

ENHANCING EMPLOYEE WORK ENGAGEMENT IN HEALTH SERVICE THROUGH EDUCATION AND TRAINING

By Saferius Ndruru

ENHANCING EMPLOYEE WORK ENGAGEMENT IN HEALTH SERVICE THROUGH EDUCATION AND TRAINING

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Abstract:

Pendidikan dan pelatihan sumber daya manusia sangat penting agar potensi dan kemampuan setiap individu sesuai dengan tuntutan perkembangan teknologi dan bermanfaat dengan maksimal pada perusahaan. Penelitian ini bertujuan untuk menemukan pengaruh pendidikan dan pelatihan secara simultan dan parsial terhadap keterikatan kerja pada Dinas Kesehatan Kota Gunungsitoli. Semua karyawan pada Dinas Kesehatan Kota Gunungsitoli menjadi populasi dan sampel dalam penelitian ini. Metode penelitian yang digunakan adalah metode penelitian kuantitatif untuk menguji pengaruh variabel pendidikan dan pelatihan terhadap keterikatan kerja. Regresi linier berganda merupakan teknik yang digunakan dalam proses analisis data. Secara parsial, pendidikan menunjukkan pengaruh yang signifikan terhadap keterikatan kerja pegawai pada Dinas Kesehatan Kota Gunungsitoli. Dan secara simultan pendidikan dan pelatihan berpengaruh signifikan terhadap keterikatan kerja karyawan pada Dinas Kesehatan Kota Gunungsitoli. Agar seorang pegawai terikat dengan pekerjaannya membutuhkan komitmen yang kuat dari Dinas Kesehatan Kota Gunungsitoli untuk mengembangkan karyawan mereka melalui pendidikan dan pelatihan, dengan tujuan memperkuat keterikatan mereka terhadap pekerjaan dan meningkatkan kinerja organisasi secara keseluruhan. Jika pendidikan dan pelatihan diselenggarakan secara terprogram oleh Dinas Kesehatan Kota Gunungsitoli maka keterikatan kerja pegawai dapat dapat diwujudkan. Pada proses awal pengambilan data, responden tidak jujur dalam memberikan informasi maupun pendapatnya atau jawaban dalam kusioner yang dibagikan. Untuk itu disarankan kepada peneliti selanjutnya agar lebih teliti saat pengambilan data dan informasi..

Kata Kunci: Pendidikan, Pelatihan, keterikatan kerja.

Abstrak

Education and training of human resources are crucial in creating individuals whose potential and skills are in line with the demands of technological developments and are of maximum benefit to the company. This research intends to investigate the influence of education and training simultaneously and partially on work engagement at the Gunungsitoli Health Service. There were 64 employees at the Gunungsitoli Health Service used for the population and sample. A quantitative research method was applied in examining how education and training influence the variables of work engagement. The analysis technique used multiple linear regression. Based on the results, education has, partially, a significant effect on employee work engagement at the Gunungsitoli Health Service. Moreover, education and training simultaneously provide a significant effect on employee work engagement at the Gunungsitoli Health Service. In order to be engaged with their work, the employees require a strong commitment from the Gunungsitoli Health Service to develop their employees through education and training, to strengthen their attachment to their work, and improve overall organizational performance. If education and training are carried out in a programmed manner by the Gunungsitoli Health Service, employee work engagement can be realized. In the initial data collection process, respondents were not honest in providing information, opinions, or answers in the questionnaires distributed.

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For this reason, it is recommended future researchers should be meticulous when collecting data and information.

Keywords: Education, training, and work engagement.

1. Introduction

An organization usually has Human Resources (HR), which plays a highly important role as they function as a driving force for planners and implementers in achieving the goals of the organization. Therefore, human resources are needed and in this case, they are employees who can master their field of work and can adapt to changes happening in the world. According to (Wibowo, 2020), human resources consists of all efforts, skills, or abilities of everyone who works for the company. Employees are capital or assets for an organization. Therefore, a new term called human capital has emerged. Human resources are not seen as just the main asset but a valuable asset that can be multiplied and developed. Human resources are the biggest asset in a company, therefore, company and organizational leaders increasingly depend on effective management policies which apply specifically to the field of Human Resources (Rahardjo, Daniel, Adi, 2022).

Human resources are the potential that exists in every person and can be utilized to realize their function as social creatures to reach prosperity. The potential possessed by every person needs good management to keep up with developments in globalization. Rodiyah and Agustina have stated that human resources as a whole includes the process of building a system that manages and ensures the employees' potentials are used effectively to achieve the organization's goals (Rodiyah, n.d.). Human resource management is unique in that human nature is different from one another, has a mindset that is not an inanimate object, and is the main resource in running an organization (Yulius, 2022). This is what causes the need for specific attention to human resources. Human resource management cannot be compared to managing inanimate objects. It is significantly more complex as employees should be treated humanely so they carry out tasks and follow the organization's rules, instead of just moving and arranging animate objects.

In the ever-growing and changing digital era and globalization, every person should have the ability to adapt. Adjusting employees' capabilities to these changes must be initiated by the organization as it can potentially add meaningful value to the company. The reason is simple—if you want to remain competitive, you must be able to follow and adapt to changes and technological developments. Companies consider human resources as the main driving force behind organizational competitiveness (Wulandari, 2020). Low-quality human resources may find it difficult to compete and face complex global challenges. Therefore, investment in education, training, and human resource development is very important to ensure sustainable competitiveness at the global level. According to (Parela, 2022) technological developments and the influence of changes that occur push companies to embrace changes and develop strategies and policies that are in line with changes in the business environment.

Human resource development is a planned activity initiated by an organization to help employees broaden and deepen their knowledge, masteries, and even attitude to deal with current or future employment opportunities. Human resource development is an important policy for dynamic and growth-oriented organizations (Sudja, I. & Gama, Agus, Wahyudi, 2020). Therefore, human resource development should be given more attention because the skills and abilities mastered by a person will influence the growth and achievement of organizational goals. Human resource development commonly includes improving theory and practice knowledge, increasing knowledge about human beings, and attending seminars about scientific subjects (Sudja, I. & Gama, Agus, Wahyudi, 2020).

Education is carried out to understand theories and increase problem-solving skills in achieving goals. This is done so that employees can keep contributing further to the organization despite the challenges that arise due to environmental changes. Such goals can be carried out through training, career development, management, and performance development for the employees (Sudja, I. & Gama, Agus, Wahyudi, 2020).

According to (Hermawati, 2020) development is defined as an effort done through education and training to increase employees' knowledge regarding theories, concepts, technicals, morals, and practices based on the needs of the job or task. Development through training is carried out to face today's practical work challenges. Training is a series of learning processes to acquire and improve skills that prioritizes practice over theory.

Training helps employees understand practical knowledge and its application, which is useful for improving masteries and attitudes in achieving the organization's goals. According to (Prasodjo, 2022) in training, employees are given technical knowledge and skills related to specific jobs and emphasize increasing the abilities of each worker. Additionally, according to (Kuncoro, Priatmojo, 2020) education includes training, which is a process of learning outside of the nation's education system, aimed at acquiring and improving skills and commonly done without needing too much time. Training is multiple activities that aim to refine a person's mastery, knowledge, and experience, and even change their attitude. Training programs aim to teach participants how to perform certain activities or jobs.

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According to Government Regulation No. 101 of 2000 on Education and Training for Civil Service in Chapter 1, General Provisions, Article 1, Paragraph 1, it is stated that education and training given to civil service is a process of organizing education and learning for improvement. This law mandates that civil servants in the government need to gain new knowledge so they can adapt their abilities to the rapidly developing environment and technology (Rumawas, 2018).

An individual who has sufficient knowledge and skills tends to prepare all their work well. On the other hand, if someone has insufficient knowledge and skills, they tend to leave their work and are not burdened with completing it. According to (Sari, Erita, Yuliasesti et al., 2021) individual resources are positive self-evaluations that are related to resilience and refer to a person's feelings about their capabilities in controlling situations and influencing their environment. People who have sufficient knowledge and skills tend to be well-prepared to face all of their work. On the other hand, if someone has insufficient knowledge and skills, they tend to leave their work and do not feel responsible for completing it. This attitude is apathetic and does not care about its responsibilities. Employees' apathy and indifference to completing their duties arise as a result of a lack of knowledge and skills. This apathetic attitude is a way for employees to avoid responsibility as if there are no obligations that must be completed. This shows that employees do not have a mental and emotional connection regarding the responsibilities given to them. Work engagement can be seen through employee's attitudes during work in such that they have a strong physical, cognitive, affective, and emotional connections with their work. According to (Sari, Erita, Yuliasesti et al., 2021) work engagement is a representation of an individual's connection with work which is characterized by high enthusiasm in carrying out tasks, emotional involvement in carrying out work, and enjoying every task carried out. Employees also become mindful during work, have pride in their contribution to the company, and make an effort to reach the organization's visions and missions. Employees with such attitudes will put more effort than what is expected. According to (Pranitasari, 2019) it is said that work engagement is shown if the employee has a good spirit, brings out the best ideas, and has a sincere commitment to success.

There are three aspects of work engagement: (1) Vigor, shown by employee's high spirit and energy level when working, desire to show their diligence, and strong perseverance if faced with challenges; (2) Dedication, shown by employee's strong involvement with his work, feeling important, enthusiastic, inspiring, proud, and likes challenge; (3) Absorption, shown through the condition of employees who are fully concentrated and feel happy

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with their work, feeling that time passes quickly when working, and feel difficult to detach themselves from their work. According to (Sari, Erita, Yuliasesti et al., 2021) work engagement describes the close connection between an individual and his or her work. This strong connection is characterized by high enthusiasm in carrying out tasks, emotional involvement in carrying out work, and enjoyment in carrying out every task. Individuals who are said to be engaged have high energy and enthusiasm when doing their work.

Today, many employees are not bound by their responsibilities, whereby they often neglect their functions and duties instead of completing them. Results demonstrate that the implementation of employees' duties and functions may be complete, even though many of their tasks are carried out by other employees. It should be noted that each employee in a company or organization is rewarded with a salary or compensation for completing their duties. In other words, an employee must complete their respective duties and functions in return for the salary. (Yuliani, 2023) argues that all rewards handed over to the employees, for instance, salary or facilities, aim to compensate them thanks to their devotion and dedication. Nevertheless, employees' lack of skills causes them to be apathetic to their duties. The ability of employees to acquire new knowledge and skills through education and training is crucial in addressing the challenges they face at work, particularly those related to technological advancements. From the initial observation, the researchers discovered that this condition occurred in employees at the Gunungsitoli Health Service, in which several employees do not have mastery in their field of work due to a lack of education and training. As a result, it causes indifference to the employee, and they are not attached to their work as well. Thus, each employee is assisted by other employees in achieving their respective work targets.

Table 1. The Number of Civil Servants at the Gunungsitoli Health Service According to the Education Level

No	Education Level	Number of Employees	Percentage (%)
1	Master's Degree (S2)	8	12,5
2	Bachelor's Degree (S1)	46	71,88
3	Bachelor's Degree (D4)	2	3,3
4	Associate Degree (D3)	5	7,81
5	High School (SMA/SMK)/Collaborative Education Unit (SPK)	3	4,69
Total		64	100

Table 1 shows that there are 64 Civil Servants at the Gunungsitoli Health Service in 2024, in which there are eight at the Master's Degree Level, 48 at the Bachelor's Degree Level (D4 and S1), five at the Associate Degree Level, and three at the High School/Collaborative Education Unit Level.

Table 2. The Number of Civil Servants at the Gunungsitoli Health Service Participating in Education and Training

No	Type of Training	Members of the Education and Training Program (Based on Year)			Number of Employees	Percentage (%)
		2021	2022	2023		
1	Financial Management Training	2	2	1	64	23,4
2	Staffing Management Training	3	1	1		
3	Community Health Center Management Training	2	2	1		
Total		15				

Table 2 demonstrates that five members participated in the Financial Management Education and Training, in which there were two members in both 2021 and 2022, and one member in 2023. Next, five members participated in the Staffing Management Education and Training, in which there were three members in 2021 and one member in both 2022 and 2023. Last but not least, five members participated in the Community Health Center Management Education and Training, in which there were two members in both 2021 and 2022 and one member in 2023. This data concludes that there were 15 Gunungsitoli Civil Servants who participated in the education and training, which were approximately 23.44% of the total employees. This means that many employees had not attended the education and training program.

The researchers would argue that education and training greatly influence the work engagement of employees, thus making them eager to engage themselves in their work with responsibilities. Previous research mentioned that career development positively and significantly impacts the work engagement of employees at PT. Bank Negara Indonesia Tbk Purwokerto I (Wibisono & Yuniawan, 2021), while another research pointed out that training effects significantly and positively to the employees at The ZHM Premiere Hotel Padang (Hilal & Ferdian, 2024).

The current study aims to test whether education and training influence employees' work engagement at the Gunungsitoli Health Service. Furthermore, it is useful as a basis for making management decisions in evaluating and planning education and training for employees. Viewing these objectives, the researchers will examine "ENHANCING EMPLOYEE WORK ENGAGEMENT IN HEALTH SERVICE THROUGH EDUCATION AND TRAINING"

2. Theoretical Background

Education

Education is carried out to understand theories and increase problem-solving skills in achieving goals. This is done so that employees can keep contributing further to the organization despite the challenges that arise due to environmental changes. Such goals can be carried out through training, career development, management, and performance development for the employees (Sudja, I. & Gama, Agus, Wahyudi, 2020).

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According to (Hermawati, 2020) development is defined as an effort done through education and training to increase employees' knowledge regarding theories, concepts, technicals, morals, and practices based on the needs of the job or task. Development through training is carried out to face today's practical work challenges. Training is a series of learning processes to acquire and improve skills that prioritizes practice over theory.

Training

Training helps employees understand practical knowledge and its application, which is useful for improving masteries and attitudes in achieving the organization's goals. According to (Prasodjo, 2022) in training, employees are given technical knowledge and skills related to specific jobs and emphasize increasing the abilities of each worker. Additionally, according to (Kuncoro, Priatmojo, 2020) education includes training, which is a process of learning outside of the nation's education system, aimed at acquiring and improving skills and commonly done without needing too much time. Training is multiple activities that aim to refine a person's mastery, knowledge, and experience, and even change their attitude. Training programs aim to teach participants how to perform certain activities or jobs.

Work Engagement

(Sari, Erita, Yuliasesti et al., 2021) work engagement is a representation of an individual's connection with work which is characterized by high enthusiasm in carrying out tasks, emotional involvement in carrying out work, and enjoying every task carried out. Employees also become mindful during work, have pride in their contribution to the company, and make an effort to reach the organization's visions and missions. Employees with such attitudes will put more effort than what is expected. According to (Pranitasari, 2019) it is said that work engagement is shown if the employee has a good spirit, brings out the best ideas, and has a sincere commitment to success.

3. Methodology

This is an associative research, namely describing the relationship pattern between two or more variables (Santoso & Murtiastriyatno, 2021). Quantitative research was used to determine the influence between two independent variables, namely, Education and Job Training on the dependent variable, namely Work Engagement of Gunungsitoli Health Service Employees. This research was carried out at the Regional Work Unit office of the Gunungsitoli Health Service from January 20, 2024, to March 20, 2024. The targets were 64 Civil Servants at the Gunungsitoli Health Service.

The quantitative research procedure is an operationalization using scientific methods by paying attention to scientific elements. The quantitative research was taken with the expectation that the results are able to guarantee validity. The steps in conducting this research included: determining the problem, conducting preliminary research, identifying and formulating the problem, formulating a hypothesis, determining variables, determining research methods and instruments, determining data sources (population and sample), collecting and analyzing data, and drawing the conclusion. A research instrument, according to (Abdullah et al., 2021), is a set of measuring tools used to collect data from respondents or research objects. Instruments greatly influence the results or data output of quantitative research as the right instrument is able to measure the variables to be observed by the researcher. A research instrument is basically a tool for measuring natural and social phenomena. The research instrument used was a questionnaire using a Likert scale with a scale of 1 to 5; the lowest scale is 1: Strongly disagree whereas the highest scale is 5: Strongly agree, containing positive sentences related to research variables to measure attitudes, opinions, and the perception of a person or group of people related to the social phenomena, initiated by conducting validity and reliability tests.

A multiple regression analysis technique was applied in this examination to discover influences between education and training on employee work engagement at the Gunungsitoli Health Service, and Pearson correlation to test the influence of each independent variable on the dependent variable using the formula $Y = a + b_1X_1 + b_2X_2$, in which "Y" meant Work engagement, "X1" meant education, and "X2" meant Training. In collecting the data, the researchers used a questionnaire, namely, providing a set of written questions for respondents to answer. These questions were related to education, type of training attended, and work engagement for Civil Servants at the Gunungsitoli Health Service, with the expectation that they could respond according to their perceptions of the list of statements submitted. The concept of population may refer to a defined group of subjects or objects sharing common attributes or characteristics, which are the focus of investigation and analysis. A sample, on the other hand, refers to a subset of the population, selected to represent the population in a study (Balaka, Muh., n.d.). The population used was 64 Civil Servants at the Gunungsitoli Health Service – the sample used was less than 100.

4. Empirical Findings/Result

Variable Validity Test

The preliminary step taken was ensuring the data validity. Validity was committed for checking whether the instrument prepared as the material for the questionnaire which would be delivered to respondents was able to measure the concept according to the general criteria that apply. Research validity, as (Purba, Yoel et al., 2021) put it, is the degree of truth of the conclusions drawn from a series of research which has been conducted and influenced and will be assessed according to the research methods used.

Table 3. Variable Validity Test Results for X1 (Education)

		Correlations					
		X1_1	X1_2	X1_3	X1_4	X1_5	Total_X2
1_1	Pearson Correlation	1	.933**	.700**	.284*	.322*	.700**
	Sig. (2-tailed)		.000	.000	.028	.012	.000
	N	60	60	60	60	60	60
1_2	Pearson Correlation	.933**	1	.700**	.334**	.213	.682**
	Sig. (2-tailed)	.000		.000	.009	.102	.000
	N	60	60	60	60	60	60
1_3	Pearson Correlation	.700**	.700**	1	.328*	.299*	.619**
	Sig. (2-tailed)	.000	.000		.011	.020	.000
	N	60	60	60	60	60	60
1_4	Pearson Correlation	.284*	.334**	.328*	1	.538**	.348**
	Sig. (2-tailed)	.028	.009	.011		.000	.006
	N	60	60	60	60	60	60

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1_5	Pearson Correlation	.322*	.213	.299*	.528**	1	.481**
	Sig. (2-tailed)	.012	.102	.020	.000		.000
	N	60	60	60	60	60	60
total_X2	Pearson Correlation	.700**	.682**	.619**	.348**	.481**	1
	Sig. (2-tailed)	.000	.000	.000	.006	.000	
	N	64	64	64	64	64	64

. Correlation is significant at the 0.01 level (2-tailed).

Correlation is significant at the 0.05 level (2-tailed).

A questionnaire is regarded as valid if r count $\geq r$ table. The questionnaire table provided to the 64 respondents, reveals that r count (X1_1) is $0.7 > 0.2542$ (r table), r count (X1_2) > 0.682 (r table), r count (X1_3) $0.619 > 0.2542$ (r table), r count (X1_4) $0.348 > 0.2542$ (r table), and r count (X1_5) $0.481 > 0.2542$ (r table). In conclusion, the variable questionnaire above is valid.

Table 4. Variable Validity Test Results for X2 (Training)

		Correlations					
		X2_1	X2_2	X2_3	X2_4	X2_5	Total_X2
2_1	Pearson Correlation	1	.663**	.150	.478**	.221	.721**
	Sig. (2-tailed)	.000	.000	.251	.000	.089	.000
	N	60	60	60	60	60	60
2_2	Pearson Correlation	.663**	1	.053	.356**	.170	.630**
	Sig. (2-tailed)	.000	.000	.685	.005	.194	.000
	N	60	60	60	60	60	60
2_3	Pearson Correlation	.150	.053	1	.267*	.104	.542**
	Sig. (2-tailed)	.251	.685	.039	.039	.430	.000
	N	60	60	60	60	60	60
2_4	Pearson Correlation	.478**	.356**	.267*	1	.386**	.754**
	Sig. (2-tailed)	.000	.005	.039	.002	.002	.000
	N	60	60	60	60	60	60
2_5	Pearson Correlation	.221	.170	.104	.386**	1	.608**
	Sig. (2-tailed)	.089	.194	.430	.002	.002	.000
	N	60	60	60	60	60	60
total_X2	Pearson Correlation	.721**	.630**	.542**	.754**	.608**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	64	64	64	64	64	64

. Correlation is significant at the 0.01 level (2-tailed).

Correlation is significant at the 0.05 level (2-tailed).

Meanwhile, this table reveals that from 49 questionnaire results, r count (X2_1) is $0.721 > 0.2542$ (r table), r count (X2_2) > 0.630 (r table), r count (X2_3) $0.542 > (0.2542)$ r table, r count (X2_4) $0.754 > 0.2542$ (r table), and r count (X2_5) $0.608 > 0.2542$ (r table). Thus, since r count $>$ r table, this variable questionnaire is valid.

Reliability Test

Reliable refers to the consistency of instrument data which produces similar results whenever a researcher carries out a measurement. The reliability test is an analysis technique using Cronbach's alpha (α) to show reliability, internal consistency and homogeneity between items in the variables. Reliability is a crucial aspect of measurement, as it gauges the extent to which an instrument consistently yields accurate results. In order to validate the trustworthiness of a measuring instrument, reliability testing is conducted to assess its consistency in producing consistent outputs. A measuring instrument is considered reliable if it produces similar data results despite repeated measurements. (Rofiqoh & Zuhawati, 2020) mention that a particular approach, that is, a questionnaire, is provided with consistent answers among several researchers who have various research projects.

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Table 5. Reliability Test Results of Education Variable (X1)

Reliability Statistics	
Cronbach's Alpha	N of Items
.791	6

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This table demonstrates that the Cronbach's alpha of all variables is > 0.7 , that is, 0.791. A construct is regarded as having high reliability if the composite reliability value is > 0.70 . Thus, it can be concluded that all education variables (X1) are reliable. In other words, all instruments from the questionnaire have similar results even at different times and can be used in this examination.

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Table 6. Reliability Test Results of Training Variable (X2)

Reliability Statistics	
Cronbach's Alpha	N of Items
.752	6

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Table 6 shows that the score of Cronbach's alpha is > 0.7 , that is, 0.752. Therefore, this questionnaire is considered reliable.

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Table 7. Reliability Test Results of Education Variable (Y1)

Reliability Statistics	
Cronbach's Alpha	N of Items
.721	6

In Table 7, the score of Cronbach's alpha is > 0.7 , that is, 0.721. As the score is greater than the minimum, this questionnaire is reliable.

Normality Test

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The Normality Test is a test which aims to assess the distribution of data on a variable, whether it is normally distributed or not. In other words, this is related to testing the normality of data distribution. Data with a normal

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distribution is required for parametric tests, whereas data which do not have a normal distribution are not valid for the test (Rofiqoh & Zulhawati, 2020).

Tabel 8. Normality Test of the Education, Training, and Job Engagement Variables

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One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual	
N		64	
Normal Parameters ^{a,b}	Mean	.0000000	
	Std. Deviation	1.05849854	
Most Extreme Differences	Absolute	.084	
	Positive	.074	
	Negative	-.084	
Test Statistic		.084	
Asymp. Sig. (2-tailed) ^c		.200 ^d	
Monte Carlo Sig. (2-tailed) ^e	Sig.	.351	
	99% Confidence Interval	Lower Bound	.338
		Upper Bound	.363

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

e. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 1502173562.

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The provisions for the normality test stipulate that if the significance value is > 0.05 then the research data are normally distributed, whereas if the significance value is < 0.05 then the research data are not normally distributed. According to Table 8, the significance value is $0.200 > 0.05$, leading to the conclusion that the research data is normally distributed.

5. Discussion

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The hypothesis test used in this study is multiple regression analysis which is conducted to determine whether there is an effect of education and training on work engagement at the Health Department of Gunungsitoli. According to (Rapingah et al., 2022) a hypothesis is an initial assumption or conjecture by a researcher or writer that still needs to be reviewed through a series of studies to be proven. Linear Correlation Analysis is a statistical technique used to measure the influence, or relationship between several variables (Wahyuning, 2021). Regression analysis is used to measure the partial effect of an independent variable on a dependent variable

using the t-test and to measure the simultaneous or combined effect of two independent variables on one dependent variable using the F-test.

T-1

The t-test, also known as the partial test, is used to examine how each independent variable affects the dependent variable. This test is performed by comparing calculated t-value with the t-table, or by examining the significance column for each calculated t-value. If the significance value (sig) < 0.05, or the calculated value < t-table, there is an effect of variable X on Y. Conversely, if the sig value > 0.05, or the calculated value > t-table, there is no effect of variable X on Y.

Table 9. Results of Simple Linear Regression Analysis (Education)

		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model		B	Std. Error	Beta		
1	(Constant)	1.806	2.152		.839	.404
	Pendidikan	.890	.111	.714	8.021	.000

a. Dependent Variable: Keterikatan Kerja

In the t-test, if the significance value is < 0.05 or the calculated t-value < t-table, there is an effect variable X on Y, and vice versa. Based on the table, the significance value for Education (X1) is 0.00 < 0.05, and the calculated t-value is 8.021 > 1.99897 t-table. Thus, it can be concluded that X1 has a partial effect on Y, leading to the rejection of Ho and the acceptance of Ha.

Table 10. Results of Simple Linear Regression Analysis (Training)

		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model		B	Std. Error	Beta		
1	(Constant)	2.831	2.119		1.336	.186
	Pelatihan	.846	.110	.697	7.663	.000

a. Dependent Variable: Keterikatan Kerja

If the significance value is < 0.05 or the calculated t-value > t-table, there is an effect of variable X on Y, and vice versa. Based on the table, the significance value of Edu on (X2) is 0.00 < 0.05 and the calculated t-value is 7.663 > 1.99897 t-table. Thus, it can be concluded that X2 has a partial effect on Y, leading to the rejection of Ho and the acceptance of Ha.

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F-Test

Table 11. The Results of Multiple Linear Regression Analysis (Education, Training, and Job Engagement)

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model		B	Std. Error	Beta		
1	(Constant)	.830	2.148		.386	.701
	Pendidikan	.542	.200	.434	2.712	.009
	Pelatihan	.404	.194	.333	2.077	.042

a. Dependent Variable: Keterikatan Kerja

Based on Table 10, it is known that the constant $a = 0.830$, $b_1 = 0.542$, and $b_2 = 0.404$. Thus, the multiple linear regression equation is $Y = a + b_1X_1 + b_2X_2$. Based on these data, it can be described as $Y = 0.830 + 0.542X_1 + 0.404X_2$. The positive constant value indicates a positive effect between the two independent variables (X_1 and X_2). The constant value of variable X_1 , which is 0.542, represents the regression coefficient of variable X_1 on Y , meaning that if variable X_1 increases, Y will increase by 0.542 or 54.2%. The constant value of variable X_2 , which is 0.404, represents the regression coefficient of variable X_2 on Y , meaning that if variable X_2 increases, Y will increase by 0.404 or 40.4%. Therefore, the hypothesis is formulated as follows:

- The t-value for Education is 3.626 with a significance level of 0.001. The t-table can be obtained using the formula $df = n - 2 - 1 = 64 - 2 - 1 = 61$ with $\alpha = 0.05 : 2 = 0.025$, resulting in a 1.99962 t-table. For the Education variable, the calculated t-value $>$ t-table ($2.712 > 1.99962$), and the significance level for Education is $0.009 < 0.05$. Therefore, H_a is accepted, and H_0 is rejected, indicating that Education significantly influences Work Engagement. Thus, the hypothesis stating the influence of Education on Work Engagement at the Health Department of Gunungsitoli is proven.
- The t-value for Training is 2.077 with a significance level of 0.042. Using the same formula, which is $df = n - 2 - 1 = 64 - 2 - 1 = 61$ with $\alpha = 0.05 : 2 = 0.025$, the t-table is 1.99962. For the Training variable, the calculated t-value $>$ t-table ($2.077 > 1.99962$), and the significance level for Training is $0.042 < 0.05$. Therefore, H_a is accepted, and H_0 is rejected. This indicates that Training significantly influences Work Engagement. Thus, the second hypothesis stating the influence of Training on Work Engagement at the Health Department of Gunungsitoli is also proven.

Table 11. Results of F-Test

		ANOVA ^a				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	77.963	2	38.982	36.042	.000 ^b
	Residual	65.974	61	1.082		
	Total	143.938	63			

a. Dependent Variable: Total_Y

b. Predictors: (Constant), Pelatihan, Pendidikan

From the calculation, the computed value of the F-test is 36.042 with a significance level of $f = 0.000$. The f-value table can be obtained using the formula, where $df_1 = (\text{number of variables} - 1) = 3 - 1 = 2$ and $df_2 = (n - k - 1)$

$F_{hitung} = 64,214 = 61$, with $\alpha = 0.05$ is 3.15. The computed f -value $>$ f -table ($36.042 > 3.15$), and the significance level is $0.000 < 0.05$. Therefore, H_0 is rejected, and H_a is accepted, indicating that there is an effect between the Education and Training variables on Work Engagement. Thus, the third hypothesis, regarding the effect of Education and Training on Work Engagement at the Health Department of Gunungsitoli, is proven.

6. Conclusion

From the discussion on the influence of Education and Training on Work Engagement at the Health Department of Gunungsitoli, the following conclusions can be drawn:

- a. Based on the partial t -test, it is evident that Education (X_1) influences Work Engagement (Y). The results of the t -test indicate that the independent Education variable (X_1) significantly affects the dependent variable, Work Engagement (Y), with a calculated t -value $>$ t -table ($3.626 > 2.016$) at a significance level of $0.001 < 0.05$. Similarly, the independent Training variable (X_2) also significantly affects Work Engagement (Y), with a calculated t -value $>$ t -table ($3.845 > 2.016$) at a significance level of $0.000 < 0.05$. Based on the t -test to determine which variable has a more dominant influence on Work Engagement (Y), Training (X_2) emerges as the more dominant variable (calculated t -value $7.663 >$ 1.99897 t -table) in influencing Work Engagement (Y) at the Health Department of Gunungsitoli.
- b. Based on the simultaneous f -test, the combined effect of all independent variables, namely Education (X_1) and Training (X_2), on the dependent variable, Work Engagement (Y), shows significant results. This is indicated by the computed f -value $>$ f -table ($36.042 > 3.15$) at a significance level of $0.000 < 0.05$, leading to the rejection of H_0 and acceptance of H_a , signifying an influence between the variables Education and Training on Work Engagement.

In conclusion, Education and Training have a significant influence on Work Engagement at the Health Department of Gunungsitoli.

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