

ABSTRACT

The performance that has been carried out by a civil servant will be assessed and managed for development. Based on the performance that has been carried out, civil servants will receive a predicate ranging from the predicate “Very Good” to the predicate “Very Poor”. So it is important to pay attention to the performance and also the predicate obtained by employees.

The performance data of civil servants at Dinas Bina Marga dan Penataan Ruang Jawa Barat shows that there is a decrease in employee performance as indicated by the decreasing number of employees who have the predicate “Good”. This is influenced by employees who have inappropriate education and the decreasing number of training activities. This study aims to explain how the level of education and training of civil servants and how it affects performance.

Data collection was carried out by distributing questionnaires to civil servants who had attended training as respondents. Saturated sampling technique was used to determine the number of 113 respondents. Data were analyzed using Partial Least Square-Structural Equation Modeling (PLS-SEM).

Keywords: education level, training, performance