

The Influence of Education and Training and Competency Through the Curriculum on Performance Improvement

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Abstract: The purpose of this study was to determine and analyze the effect of education and training on increasing performance, the effect of competence on increasing performance, the effect of curriculum on increasing performance, the effect of education and training on competence, the effect of curriculum on moderating education and training on increasing performance and the influence of curriculum on moderating competency on improving the performance of auxiliary Syahbandar. In this study using primary data and secondary data, primary data was obtained through distributing questionnaires with a sample of 210 people who were alumni of the Training of Fundamentals of Armed Forces of the Palembang River Lake and Ferry Transportation Polytechnic. The data analysis technique used is Partial Least Square Structural Equation Modeling (PLS SEM) using the SMARTPLS application. From the results of data analysis, it was found that education and training variables and curriculum variables did not have a significant direct effect on performance, competency variables directly had a significant effect on performance, education and training variables had a significant effect on competence, and curriculum variables did not strengthen in moderating the influence of education and training variables. training on performance improvement as well as curriculum variables did not strengthen in moderating the effect of competency variables on improving the performance of the auxiliary Syahbandar.

Keywords: Competency and Curriculum, Education and Training, Performance, Syahbandar Helper

A. Introduction

The Palembang River, Lake and Ferry Transportation Polytechnic is one of the Official Colleges under the Ministry of Transportation which is tasked with administering vocational education programs and organizing education and training in the field of sea transportation and river lake transportation and crossings. In 2022 the Palembang River, Lake and Crossing Transportation Polytechnic have organized 4 (four) types of training in the field of River, Lake and Ferry Transportation for State Civil Servants of the Ministry of Transportation and Provincial/District/Municipal Transportation

Services throughout Indonesia. One of the types of Education and Training carried out was Syahbandar Basic Education and Training which aims to educate prospective Assistant Syahbandars who serve at Sungai Danau and Ferry Ports throughout Indonesia.

One of the things that underlies the forerunner to the implementation of this training stems from the sinking accident of KMP Sinar Bangun in Samosir Regency on June 18 2018 where KMP Sinar Bangun departed from Simanindo Port to Tiga Ras Port, Simalungun Regency. It is known that at Simanindo Port, Samosir Regency there is no harbor syahbandar officer, but based on the Minutes of Handing Over of Work Results for Use in Operational Tasks Number: B.A.01/II/PLLASDP-SU/2016 dated 29 February 2016 issued by the Directorate General of Land Transportation Ministry of Transportation, the Samosir Regency Transportation Service can carry out operational activities at Simanindo Port. As has been the custom so far, ships operating at Simanindo Port are used to transporting or carrying passengers exceeding the specified capacity and also transporting goods in the form of two-wheeled motorbikes which should not be allowed and this has also happened to KMP Sinar Bangun, which has only capacity 45 (forty-five) passengers. Based on the chronology, in the middle of the journey the weather turned cloudy with strong winds so that the waves on Lake Toba became high and ± 1 mile approaching the destination port the ship lost its way and because of the excess cargo being carried caused the ship to sink, killing 3 (three) victims, 21 (twenty-one) people are safe and 164 (one hundred sixty-four) people are missing.

This incident shows that the supervisory function is not working on fulfilling shipping safety and security requirements which is the duty of a harbor master, because at that port there are no harbor master officers. Shipping Safety and Security is a condition of fulfilling safety and security requirements relating to transportation in waters, ports and the maritime environment, to achieve this, competent human resources are needed as Syahbandar who is a government official at the port appointed by the Minister where the Syahbandar is given the highest authority to carry out as well as supervise the fulfillment of the provisions of laws and regulations to ensure the security and safety of shipping.

Syahbandar is a State Civil Apparatus assigned to the Kesyahbandaran Office which is a Technical Implementation Unit within the Ministry of Transportation which is under and responsible to the Director General of Sea Transportation, but with the issuance of the Letter of the Director General of Land Transportation Number UM.006/4/20/DRJD /2021 dated May 20, 2021 regarding the Implementation of the Sailing Safety and Security Function for River, Lake and Ferry Transportation starting June 1, 2021, previously this responsibility was also under the Directorate General of Sea Transportation, transferred to the Directorate General of Land Transportation through the Director of River, Lake and Ferry Transportation c.q. Land Transportation

Management Centers located throughout Indonesia, including the authority to issue Sailing Approval Letters for River Lake and Ferry Ships.

The handover of this authority is a follow-up to the Regulation of the Minister of Transportation Number 122 of 2018 concerning the Organization and Work Procedure of the Ministry of Transportation following the sinking of the Sinar Bangun Motor Boat on Lake Toba so that the safety and security of river, lake and crossing transportation becomes a focus and focus.

To meet the need for SDP harbor Syahbandar staff considering that there are 184 River Lake and Ferry Ports, the River Lake and Ferry Transportation Polytechnic was appointed as the executor of education and training on the Fundamentals of Harbor Masters to produce State Civil Servants who serve as Assistant Harbor Masters.

The expected competence of an auxiliary harbor master is based on his duties as a TSDP shipping safety and security supervisor as stated in the Decree of the Minister of Transportation of the Republic of Indonesia Number: SK-DRJD 193 of 2021 concerning the Appointment of River Lake and Ferry Harbor Masters.

Education and training services at the Palembang River, Lake and Crossing Transport Polytechnic are measured using the minimum service standards of the Ministry of Transportation in accordance with the Minister of Transportation Regulation Number 19 of 2017 concerning Guidelines for Service Standards in the Environment of the Ministry of Transportation, as a guideline for services carried out at the Ministry of Transportation, quite good results were obtained for the implementation of education and training services (Purboyo et al., 2022).

Education and training on ASN performance through work discipline has a significant positive effect so that education and training is a very important part in shaping good ASN performance through work discipline ASN is able to make a maximum contribution to the Department of Agriculture and Food Needs of Bondowoso Regency.

The effect of education and training on ASN performance through competence can be concluded that education and training has a significant effect on performance through competence so that if ASN attends training held by the organization it will improve performance on duty, in addition to increasing the level of competency possessed by ASN, it will also improve performance and responsibility answered the ASN (Umiyati, et al., 2020).

As of November 2022, the River, Lake and Ferry Transportation Polytechnic has carried out 15 (fifteen) batches of Basic Public Service Education and Training with a

total of 441 (four hundred and forty-one) graduates and until this research was carried out it had not been carried out tracer study of the training graduates.

Based on the description above, the researcher considers it necessary to raise research on The Influence of Education and Training and Competency Through the Curriculum on Performance Improvement.

B. Methods

This study uses a quantitative method which is based on positivistic (concrete data), the research data in the form of numbers that will be measured using statistics as a calculation test tool related to the problem under study to produce a conclusion (Sugiyono, 2020). The research location was carried out at the Palembang River Lake and Crossing Transportation Polytechnic, which is located at Jalan Sabar Jaya No. 116 Banyuasin I, South Sumatra 30763. The research time is planned to be carried out in December 2022 to January 2023.

In this study, the population was participants in the Fundamentals of Kesyahbandaran Training from Batch I of 2020 to Batch XV of 2022 with a total of 441 participants. Population is the scope or characteristic of all the objects studied (Sugiyono, 2020). Population as a generalization area consisting of objects/subjects that have certain qualities and characteristics that are formalized by a researcher to be used and studied so that conclusions are then drawn for the final results. The study took a 5% sampling error so that from a total population of 441 people, 209.75 samples were obtained using the Slovin Yamane formula, rounded up to 210 people.

Data collection in this study using a questionnaire. Questionnaire is a data collection technique that is carried out through the procedure of giving a set of questions or written statements to respondents to answer. Questionnaires distributed can be in the form of closed and open questions, either given directly to respondents or sent via post or the internet (Sugiyono, 2020). In this study the questionnaire was given to respondents who were selected as samples. In this questionnaire technique there is direct contact between the researcher and the respondent to create a condition so that the respondent is willing to voluntarily provide objective data.

The data analysis technique used in this study is Partial Least Square (PLS) and the data is processed using the SmartPLS software. This method is used as an alternative to variant-based SEM and has the advantage that this method can be estimated with a small number of samples (Ghozali, 2020).

C. Results and Discussion

The Influence of Education and Training on the Performance of Sub-Syahbandar

The statistical T value is $1.060 < 1.96$ with a P value of $0.290 > 0.05$. This shows that the Education and Training variable does not directly have a significant effect on the Performance of the Assistant Harbor Masters.

Based on descriptive statistics it is known that for the Education and Training variable, an overall average value of 4.31 is obtained in the "Strongly Agree" category. This explains that the respondents felt that the education and training they had undergone had gone very well and was very useful for them.

Education and training have a strategic role in improving the quality of human resources, namely civil servants who are professional both in terms of competence, attitude and expected behavior in accordance with their respective duties and roles (Mardianah et al., 2022). Almost all organizations, both government and private, are aware of their limitations in dealing with various changes. Changes that come in responding to challenges both originating from oneself, as well as changes that come from outside such as changes in people's needs for new technology. To deal with and respond to these changes can be done in various ways, one of which is by conducting education and training programs. Education and training can be seen as a form of investment. Therefore, every organization must pay attention to the education and training of its employees.

However, this study shows the results that education and training have no effect on employee performance. This is because during education and training the material provided by instructors focuses more on theory than practical activities in accordance with field conditions, where sometimes in the field the theory and practice do not match. Then in the field it really needs practice so that problem solving can be clearly described such as teaching how to calculate ship draft, use of fuel on ships, handling when passengers are overloaded and technical problems in the field related to the duties of a harbor assistant.

Then the education and training on the basics of harbor mastership have not been supported by a competency test so that the progress made by the participants after attending the training cannot be known. In addition, the resource person or speaker has not involved much from the Director General of Land Transportation, the Ministry of Transportation and the Land Transportation Management Center, so that the material presented has not fully touched on the conditions in the field.

This research is in line with research conducted by Pakpahan et al., (2019) where the results of his research show that the training variable has no significant effect on the performance of employees of the Malang City Regional Personnel Agency.

The Influence of Competence on the Performance of Assistant Harbor Masters

The statistical T value of the competency variable is $5.051 > 1.96$ with a P value of $0.000 < 0.05$. This shows that the competence variable directly has a significant effect on the Performance of the Assistant Harbor Masters. In general, the competency variable obtained an overall average value of 4.39 in the "Strongly Agree" category. This explains that the respondents felt they had very good competence.

Competence, in other words skills, skills, abilities, is an individual's capacity to perform various tasks in a particular job. Professional competence is an ability that grows in an integrated manner from the knowledge one has about a particular field of science, the skills to apply the knowledge mastered as well as a natural positive attitude to advance, improve and develop it in a sustainable manner, and accompanied by a strong determination to make it happen in everyday life. Professional educators strive to manifest attitudes and behaviors towards producing students who have the desire, determination and ability to advance professions based on science and technology in order to achieve work performance (Robbins, 2019).

This research supports research conducted by Asri & Sridamayanti, (2020) where the results of their research show that competency variables have a positive and significant effect on employee performance.

The Effect of Curriculum on the Performance of Sub-Syahbandar

The statistical T value of the curriculum variable is $1.058 < 1.96$ with a P value of $0.290 > 0.05$. This shows that the Curriculum variable does not directly have a significant effect on the Performance of the Sub-Syahbandar.

In general, the curriculum variable obtained an overall average value of respondents' answers of 4.31 in the "Strongly Agree" category. This explains that the respondents feel that the implemented curriculum has been very well structured.

At this time what is needed is a character education curriculum; in the sense that the curriculum itself has character, and at the same time is oriented towards the formation of the character of students. Curriculum improvement is an integral part of the curriculum itself (inherent), that an applicable curriculum must be continuously improved by adopting the needs that develop in society. and the needs of students.

However, this study shows that the curriculum has no effect on the performance of the Assistant Syahbandar. This is because only a small proportion involve education and training instructors from the Director General of Land Transportation of the Ministry of Land Transportation and the Land Transportation Management Center so that the material presented has not fully touched on the conditions in the field. This of course results in the knowledge gained by the education and training participants not touching in depth the basics of solidarity. Then the curriculum compiled in the education and training process is more inclined to provide material compared to practice so that education and training participants feel they have not gained knowledge in solving problems in the field.

This research is in line with research conducted by Nursaly et al., (2021) where the results of his research showed that the implementation of the 2013 curriculum learning system did not affect the academic achievement of class XI IPS students at SMA Negeri 1 Selong in English lessons in 2019.

The Influence of Education and Training on Competence

The statistical T value of the education and training variable is $29.006 > 1.96$ with a P value of $0.000 < 0.05$. This shows that the variable Education and Training has a significant effect on the Competency of the Assistant Syahbandar.

Government Regulation Number 101 of 2000 concerning Education and Training for Civil Servant Positions states that education and training for civil servants aims, among other things, to increase competence (knowledge, expertise, skills and attitudes) to be able to carry out office duties in a professional manner. Education and training for apparatus/PNS includes (1) Structural/Leadership Training, namely training conducted to achieve apparatus leadership competencies according to level; (2) Functional Training, i.e., Training carried out to achieve competency requirements in accordance with the type and level of each functional position; and (3) Technical Training, namely Education and Training carried out to achieve the technical competency requirements required for carrying out tasks.

Education and training are one way to gain competency. Competence is formed from five characteristics consisting of motives, self-concept, traits, skills, and knowledge. Training is part of an educational process, the purpose of which is to improve the special abilities or skills of a person or group of people (Notoadmodjo, 2013).

The results of this study are in line with research conducted by Fajariah, (2019) and Guridno & Sinambela, (2019) where the research results show that education and training have a significant effect on competency.

The Influence of Curriculum in Moderating Education and Training on Sub-Syahbandar Performance

The statistical T value is $1.101 < 1.96$ with a P value of $0.271 > 0.05$. This shows that the Curriculum variable does not play a role in moderating the effect of the Education and Training variable on the Performance of the Assistant Harbor Masters.

The success of education and training is influenced by many factors, one of which is the curriculum. Curriculum is a very important part in achieving training objectives. This is because the curriculum has a strategic position and influence in the entire training process and results. As stated by Hamalik (2014) that the curriculum is a very important tool in order to realize and achieve the goals of education and training, namely to improve student performance in relation to their work (Hamalik, 2014).

This study shows that the curriculum is not able to moderate the effect of education and training on employee performance, this is because the curriculum is an instrumental input that assists in planning, implementing, and evaluating education and training programs. However, the achievement of education and training competencies is not only determined by the quality of the curriculum and syllabus, but is determined by the preparatory function where the quality of the implementation starts from the preparation of infrastructure, training participants, preparing instructors and their implementation through the learning process, where in this case the instructors who provide material tend to be more theory and lack of practical practice so that training participants do not gain knowledge in relation to field practice which in the end they do not have knowledge when solving problems in the field. This shows that the preparatory function in the curriculum development process has not gone well.

The Influence of the Curriculum in Moderating Competence on the Performance of Sub-Syahbandar

The statistical T value is $0.902 < 1.96$ with a P value of $0.368 > 0.05$. This shows that the Curriculum variable does not play a role in moderating the effect of the Competency variable on the Assistant Harbor Master's Performance.

In essence, trainers or commonly referred to as instructors are teaching staff, whose duties and functions are to carry out education and training. Instructors can also be said to be people assigned to provide training and appointed as functional staff called *widyaiswara*. These roles and duties require qualification requirements as trainers or as educational staff. Coaching work is a professional job that must and only be done by people who have been prepared as professionals. That is because an instructor becomes an expert in training and has high dedication, loyalty, and discipline in carrying out his duties.

Their duties and functions as educational staff require competence as professionals, competence in the learning process, personality competence, and social competence. These competencies contain aspects of knowledge, skills, attitudes, and experience in the field. In addition, in order to achieve optimal performance, an educational staff/instructor/resource person must also have the ability to determine the right curriculum to be delivered to training participants, so that the material delivered is in accordance with the objectives of the training itself.

The results of this study indicate that the curriculum does not strengthen in moderating the effect of competence variables on the performance of the Assistant Harbor Masters. This is because the integration function has not been fully implemented where the instructors who provide material in the education and training process have not fully used instructors or resource persons from the Director General of Land Transportation, and the Land Transportation Management Center. So that even though these instructors have competence in education and training because they are not fully related to the basic harbor syahbandar training, the curriculum delivered does not fully refer to the syahbandar basic training curriculum. This shows that the integration function has not been fully integrated between the curriculum and instructors from the authorized agency, in this case the Director General of Land Transportation, and the Land Transportation Management Center.

This research is different from research conducted by Trisnaningsih et al., (2018) where the results of his research show that the IQF-based curriculum strengthens the effect of learning quality on graduate competencies.

D. Conclusion

The education and training that has been attended in terms of instructors, participants, materials, methods and objectives of the training has gone very well. The T statistic value is $1,060 < 1.96$ with a P value of $0,290 > 0.05$, this shows that the Education and Training variable has no direct significant effect on the Performance of the Assistant Harbor Masters. Competence in terms of knowledge, skills and attitudes has shown that the Assistant Harbor Masters have very good competence. Statistical T value of $5.051 > 1.96$ with a p value of $0.000 < 0.05$, this indicates that the competency variable directly has a significant effect on the Performance of the Assistant Harbor Masters.

The curriculum applied in the education and training process in terms of preparatory functions, differentiation functions, integration functions and diagnostic functions has been very well structured. Statistical T value $1.058 < 1.96$ with a p value of $0.290 > 0.05$, this indicates that the Curriculum variable does not directly have a significant effect on the Performance of the Assistant Harbor Masters.

Statistical T value of 29.006 > 1.96 with a p value of 0.000 < 0.05, this indicates that the Education and Training variable has a significant effect on the Competency of the Assistant Syahbandar. Statistical T value of 1.101 < 1.96 with a p value of 0.271 > 0.05, this indicates that the Curriculum variable does not strengthen in moderating the effect of the Education and Training variable on the Performance of the Assistant Harbor Masters.

Statistical T value 0.902 < 1.96 with p value 0.368 < 0.05, this shows that the Curriculum variable does not strengthen in moderating the influence of Competency variables on the Performance of the Assistant harbormaster.

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