaire method which was then analyzed by multiple linear regression analysis. The results of the study show that education and training (*diklat*) have a positive influence on the work productivity of employees at the West Sulawesi Provincial Youth and Sports Office. In addition, work motivation and work commitment also significantly contribute to increasing the work productivity of employees in the agency. Finally, when analyzed together, education and training (*diklat*), work motivation, and work commitment collectively affect the work productivity of employees at the West Sulawesi Provincial Youth and Sports Office. These findings provide a deeper understanding of the factors that affect the work productivity of employees in the government environment, especially in the fields of youth and sports. The implications of this research can help in the formulation of human resource management policies and strategies aimed at improving organizational performance and effectiveness.

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1. Pendahuluan

In a government or private agency, work productivity is very necessary to achieve the goals that have been set. Work productivity is a result of work requirements that must be met by employees to obtain maximum results where in its implementation, work productivity lies in the human factor as the implementer of work activities. So the human factor plays an important role in achieving results in accordance with the goals of the agency, because no matter how perfect the work equipment is without human labor will not succeed in producing goods or services in accordance with the goals to be achieved.

In achieving high productivity, the human factor is a very important variable because the success or failure of a business is largely determined by the behaviors of humans who carry out or hold work. Given the large role and position of human resources as employees in activities in the organization, education and training (diklat), high work motivation and work commitment are needed so that a good work mechanism can be maintained.

Education and training (diklat) have an influence on employee work productivity. According to Manullang (2001) education and training (diklat) must aim to improve the technical, theoretical, conceptual and moral abilities of human resources so that the work productivity of human resources can increase optimally according to the skills they have acquired so as to provide opportunities for human resources, in this case employees to develop themselves and also allow them to achieve the opportunity to hold even higher positions.

In addition to education and training factors that affect employee work productivity, work motivation factors also affect employee work productivity. According to Mangkuprawira (2003) states that the factors that affect productivity are relatively complex, they can be intrinsic factors (level of education, knowledge, skills, motivation, health and experience) and can be extrinsic factors (salary/wages) work environment, leadership, work facilities and social relations).

In addition to work motivation factors that affect employee work productivity, work commitment factors also affect employee work productivity. According to Wangsadjaja (2006), commitment is defined as the relative strength of the individual in identity and involvement into the organization. This attitude can be characterized by three things, namely a strong belief in the organization that accommodates, is serious about the interests of the organization, and a strong desire to maintain membership in the organization. According to Sinungan (2005), one of the factors that can affect work productivity is discipline, namely an obedient, obedient, and aware attitude to the regulations of the institution or organization, the existence of a work commitment to obey and obey organizational rules causes high work productivity.

There are several previous studies related to education and training (diklat), work motivation and work commitment to employee work productivity. Research conducted by Ilham Ramadhan (2009), the conclusion obtained is that education and training programs have an effect on employee work productivity. Furthermore, the research conducted by Annisa Rizkia (2014), the conclusion obtained is that the variables of employee work productivity are influenced by the variables of education and training. Then the research conducted by Jihan Yusnita, (2011), the conclusion obtained is that the factors that provide motivation have a positive effect on work productivity. Furthermore, the research was conducted by Nuryani Ratnaningsih. (2013), the conclusion obtained is that work motivation has a positive effect on employee work productivity. Then the research conducted by Marvidiantika, Fisca (2015), the conclusion obtained is that organizational commitment has a positive and significant effect on employee work productivity. Then the research conducted by Sofar Silaen and Yunus (2013), the conclusion obtained is that there is a positive and significant influence of work commitment on employee work productivity.

The West Sulawesi Provincial Youth and Sports Office Office is located in the West Sulawesi Governor's Office Complex, Rangas, Mamuju Regency. The duties and functions of the West Sulawesi Provincial Youth and Sports Office are to carry out part of the Governor's duties in organizing affairs in the field of youth and sports which are the authority of the Regions and assistance duties assigned to the Regions.

Based on the main tasks mentioned above, the functions inherent in the West Sulawesi Dispora are: (1) the implementation of the formulation and determination of technical policies in the field of youth and sports, partnerships and infrastructure; (2) the implementation of planning and monitoring of youth and sports affairs including youth and sports, partnerships and infrastructure; (3) the implementation of the development and implementation of youth and sports affairs tasks in the field of youth and sports, partnerships and infrastructure; and (4) coordination and coaching of UPTD.

The level of employee productivity can be seen from the level of employee attendance and absence from July to December 2017 at the West Sulawesi Provincial Youth and Sports Office can be seen in the following Table 1:

Table 1. Attendance and Absence Levels of Employees of the West Sulawesi Provincial Youth and Sports Office in 2017

Moon	Present	Absent			Total
		Pain	References	No Ket	
July	35	2	9	1	47
August	34	4	6	3	47
September	32	2	12	2	47
October	35	4	8	1	47
November	35	3	7	3	47
December	32	7	6	2	47

Source: West Sulawesi Provincial Youth and Sports Office, 2018

Based on the results of initial observations, the researcher found several problems that need to be considered in the West Sulawesi Provincial Youth and Sports Office related to human resource development, especially in employee education and training. The problem is related to the work productivity of employees at the West Sulawesi Provincial Youth and Sports Office is still not running optimally. This can be seen in terms of quality, there are still many employees who do not have the skills that are in accordance with their field of work

From the results of temporary observations, it can be seen that there are still employees who arrive on time, an indication that a study still needs to be carried out on the work motivation of employees at the West Sulawesi Provincial Youth and Sports Office. This study is considered necessary because motivation that has not been properly able to reduce the work productivity of employees both partially and overall as another indication system, there is still an inappropriate work completion, due to the lack of effectiveness of the employee's work. Adequate employee ability means that they will be able to complete their work well according to the time allocation and targets that have been set in the work program.

In addition, at the West Sulawesi Provincial Youth and Sports Office, in carrying out daily work, employees must have work commitments to support their work productivity. For this reason, employees must instill work commitments in themselves when they do work at the West Sulawesi Provincial Youth and Sports Office.

2. Method

This study uses a quantitative approach with explanatory objectives to explain the influence of education and training (diklat), work motivation, and work commitment on the work productivity of employees at the West Sulawesi Provincial Youth and Sports Office. The research method used was a survey using a questionnaire as a data collection instrument. Primary data was obtained through the distribution of questionnaires to employees at the West Sulawesi Provincial Youth and Sports Office, while secondary data was obtained from the archives of related institutions.

The research population is all employees at the West Sulawesi Provincial Youth and Sports Office, with the same number of samples as the number of population. The data collection procedure involves observation, interviews, the use of questionnaires, and documentation.

The collected data were analyzed using various techniques, including instrument validity and reliability tests, descriptive analysis, classical assumption tests (heteroscedasticity, multicollinearity, and autocorrelation), multiple linear regression analysis, hypothesis tests (t-test and F test), and determination coefficient (R2) tests to evaluate the model's ability to explain the variability of bound variables.

The results of the analysis will provide an in-depth understanding of the factors that affect the work productivity of employees at the West Sulawesi Provincial Youth and Sports Office, as well as provide a basis for the formulation of more effective human resource management policies and strategies.

3. Results and Discussion

3.1. Test Research Instruments

Testing of instruments in the study using questionnaires is necessary to determine whether or not the measurement tool can be used in the data collection process. In this test, the validity and reliability of the questionnaire answers were processed. By carrying out this testing process, it is hoped that the hypothesis results will be as expected.

The validity test of the instrument is to calculate the correlation coefficient between the item score and the total score in a significance level of 95% or $\alpha = 0.05$ (Santoso, 2015). The validity test with this method is carried out by correlating the answer score obtained by each item with the total score of the entire item. The correlation results must be significant based on statistical measures.

3.1.1. Validity Test

The validity test of the instrument is to calculate the correlation coefficient between the item score and the total score in a significance level of 95% or $\alpha = 0.05$ (Santoso, 2015). The validity test with this method is carried out by correlating the answer score obtained by each item with the total score of the entire item. Correlation results must be significant based on statistical measures.

1) Education and Training Variables (DIKLAT)

To find out the validity test on the variables of education and training (training), it is presented in Table 2 below.

Table 2. Results of the Validity Test of Education and Training Variables (Diklat) (X1)

Item (Indicator)	r Count	r Table	Status
X11	0.566	0.242	Valid
X12	0.478	0.242	Valid
X13	0.883	0.242	Valid
X14	0.694	0.242	Valid
X15	0.341	0.242	Valid

Based on the results of the validity test seen in Table 2, a correlation number (r_{calcul}) was obtained, which turned out to be greater when compared to the required table r , which was 0.242. The value of the Total Correlation Item (calculation) of the education and training variable (X1) is between 0.341 - 0.883. This result shows that the value of r is calculated > 0.242 (r table), thus indicating that all the items stated in the education and training questionnaire (X1) are valid or capable of expressing something that will be measured by the questionnaire, so that it can be used for further analysis.

2) Work Motivation Variables

To find out the validity test on the work motivation variable, it is presented in the following Table 3:

Table 3. Results of the Validity Test of Work Motivation Variables (X2)

Item (Indicator)	r Count	r Table	Status
X21	0.773	0.242	Valid
X22	0.336	0.242	Valid
X23	0.667	0.242	Valid
X24	0.905	0.242	Valid
X25	0.911	0.242	Valid

Based on the results of the validity test seen in table 3, a correlation number (calculation) was obtained, which turned out to be greater when compared to the required table r, which was 0.242. The value of the Total Correlation Item (rcalcul) of the work motivation variable (X2) is between 0.336 - 0.911. This result shows that the value of r is calculated > 0.242 (r table), thus indicating that all the statements on the motivation to work questionnaire (X2) are valid or capable of expressing something that the questionnaire will measure, so that it can be used for further analysis.

3) Work Commitment Variables

To find out the validity test on the work commitment variable, it is presented in Table 4.9. Following:

Table 4. Validity Test Results of Work Commitment Variables (X3)

Item (Indicator)	r Count	r Table	Status
X31	0.946	0.242	Valid
X32	0.951	0.242	Valid
X33	0.744	0.242	Valid

Based on the results of the validity test seen in table 4, a correlation number (rcalcul) was obtained, which turned out to be greater when compared to the required table r, which was 0.242. The Correction Item Total Correlation value (calculation) of the work commitment variable (X3) is between 0.744 - 0.951. This result shows that the value of r is calculated > 0.242 (r table), thus indicating that all the statements on the work commitment questionnaire (X3) are valid or capable of expressing something that the questionnaire will measure, so that it can be used for further analysis.

4) Employee Productivity Variables

To find out the validity test on the variables of employee work productivity, it is presented in the following Table 5:

Table 5. Results of the Validity Test of Employee Work Productivity Variables (Y)

Item (Indicator)	r Count	r Table	Status
Y11	0.852	0.242	Valid
Y12	0.683	0.242	Valid
Y13	0.367	0.242	Valid
Y14	0.490	0.242	Valid
Y15	0.401	0.242	Valid

Based on the results of the validity test seen in Table 5, a correlation number (rcalcul) was obtained, which turned out to be greater when compared to the required table r, which was 0.242. The value of the Total Correlation Item (rcalcul) of the employee work productivity variable (Y1) is between 0.367 - 0.852. This result shows that the value of r is calculated > 0.242 (r table), thus showing that all the statements on the employee work productivity questionnaire (Y1) are valid or able to reveal something that will be measured by the questionnaire, so that it can be used for further analysis.

3.1.2. Classic Assumption Test

1) Multicollinearity Test

Table 6. VIF Calculation Results

Model	Collinearity Statistics	
	Tolerance	LIVE
Education and training (training) (x1)	.481	2.081
Work motivation (x2)	.642	1.559
Work commitments (x3)	.381	2.628

Based on Table 6 above, the tolerance value of all independent variables (education and training): 0.481; work motivation: 0.642; and work commitment: 0.381) is greater than the specified limit value of 0.01. For the VIF value, it can be seen that all independent variables have a VIF value of less than 10 (education and training (training): 2,081; work motivation: 1,559; and work commitment: 2,628). Therefore, it can be concluded that there are no symptoms of multicollinearity between independent variables in this study.

2) Heteroscedasticity Test

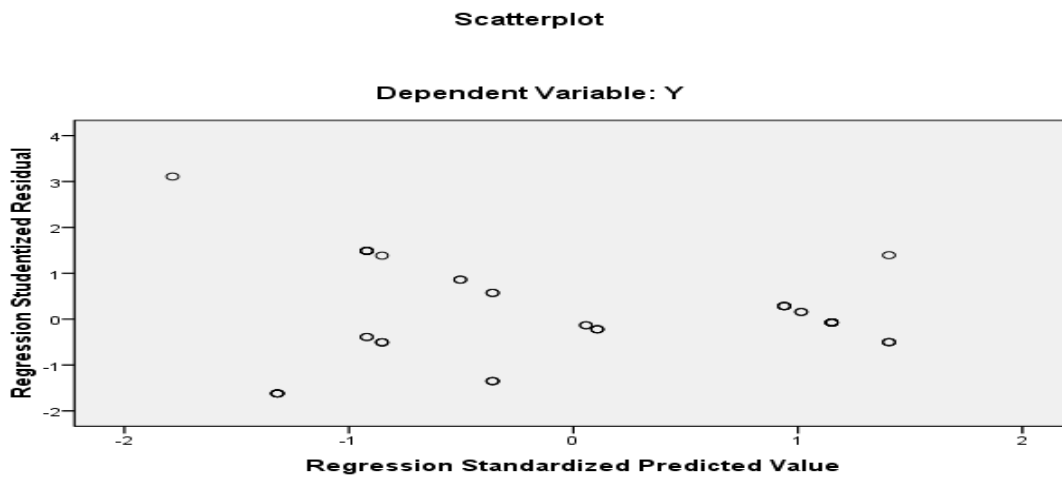


Figure 1. Scatterplot Chart

Figure 1 shows that the distribution of residual data does not form a specific pattern and spreads below and above the zero on the Y axis thus the model is free from the symptoms of heteroscedasticity.

3.1.3. Uji Hypothesis

Table 7. Multiple Regression Output

Independent Variables	Regression Coefficients		Std. Error	Q. Count	Sig
	Unstandardized	Standardized			
(Constant)	6.092	1.333		4.571	.000
Training (x1)	.413	.112	.454	3.683	.001
Work motivation (x2)	.225	.069	.330	3.265	.002
Work commitments (x3)	.165	.066	.253	2.507	.016
R2	0.735				
F Calculate	39.701				
Sig (f)	0.000				

The multiple regression equation obtained from the results of the analysis is: $Y = 6.092 + 0.413 X_1 + 0.225 X_2 + 0.165 X_3$. The regression equation means that the influence of education and training (diklat), work motivation and work commitment on employee work productivity is positive where when education and training (diklat), work motivation and work commitment improve will increase employee work productivity. This indicates that when education and training (diklat), work motivation and work commitment increase, it will be followed by an increase in employee work productivity.

1) Partial Test With T-Test

The calculated t-value for the variable of education and training (diklat) on employee work productivity was obtained 3,683 with a significance price of 0.001, indicating that the t-value obtained was significant because the significance price obtained was less than 0.05. Because the value of t calculated 3.683 is greater than the t of table 1.677, the null hypothesis (H0) is rejected and the one hypothesis (H1) is accepted, so this means that the education and training variable (X1) has a significant influence on the work productivity of employees (Y).

Based on the above results, hypothesis 1 which states that education and training (diklat) affect the work productivity of employees at the West Sulawesi Provincial Youth and Sports Office, is accepted.

The calculated t-value for the variable of work motivation on employee work productivity was obtained 3,265 with a significance price of 0.002, indicating that the t-value obtained was significant because the significance price obtained was less than 0.05. Because the value of t calculated 3.265 is greater than the t of table 1.677, the null hypothesis (H0) is rejected and the second hypothesis (H2) is accepted, so this means that the work motivation variable (X2) has a significant influence on the work productivity of employees (Y).

Based on the above results, hypothesis 2 which states that work motivation affects the work productivity of employees at the West Sulawesi Provincial Youth and Sports Office, is accepted.

The calculated t-value for the variable of work commitment to employee work productivity was obtained 2.507 with a significance price of 0.016, indicating that the t-value obtained was significant because the significance price obtained was less than 0.05. Because the value of t calculated 2.507 is greater than the t of table 1.677, the zero (H0) hypothesis is rejected and the three (H3) hypothesis is accepted, so this means that the work commitment variable (X3) has a significant influence on the work productivity of employees (Y).

Based on the above results, hypothesis 3 which states that work commitment affects the work productivity of employees at the West Sulawesi Provincial Youth and Sports Office, is accepted.

2) Simultaneous Test With F-Test (Anova^b)

The F test is to determine whether simultaneously/jointly independent variables are able to explain the dependent variables well or whether the independent variables together have a significant influence on the dependent variables. In the Anova table, it can be seen that the influence of independent variables of education and training (diklat), work motivation and work commitment on the dependent variables of work productivity of employees at the West Sulawesi Provincial Youth and Sports Office simultaneously/together. Based on Table 4.13, it shows that the results of the hypothesis test with the calculation of the F test using the SPSS for Windows release 19.00 program obtained F calculation = 39,701 which is greater than the F of the table of 2.80 and with a significance price of 0.000. Because the significance price is less than 0.05, it indicates that the F-value of the calculation obtained is significant. Thus, it shows that together there is a significant influence of education and training (diklat), work motivation and work commitment on the work productivity of employees at the West Sulawesi Provincial Youth and Sports Office.

Based on the above results, hypothesis 4 which states that education and training (diklat), work motivation and work commitment together affect the work productivity of employees at the West Sulawesi Provincial Youth and Sports Office, is accepted.

3) Determination Coefficient Test (R Square)

The degree of influence between education and training (diklat), work motivation and work commitment on employee work productivity together or simultaneously can be determined from the simultaneous correlation price with the R square value of 0.735. This indicates that the strong influence of the variables of education and training (diklat), work motivation and work commitment on employee work productivity is included in the strong category. The magnitude of the influence of education and training (diklat), work motivation and work commitment can be seen from the price of the simultaneous determination coefficient (R²) which shows that together education and training (diklat), work motivation and work commitment have an influence of 73.5% on employee work productivity. While the remaining 26.5% is the influence of other factors that are not included in this model.

3.2. Discussion

Based on the results of the research that has been presented in the previous sub-chapter, the results of the research will be discussed as follows:

3.2.1. The Influence of Education and Training (Diklat) on Employee Work Productivity

From the results of the t-anova test, the results were obtained that education and training (diklat) had a positive and significant effect on employee work productivity, this can be seen from the t-value calculated for the variable of education and training (diklat) on employee work productivity obtained 3,683 with a significance price of 0.001 indicating that the t-value obtained was significant because the significance price obtained was less than 0.05.

From the average data of respondents, it was obtained that in general, the level of education and training (diklat) was in the category of high level. Based on the results of the descriptive analysis of each indicator in the education and training variable (diklat), it can be concluded that the fifth indicator (X1.5), namely self-development, received the highest response, namely with an average respondent answer of 3.98 in the high category. Meanwhile, in the second indicator (X1.2), namely quality, it received the lowest response, with an average response of respondents of 3.13 in the high category.

According to Manullang (2001), education and training (diklat) must aim to improve the technical, theoretical, conceptual and moral abilities of human resources so that the work productivity of human resources can increase optimally in accordance with the skills they have acquired so as to provide opportunities for human resources, in this case employees to develop themselves and also allow them to achieve opportunities to hold even higher positions.

The results of this study also support the results of previous research from Ilham Ramadhan (2009), the conclusion that education and training programs have an effect on employee work productivity. Furthermore, the research conducted by Annisa Rizkia (2014), based on the results of the research, can be concluded that the variables of employee work productivity are influenced by the variables of education and training.

Based on these results, hypothesis 1 which states that education and training (diklat) affect the work productivity of employees at the West Sulawesi Provincial Youth and Sports Office, is accepted.

3.2.2. The Effect of Work Motivation on Employee Work Productivity

From the results of the t-anova test, it was found that work motivation has a positive and significant effect on employee work productivity, this can be seen from the t-value calculated for the variable of work motivation on employee work productivity obtained 3,265 with a significance price of 0.002 indicating that the t-value obtained is significant because the significance price obtained is less than 0.05.

From the average respondents' data, it was found that in general, the level of work motivation was in the category of a very high level. Based on the results of the descriptive analysis of each indicator on the work motivation variable, it can be concluded that the fifth indicator (X2.5), namely affiliation, received the highest response, namely with an average respondent answer of 4.43 in the

very high category. Meanwhile, in the first indicator (X2.1), namely influence, it received the lowest response, namely with an average respondent answer of 3.72 in the high category.

The results of this study are in line with the statement According to Mangkuprawira (2003) stating that the factors that affect productivity are relatively complex, can be intrinsic factors (level of education, knowledge, skills, motivation, health and experience) and can be extrinsic factors (salary/wages) work environment, leadership, work facilities and social relations).

The results of this study also support the results of previous research from Jihan Yusnita, (2011), the conclusion that motivational factors have a positive effect on work productivity. Furthermore, the research was conducted by Nuryani Ratnaningsih. (2013), based on the results of the study, it can be concluded that work motivation has a positive effect on employee work productivity.

Based on these results, hypothesis 2 which states that work motivation affects the work productivity of employees at the West Sulawesi Provincial Youth and Sports Office, is accepted.

3.2.3. The Effect of Work Commitment on Employee Work Productivity

From the results of the t-anova test, the results were obtained that work commitment had a positive and significant effect on employee work productivity, this can be seen from the calculated t-value for the variable of work commitment to employee work productivity obtained 2,507 with a significance price of 0.016 indicating that the t-value obtained was significant because the significance price obtained was less than 0.05.

From the average respondents' data, it was found that in general, the level of work commitment was in the category of a very high level. Based on the results of the descriptive analysis of each indicator on the work commitment variable, it can be concluded that the third indicator (X3.3), namely normative commitment, received the highest response, namely with an average respondent answer of 4.79 in the very high category. Meanwhile, in the first indicator (X3.1), namely affective commitment, it received the lowest response, namely with an average response of respondents of 3.64 in the high category.

The results of this study are in line with the statement According to Wangsadjaja (2006) defining commitment as a relative strength of the individual in identity and involvement into the organization. This attitude can be characterized by three things, namely a strong belief in the organization that accommodates, is serious about the interests of the organization, and a strong desire to maintain membership in the organization.

The results of this study also support the results of previous research from Marvidiantika, Fisca (2015), the conclusion that organizational commitment has a positive and significant effect on employee work productivity. Furthermore, the research conducted by Sofar Silaen and Yunus (2013), based on the results of the study, can be concluded that there is a positive and significant influence of work commitment on employee work productivity.

Based on these results, hypothesis 3 which states that work commitment affects the work productivity of employees at the West Sulawesi Provincial Youth and Sports Office, is accepted.

3.2.4. The Influence of Education and Training (Diklat), Work Motivation and Work Commitment on Employee Work Productivity

From the results of the F anova test, the results of the variables of education and training (diklat), work motivation and work commitment had a simultaneous positive and significant effect on employee work productivity. This can be seen from the F value calculated for the variables of education and training (diklat), work motivation and work commitment to employee work productivity obtained 39,701 with a significance price of 0.000 indicating that the F value obtained is significant because the significance price obtained is less than 0.05. This means that the higher the quality of education and training (diklat), the more complete the work motivation and the higher the work commitment, the more employee work productivity will increase.

Based on the results of the calculation, the R square value was obtained as 0.735. This indicates that the strong influence of the variables of education and training (diklat), work motivation and work commitment on employee work productivity is included in the strong category. The magnitude of the influence of education and training (diklat), work motivation and work

commitment can be seen from the price of the simultaneous determination coefficient (R^2) which shows that together education and training (diklat), work motivation and work commitment have an influence of 73.5% on employee work productivity. While the remaining 26.5% is the influence of other factors that were not included in this study. This means that the magnitude of the influence of education and training (diklat), work motivation and work commitment are in the strong category in influencing employee work productivity.

Based on the results of the study, it is proven that education and training (diklat), work motivation and work commitment affect the work productivity of employees at the West Sulawesi Provincial Youth and Sports Office. This is in accordance with the statement that employee work productivity can be achieved through planned human resource management, with organizational provisions and development. This is supported by education and training programs. Education and training aim to improve the work productivity ability of human resources, so that it is possible for human resources to develop themselves and allow them to achieve opportunities to get higher positions. According to Sinungan (2005), one of the factors that can affect work productivity is discipline, namely an obedient, obedient, and aware attitude to the regulations of the institution or organization, the existence of a work commitment to obey and obey organizational rules causes high work productivity.

The results of this study also support the results of previous research from a research conducted by Septin Ambar Aulia (2016) concluding that the level of education, training and work motivation together have a significant influence on employee work productivity.

Based on the above results, hypothesis 4 which states that education and training (diklat), work motivation and work commitment together affect the work productivity of employees at the West Sulawesi Provincial Youth and Sports Office, is accepted.

The results of the research are presented in the form of graphs, tables, or descriptives. Analysis and interpretation of these results are necessary before they are discussed.

The table is written on the left side of the paragraph and at the end of each text describes the results/gains of the research. If the width of the table is not enough to write in half a page, then it can be written a full page. Table titles are written from the left, capitalized at the beginning of the word, if more than one line is written in a single space. For example, see Table 1.

4. Conclusion

Based on the results of the research and discussion in the previous chapter related to the influence of education and training (diklat), work motivation and work commitment on employee work productivity, it can be concluded as follows:

- 1) Education and training (diklat) affect the work productivity of employees at the West Sulawesi Provincial Youth and Sports Office. Thus, it can be concluded that employee work productivity is influenced by education and training (diklat).
- 2) Work motivation affects the work productivity of employees at the West Sulawesi Provincial Youth and Sports Office. Thus, it can be concluded that employee work productivity is influenced by work motivation.
- 3) Work commitment affects the work productivity of employees at the West Sulawesi Provincial Youth and Sports Office. Thus, it can be concluded that employee work productivity is influenced by work commitment.
- 4) Education and training (diklat), work motivation and work commitment together affect the work productivity of employees at the West Sulawesi Provincial Youth and Sports Office. Thus, it can be concluded that if an agency wants to increase the work productivity of its employees, it should be improved in education and training (training), work motivation and work commitment that are carried out together. This indicates that employee work productivity is greatly influenced by education and training (diklat), work motivation and work commitment, so that to increase employee work productivity, it is necessary to increase education and training factors (diklat), work motivation and work commitment.

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