

# AN INFLUENCE OF EDUCATION LEVEL, COMPETENCE AND RECRUITMENT PERFORMANCE OF VILLAGE CONSULTANCY BOARDS (BPD) IN PERCUT SEI TUAN, DELI SERDANG DISTRICT

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## ABSTRACT

Performance is the result of certain work operations carried out in a planned manner in a certain place and at a certain time by employees of the organization concerned. Every company/organization usually has an expectations the worked assigned to its employees can be completed properly. This case is a very ineffective for the continuity of the company/organization. Because poor performance like this will make it difficult for the company/organization to provide services to consumers or the public for government organizations, which will certainly hurt the company/organization's profits and reputation. One of the supporting factors for employees who can produce good performance is of course inseparable from the role of the level of education, competence, and how the process of receiving (Rekturmen) these employees in the company/organization. Therefore, this study is intended to examine the effect of education level, competence, and recruitment on the performance of the Village Consultative Body in Percut Sei Tuan District, Deli Serdang Regency. The population in this study amounted to 160 people with a sample size of 98 people who became respondents. The results of this study are that the Education Level Variable has a positive and significant effect on the Performance Variable, as well as the Competency Variable has a positive and significant effect on the Performance Variable. Meanwhile, the Recruitment Variables have a positive but insignificant influence on the Performance Variables of the Village Consultative Body in Percut Sei Tuan District, Deli Serdang Regency.

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## 1. INTRODUCTION

Every employee is one of the most important assets for a company/organization. Employees are the ones who can give a different meaning to the company. Employees play a role in improving organizational performance. Because of this, employees play a very strategic role in their presence in the organization. Sukiman (2001: 11) states that employees are the great potential of the organization. Meanwhile, according to Hasibuan in Manulang, (2002) Employees are sellers of "mind or energy" services and receive compensation whose amount has been determined in advance.

Likewise with the Village Consultative Body (BPD). The Village Consultative Body is an institution that carries out the functions of the Village Government consisting of several employees or members of the Village Consultative Body as representatives of the community. The existence of the Village Consultative Body in Percut Sei Tuan District is the most important part of realizing the implementation of a democratic village government. Members of the Village Consultative Body in Percut Sei Tuan Sub-district total 160 people and are spread across 18 villages that are still in the administrative area of the Percut Sei Tuan Sub-district government. Geographically, the Percut Sei Tuan sub-district is fairly large in the government area of Deli Serdang Regency with an area of 190.79 km<sup>2</sup> and has a dense population. Even the boundaries of the area are adjacent to the largest area in North Sumatra Province, namely Medan City. Therefore, the research will be conducted only in several villages that are still in the administrative area of the Percut Sei Tuan sub-district government.

Based on the initial survey at the research site, it was found that there was a tendency to decrease the performance of the Village Consultative Body. This decline is marked by the number of members of the Village Consultative Body who are less active in their work, the high level of absenteeism of members during village meetings, the infrequent monthly meetings of members of the Village Consultative Body, the minimal number of village regulations agreed upon by the Village Consultative Body and the Village Head, the lack of activity of the Village Consultative Body in absorbing and accommodating the aspirations of the community,

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and the low level of supervision of the performance of the Village Head. These are all part of the duties of a member of the Village Consultative Body.

Meanwhile, based on an initial survey of the education level of members of the Village Consultative Body, it was found that there was a tendency for a low level of education, this was marked by the number of members of the Village Consultative Body in Percut Sei Tuan sub-district who had an education between junior high school and high school more than those who had completed higher education and received a diploma or bachelor's degree.

Meanwhile, based on an initial survey of competence, it was found that there was a tendency for low member competence. The low competence here is divided into two things, namely general competence and competence. competencies that should be possessed by members of the Village Consultative Body. The characteristics of general competence can be seen in, less active during deliberations both member deliberations and during village deliberations, not only as a listener, critical, and can understand the duties and functions of members well. While the characteristics of special competence can be seen from; being able to understand their duties and functions well, being able to provide constructive input in every meeting, and being able to analyze and manage community aspirations so that it is easy to convey these aspirations to the village government, being more responsive in absorbing community aspirations, and usually easier to provide ideas and ideas in the formulation of village regulations. Low competence in general tends to be more evident in members with junior high school (SMP) and senior high school (SMA) education levels, this is characterized by; less active in voicing their opinions during deliberations, being more inclined as listeners than active speakers, less critical of village government policies even if they are considered inappropriate in development plans, less understanding of the duties and functions of the Village Consultative Body.

Then the factors that make up the recruitment indicators based on the theory put forward by Robert L. Mathis (2013: 227) are; Basic recruitment rules, namely the existence of clear rules of legal basis or rules in publishing job vacancies that have been set by the government. Recruitment sources, namely work experience and work achievements that come from within the company or the company's employees to fill vacant positions, and finally, recruitment methods, namely academic ability and potential tests.

Meanwhile, the factor that forms the recruitment indicator based on the findings at the research site is based on the periodization of the term of office and not based on situational placement needs. When viewed from a legal basis, it is quite clear as the applicable rules. However, in terms of achievement and recruitment methods, it can be said that it is still not optimal to filter competent human resources and have a vision and mission that is linear with village development.

## **2. LITERATURE REVIEW.**

### **2.1. Performance**

However, the form of an organization must expect its members to be able to show the best performance so that it can provide benefits to the organization. Organizational members who can provide their best performance show that these organizational members can understand what the organization needs and actualize all existing regulations in realizing the tasks and functions of the organization. Conversely, if the organization's members show poor performance, it will also have a bad impact on the continuity of the organization. Therefore, for every organization, whether it is a profit or non-profit organization, being able to have organizational members or employees who can provide good performance is certainly something very valuable.

According to Afandi (2018: 83) Performance is the result of work that can be achieved by a person or group of people in a company by their respective authorities and responsibilities to achieve organizational goals legally, not against the law, and not against morals and ethics. Meanwhile, according to Mangkunegara (2009: 18) "Employee performance (work performance) is the result of work in quality and quantity achieved by an employee in carrying out his duties by his responsibilities.

According to Handoko (2000: 50), "Performance is defined as the process by which an organization evaluates and evaluates the performance of employees or employees." Meanwhile, according to Hasibuan (2002: 160) "Performance is the work achieved by a person in carrying out his duties on skill, effort and opportunity. Based on the explanation above, performance is a result achieved by someone in carrying out tasks based on skills, experience and sincerity as well as time according to predetermined standards and criteria.

When viewed from the various definitions of performance put forward by these experts, it can be explained that performance is the result of work carried out based on the understanding, ability and seriousness of the members in doing it or in other words employee performance is the result of work done by someone in a particular organization. organization in order to achieve the desired goals of an organization

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and minimize losses. Or performance can be said as the willingness of a person or group of people to carry out an activity and perfect it in accordance with their responsibilities with the expected results.

## 2.2. Factors Affecting Performance

The performance of each employee is certainly different from one another. Whether this performance is good or not is because there are factors that influence it both from within the employee and from outside the employee. According to Prawirosentono, (1999:27) the factors that affect performance are:

### 1. Effectiveness and Efficiency

If a certain goal can finally be achieved, we may state that the activity is effective, but if the results are not sought, the activity assesses the importance of the results achieved so that it results in satisfaction even though it is effective, it is called inefficient. Conversely, if the result sought is not important or trivial then the activity is efficient.

### 2. Authority (Power)

Authority is the nature of a communication or order in a formal organization owned by a member of the organization to other members to carry out a work activity in accordance with their contribution (Prawirosentono, 1999:27).

## 2.3 Definition of Education Level

The level of education is a level of education that is owned by a person through formal education used by the government and approved by the Ministry of Education, categorized into: never attended school, elementary school, through junior high school, high school, and university. (Andy, 2012).

Meanwhile, according to National Education System Law No. 20 of 2003: article 13 level of education is the level of formal education taken by a person consisting of basic education, secondary education and higher education. In RI Law no. 20 of 2003 concerning the National Education System for formal education levels consisting of basic education, secondary education and higher education. Education is the main factor in the formation of the human person, education plays a very important role in the formation of character and human personality according to normatively good or bad standards. Education is defined as formal education achieved or obtained at school. Formal education is a very important capital because with education a person has the ability and can easily develop himself in his field of work. According to RI Law no. 20 of 2003 article 1, basically the level of education is the stage of education that is determined based on the level of development of students, goals to be achieved, and abilities developed.

According to Andrew E. Sikula (in Mangkunegara 2003:50) "The level of education is a long-term process that uses systematic and organized procedures, in which the managerial workforce learns conceptual and theoretical knowledge for general purposes. Meanwhile Hariandja (2002: 169) states that the level of education of an employee can increase the competitiveness of companies and improve company performance. Based on the explanation above, it can be concluded that education is the process of changing a person's attitude and behavior through teaching and training efforts.

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#### 2.4. Factors Affecting Education Level

There are many factors that affect the level of education including the following:

##### a. Individual motivation

Motivation according to Sumadi Suryabrata is a condition that exists within a person that encourages him to carry out certain activities in order to achieve a goal. Meanwhile Gates and his friends argued that motivation is a physiological and psychological condition contained in a person who regulates his actions in a certain way. Djali, (2008:101).

Achievement motivation is one of the factors that determine success in learning, the size of the influence depends on the intensity. Klausmeier states that differences in the intensity of achievement motivation are shown in the various levels of achievement achieved by various individuals. The greater a person's motivation to continue to excel, then he will continue to try to reach their education to a higher level. Djali (2008:110)

##### b. Social conditions

Social conditions mean conditions relating to society which always experience changes through social processes. Social processes occur because of social interaction. Social interaction can form certain social norms in community groups. This was confirmed by Sherif, that social interaction between members of a group can lead to a social norm in society that applies in that society. Gerungan, (2009:110).

##### c. Family Economy

Economics in the world of education plays an adequate role determine. Because without an adequate economy the world of education will not be able to run well. This shows that even though the economy is not the main role holder in education, economic conditions can limit educational activities, Made Pidarta, (2007:255-256).

##### d. Parental Motivation

According to Slameto (2003: 61), the motivation of parents who lack/do not pay attention to and provide encouragement or motivation for their children's education, for example indifferent to their child's learning, does not pay attention at all to the interests and needs of their children in learning, does not managing their study time, not providing/complementing their learning tools, not paying attention to whether the child is studying or not, not wanting to know their child's learning progress, difficulties experienced in learning and others can cause children to not/be less successful in their studies. Maybe the results obtained are not satisfactory and may even fail in the study. This can happen to children from families where both parents are too busy taking care of their work or other things. This shows that motivation that comes from parents is needed by a person children in their education.

##### e. Culture

Culture is a whole system of ideas, actions and works humans in the life of society that can be owned by humans by learning. This means that almost all human actions are cultural, because only a few human actions in people's lives are not accustomed to learning, Koentjaraningrat, (2009:144).

Slamet (2003:64) reveals that the level of education or habits in the family can affect children's attitudes towards learning. It is necessary for children to instill good habits, in order to encourage children's enthusiasm for learning. In taking education, a person will also learn the circumstances that exist in him and his environment. So that when the surrounding environment has a culture with low education and has had enough, then this will be carried back to the next generation. This kind of thing can last for generations and can even develop into a tradition in society.

##### f. Accessibility

Accessibility is a concept that combines (combines) geographical land use systems with a transportation network system that connects them, where changes in land use, which create zones and geographical distances in an area or city will be easily connected by the provision of infrastructure or means of transportation. Black, 1981 (in Miro, 2005:18).

According to Tamin in Miro (2005:18), accessibility is how easy something is the location is connected to other locations through the existing transportation network, in the form of road infrastructure and transportation equipment that moves on it. In other words, a measure of convenience and comfort regarding how scattered land use locations can interact (relate) to one another. and the ease or difficulty of these locations to be reached through the transportation network system, is a very subjective, qualitative, and relative matter. That is, what is easy for one person may not be easy for another. Accessibility referred to in research.

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### 3. METHOD

Based on the background and formulation of the problems in this study, this research can be classified as a Causal Associative research with a quantitative descriptive approach. Then this research is based on facts from the Village Consultative Body in Percut Sei Tuan District, Deli Serdang Regency. While the types of data used in this study are primary data and secondary data. Primary data is data obtained from direct processing of the object. While secondary data is data that researchers obtain from other sources such as books and other data sources related to the discussion of this study.

In this test, the validity test used by the author is to test whether the instrument used is feasible enough to be used so as to produce accurate data in accordance with the measurement objectives. Validity is a measure that shows the levels of validity or validity of an instrument.

According to Huesin Umar (2019: 63), "The validity test is useful to find out whether there are questions/statements in the questionnaire that must be deleted/replaced because they do not measure what you want to measure." The questionnaire is declared valid if the questions on the questionnaire are able to reveal something that will be measured by the questionnaire. If the correlation value obtained is positive, it is possible that the item being tested is valid, but even if it is positive, the correlation value needs to be significant or not.

Meanwhile, according to (Neolaka, 2014) the most commonly used way to measure the validity of the instrument is by correlating between the scores obtained on each question item and the total score. The total score is obtained from the sum of all item scores. The score of each item must be significantly correlated with the total score, or have construct validity. Significant if each item can be seen from the sig value. (2-tailed) on the Pearson Correlation test which is smaller than 0.05 {Sig.(2 - tailed) <0.05}. If the measuring tool already has construct validity, it can be said that the measuring tool is valid.

According to Husein Umar (2019: 68), "The reliability test is useful for determining whether the questionnaire instrument is declared reliable, that is, it can be used consistently." Reliability test is conducted to determine the extent to which a variable is said to be reliable (appropriate) used for research. Reliability Test concerns the problem of accuracy of measuring instruments. This accuracy can be assessed by statistical analysis to find out if there is an error in the measuring instrument.

Reliability is easier to understand by paying attention to aspects of stability, accuracy and homogeneity. An instrument is considered reliable if the instrument can be trusted as a measuring tool for research data. The reliability test research was carried out by taking into account the value of Cronbach's Alpha. An instrument is said to be reliable if the Cronbach's Alpha value of the instrument is greater than 0.6. (Cronbach's Alpha > 0.6).

### 4. RESULT AND DISCUSSION

In this study, researchers used respondent data such as gender, age and level of education in order to provide information about the characteristics of the respondents. Based on the gender of the respondent, the researcher obtained the results and can be described as follows:

Table 1. Characteristics of Respondents' Gender

Gender	Amount
Male	83
Woman	15
<b>Total</b>	<b>98</b>

From the table above it can be explained that there were 83 male respondents and 15 female respondents.

Based on the age of the respondents, the researchers obtained results and could be describe as follows:

Table 2. Respondent Age Characteristics

Age	Amount
<30 Year	15
30 - 40 Years	35
>40 Year	48
<b>Amount</b>	<b>98</b>

Based on the table above, it can be explained that the age of respondents who are under 30 years is 15 people, the age of respondents who are 30-40 years is 35 people and the age of respondents who are over 40 years is 48 people.

M on the school level of the research respondents obtained the results and can be described as follows:

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Table 3. Respondents' Education Level

NO	Level of education	TOTAL
1	JUNIOR HIGH SCHOOL	25
2	SENIOR HIGH SCHOOL	45
3	D3	-
4	S1	21
5	S2	6
6	S3	1
<b>Number of Samples</b>		<b>98</b>

Based on the table above, it is explained that the number of respondents with junior high school education is 25 people, the number of respondents with high school education is 45 people, there are no respondents with D3 education, the number of respondents with bachelor degree education is 21 people, the number of respondents with master education is 6 people and the number Respondents with doctoral education amounted to 1 person.

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## 5. CONCLUSION

Whereas the Education Level Variable has a significant effect on the Performance Variables of the Se Village Consultative Body, Percut Sei Tuan District, Deli Serdang Regency. Whereas the Competency Variable has a significant effect on the Performance Variables of the Se Village Consultative Body, Percut Sei Tuan District, Deli Serdang Regency.

Whereas the Recruitment Variable has an effect but not significant on the Variable. Performance of the Se Village Consultative Body, Percut Sei Tuan District, Deli Serdang Regency.

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