

**ROLE OF EDUCATION AND TRAINING WITHIN THE
FRAMEWORK OF EMPLOYEE PERFORMANCE
IMPROVEMENT
(Case Study On The company Electricidade de Timor Leste, EDTL)**

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ABSTRACT

The title of this study is The Role Of Education And Training In Order To Improve The Performance Of Employees in the Company Electricidade de Timor Leste (EDTL). This research is motivated by the development of technology that moves very quickly intervening lead to an increasingly tight competition.

The purpose of this study was to find out how much the role of Education and Training in improving the performance of employees in the company EDTL.

Data analysis techniques used in this study is the multiple linear regression and hypothesis testing.

Based on the results of the study were processed using SPSS 16.0, the resulting in a regression Constant value of 0.089. Education variable (X1) of 0.644, and the Training variable (X2) of 0,349.

R-Square value of 0.505 or 50.5%, the which mean that the two independent variables (nd Education Training) can only explain 50.5% of the variation that Occurs in the dependent variable (Employee Performance), while other variations roomates 49 , 5% is explained by other variables not Examined in this study.

Of the Hypothesis test results, Obtained for the variable Education Tcount of 7.986, this Suggests that Tcount 7.986> 1.664 Table. It can be concluded that H0 is rejected and Ha accepted.

Tcount for Training variable of 4.474, this shows that H0 is rejected and Ha accepted.

While the value of F at 39.720, this indicates that the value of F 39.720> 3.114 F table. It can be concluded that the Education and Training variables simultaneously have a positive and significant effect on the dependent variable, Employee Performance.

Keyword: Education, Training and Employee Performance

INTRODUCTION

The development of technology is moving very quickly lead to increasingly fierce competition. Human resources (HR) has an important role in addressing the changes that occur, and have a greater role in promoting the progress of the company compared to other resources. Human

resource management itself will be a very important part of the management tasks of the organization, if the human resources are not managed well, the success of a company will be difficult to achieve. This is consistent with the development and technological advances that occur at this time.

Companies that have the quality of human resources that will either be able to compete with other companies. Thus, in the face of increasingly fierce competition, each company is required to have the human resources that are reliable and quality in order to improve the company's performance as much as possible. With the development of the business world is happening requires companies to improve human resources in all fields. To cope with new things that will happen, especially in terms of employment. In the context of human resource development, education and training is an effort to improve the intellectual abilities and personality.

Education is generally related to preparing prospective workers needed by a company. education is a process of development towards the capabilities desired by the company concerned. Education must be sensitive to changes and demands that occur in the community. Education that is not sensitive to changes in social demands of modern life, rapid industrial development, the development of technology and science are evolving rapidly, then education must be responsible for preparing the catch of labor required.

Education participated prepare the basics required by the world of work, and does not relieve the quality of education in the necessary manpower, education is defined as a learning process for the individual to attain knowledge and a higher understanding of the broad objects. The knowledge gained formally resulting individual has the mindset and behavior in accordance with an education that has been gained. Education means helping inner growth without being restricted by age.

Training is a process by which people reach a certain ability to help achieve the objectives of the company and is part of the education that involves learning to acquire and improve skills outside of the education system in force in a relatively short time with the method of the GCC more emphasis on practice rather than theory.

Training is a container environment for employees, where they acquire attitudes, abilities, skills, knowledge, and specific behaviors related to work. The training is intended to improve the work performance of current and geared to help employees carry out work better this time, and have utility in long-term career employees to help deal with greater responsibility at a time when that will come.

Human resource capacity needs to be developed because of advances in science and technology are constantly changing, so the training conducted must be continually refined, improved, even replaced by a completely different shape to the shape of the previous training. Cycle technology is changing faster skills that deal with the implementation of these technologies must be constantly adjusted, and also forms of employment are increasingly demanding high standards in accordance with technological advances and the needs of the community will be the result - the result of an increasingly industrial-grade, so the ability of resources humans are required to be improved through training.

The importance of education and training as described above is not merely a benefit to the employee, but also an advantage for the company. With the increasing ability or skills of employees, work to improve the performance of employees, increased employee job performance, means that the companies concerned will benefit it wants

Education and training aimed at improving the ability of employees more in order to cope with change - changes in science and technology that is always the case in the business world. Education and training to increase knowledge and skills that will ultimately improve the knowledge and capability of employees in addressing the problem - a problem that it faces in doing the work assigned to him.

Performance is a function of motivation and the ability to complete a task or job. Someone should have a degree of willingness and a certain level of ability. The willingness and skills of a person is not effective enough to do something without a clear understanding of what will be done and how to do.

Performance is the real behavior displayed by everyone as the resulting performance by employees in accordance with its role within the agency. Employee performance is a very important thing in agency efforts to achieve the goal, and that affects how much they contribute to the company. Improved performance of both individuals and groups to be the center of attention in an effort to improve the company's performance. Employee performance that is common to most workers include elements such as the quantity of yield, quality of results, timeliness of results, presence, and ability to cooperate.

The performance of employees is very necessary to be considered in the company, because a good result for a company depends on the performance of individual employees who work in it, higher education owned by the employees is not enough to rely on the company, the need for specialized training for employees to improve their ability to complete the tasks given, with the training in the enterprise employees easily control the changes that occur in the business world.

Electricity Company of East Timor named *Electricidade de Timor Leste (EDTL)* is an agency under the Ministry of Public Works, is one of the companies engaged in the setting of national listrik resources, including electrical maintenance, empowerment is also the development of overall electricity. The goal oriented to customer satisfaction, making electricity as a medium to improve the quality of people's lives, strive for power become the driving economic activity.

Problems encountered in the current EDTL company namely, the use of new technologies, so it requires a strong understanding in using the technology where such technology has very strong currents voltage than before. So that the required knowledge and high skills of employees in the use and addressing technologies - new technologies that exist. Due to the lack of knowledge and abilities of employees will affect the employee's performance and would be bad for the company.

LITERATURE REVIEW

Education

Notoatmodjo, (2009: 2) states: "Education is an effort to develop human potential, so as to have the ability to manage the natural resources available to the public welfare".

Hasibuan (2001: 70) education is associated with increased general knowledge and understanding of our environment as a whole. While Mangkunagara (2002: 44), education is a long-term activity that uses systematic and organized procedure where managerial employees learn the conceptual and theoretical knowledge in order to achieve a common goal.

Tilaar, (1997: 132). Pendidikan process is essentially a process of empowerment, which is a process to reveal the potential that exists in humans as individuals, which in turn can contribute to the empowerment of local communities, to the people of his nation and ultimately to the global community. Hasbullah (2008: 2), education is the process of establishing fundamental abilities intellectually and emotionally toward nature and fellow human beings.

Rachmawati (2008: 117-118), said that the education given to acquire the knowledge that will improve employee performance and will help the organization achieve its goals. Education is defined as a systematic and systemic activity directed to the formation of the personality of the learner (Tirtahardja 2005).

From the definition of education mentioned above, it can be concluded that education is a process of learning that is accepted by learners with the aim to increase the knowledge and ability of an institution to be desired.

Factors Affecting Education

Hasbullah (2001) factors - factors that influence education are as follows:

1. Ideology
All human beings are born into the world have the same rights, especially the right to education and improvement of knowledge and improvement of education.
2. Social Economy
The higher the socioeconomic level allows a person reaches the level of higher education.
3. Social and Culture
Many parents are unaware of the importance of formal education for children - his son.
4. Development of Science and Technology (Science and Technology) Development of science and technology demands to always update their knowledge and skills so as not to lose the developed countries.
5. Psychology
Conceptual education is a tool to develop the personality of the individual to be more valuable.

Training

Notoatmodjo (2009: 16) defines training as part of an educational process, entrusted the aim to improve the ability or specific skills a person or group of people.

Rachmawati (2008: 110). Training is a container environment for employees, where they acquire or learn the attitudes, abilities, skills, knowledge and behaviors related to the specific job.

Panggabean (2002: 41), training is a means used to provide or improve the skills needed to carry out the work now. Rival (2004: 226), confirmed that the training is a systematic process of changing the behavior of employees to achieve corporate goals.

Kaswan (2013: 2). Said that training is the process of improving the knowledge and skills of employees. Training specifically focused on giving special skills or help employees improve deficiencies in performance.

Dale, (2003: 111), the training can take place at work or place which is simulated as a workplace. The training process is focused on the implementation of the work and the application of understanding and knowledge on the implementation of certain tasks.

From the various opinions above, it can be deduced that the training of employees is an activity to increase the capacity of the source of these employees so that the bias to be of good quality in terms of knowledge, skills work, high level of professionalism in completing a job to achieve the goal - the goal the company well ,

Benefits Training

Mangkunagara (2005: 46), the benefit of training namely: It means that the organization needs to involve the resources of employees on training activities only if it is the best decision of the manager. Training is expected to reach another result of the modification of employee behavior. It also needs support in organization and objectives, such as production, distribution of goods and services more efficient, reduce the cost of operation, improve quality, and personal relationships more effectively.

Types of Training

Akrani (2009), there are five types of training are:

1. Induction Training (induction training).
Aiming to know the organization to employees newly appointed. This is a concise and informative training is given immediately after joining the organization. The goal is to provide information "overview" to employees.

2. Training Employment (job training)
Related to the specific job and the goal is member information and appropriate instructions to employees to allow them to carry out systematic work, precise, efficient, and ultimately with confidence.
3. Training for promotion (training for promotion)
Training provided after the sale but before joining the high lebu position. The goal is to give employees the opportunity to make adjustments with the job duties at a higher level.
4. refresher training (refresher training)
Updating professional skills, information and experience of someone who occupied important executive positions.
5. Training for managerial development (training for managerial development)

Factors Participate In Training

Veitzhal (2004: 214), basically any activity directed certainly should have clear goals, contains the results to be achieved in carrying out these activities. Similarly, the training program, results to be achieved should be clearly formulated so that the preparatory steps and the implementation of training can be directed to achieve the specified sarsaran.

Rival (2009: 225), implementing the training there are several factors at play, namely instructors, participants, materials (ingredients), methods, objectives training and supportive environment. In determining the training techniques and the development of problem arises regarding the trade-offs.

Evaluation Training Program

Werner and DiSimone, (2006: 233). Evaluation of the training program is a systematic collection and assessment of the descriptive information needed to make decisions effective training related to the selection, adoption, modification values and a variety of learning activities.

Kaswan (2013: 216). Evaluation of training programs on the one hand is very important and beneficial, but in practice many organizations do not conduct an assessment of the training program. At least there are two main reasons, namely: (1) Evaluation of the training program is technically complex, and (2) Evaluation of the training program can have multiple goals within the organization.

Performance

Efendy (2002: 194) says that: "Performance is the performance which is the result of the work produced by an employee or real behavior that is displayed in accordance with its role within the organization. Sedarmayanti (2001: 50), revealed that the performance is: Output drive from the process, human or otherwise.

Yani (2012: 117). Performance is the real behavior displayed by everyone as the resulting performance by employees in accordance with its role within the company. Hasibuan (2001: 34), stated that the performance is a result of work achieved in executing the task - a task assigned to him based on skills, experience, and determination as well as time.

Mangkunagara (2000: 67), the performance is the result of the quality and quantity of work achieved by an employee in performing their duties in accordance with the responsibilities given to him. Faustino (2000: 135): "Performance is the outcome resulting from the function of a particular job or activity for a specific period.

Of the definition - the definition above, it can be concluded that the performance is the result of work that can be displayed or achievement of an employee working in completing the tasks assigned to him. So that an employee's performance can be measured from the work, the results of the task or activity results in a specified period.

Performance assessment

Yani (2012: 117), the performance appraisal is a systematic evaluation of the work already done by karyawan and is intended for development. Simamora, (2004: 338), performance assessment is a process used by a company or organization to evaluate the implementation of the work of individual employees.

Hasibuan (2001: 87), stated that performance appraisal is to assess the ratio of real work with a standard of quality and quantity produced per employee. Mawansyah and Mukaram (2003: 103) states that performance appraisal is a formal system to inspect or examine and evaluate periodically kinerja someone.

Siagan (2002: 168) mengungkapkan that performance appraisal is a process where a company seeks to obtain information that is as accurate as possible about the performance of their employees. The expression in accordance with what it stated Marihot (2002: 195) that the assessment of the performance of a company in the process of assessing the performance of employees.

Performance Assessment

The purpose of employee performance evaluation stated Veithzal (2004: 312), among others: (1) determine the level of employee performance over the years, (2) remuneration matching, for example, for granting a salary increase periodically, basic salary, salary increases special incentive money, (3) promote accountability of employees, (4) for distinguishing between employees cypress with another, (5) Human Resources Development, (6) increases the motivation to work, and (7) improving work ethic.

Benefit Performance Assessment

Yani, (2012: 121-122), there are several benefits Penialain workers, among others:

1. bargaining position. To allow management to negotiate an objective and rational with erikat laborers or directly with employees
2. Improvements in performance. Feedback implementation of useful work for employees, managers and specialist personnel in the form of activities to enhance or improve the performance of employees
3. Adjustment of compensation. The performance assessment helps in the decision making adjustments profit / loss, determine who needs to be increased wages / bonuses or other compensation
4. Decisions placement. Assist in the promotion, placement decisions, removal and demotion are generally based on past or anticipate the performance. Often promotion is a tribute to past performance
5. Training and development. Poor performance mengidinkasikan existence of a need for training.

RESEARCH METHODS

Population

Sugiyono (1999: 72) gives the sense that the population is a generalization region consisting of objects or subjects which are the qualities or specific characteristics established by researchers to learn and then be deduced.

So is the entire population of all existing objects or individuals that have certain characteristics, the company EDTL, as many as 410 employees.

samples

Arikunto (2002 : 112), states that the sample is a part of the population or part of the population studied mawakili . Determination of the number of samples that will be used in this study 81 .

RESULT AND DISCUSSION

Multiple Linear Regression

Table 1. Test Result of Multiple Linear Regression

Model	Unstandardized Coefficients		Standardized	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
	(Constant)	.089	1.87				.047
1 Pendidikan	.644	.081	.638	7.98	.000	.996	1.00
Pelatihan	.349	.078	.357	4.47	.000	.996	1.00

a. Dependent Variable: Kinerja Pegawai

Based on Table 1 can be obtained regression formula as follows:

$$Y = 0.089 + 0,644X1 + 0,349X2 + e$$

Interpretation of the regression above are as follows:

a. Constants (a).

This means that before affected by Penddikan and Training, Employee Performance has a fixed value (constant) of 0.089

b. Education (X1) on employee performance (Y)

Education for variable coefficient value (X1) of 0.644. This means that every one unit increase in education, then the variable Employee Performance (Y) will increase by 0.644 assuming that the other independent variables from the regression model is fixed.

c. Training (X2) on employee performance (Y)

The coefficient value for the variable X2 amounted to 0,349. This means that every one unit increase in the variable Training Employee Performance (Y) will increase by 0,349 on the assumption that the other independent variables from the regression model is fixed.

Coefficient of Determination

Detrminasi coefficient (R2) essentially measures how far the ability of the model to explain variations in the dependent variable. The coefficient of determination is between zero and one. R2 small value means the ability variables - independent variable in explaining the dependent variable is very limited.

Table 2. Test Result of Coeffision Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.710	.505	.492	4.1338	1.772

a. Predictors: (Constant), Pelatihan, Pendidikan

b. Dependent Variable: Kinerja Pegawai

SPSS output of the column above , can be obtained information that simultaneous correlation coefficient was 0.710 . This value indicates that the relationship between all independent variables (Education and Training) with the dependent variable (Performance Officer) is very strong . Moreover, it can also obtained information about the magnitude of coefficient of

determination is of 0.505 or 50.5 % . This value indicates that the contribution of all independent variables (Education and Training) of the dependent variable (Performance Officer) simultaneously is of 50.5 % . While the remaining 49.5 % is contributed by other factors not examined in this study .

Table 3. Test Result of Partial (t)

Model		Coefficients ^a			
		t	Sig.	Collinearity Statistics	
				Tolerance	VIF
1	(Constant)	.047	.962		
	Pendidikan	7.986	.000	.996	1.004
	Pelatihan	4.474	.000	.996	1.004

a. Dependent Variable: Kinerja Pegawai

- The value of the variable Thitung Education (X1) of 7.986 with a significance level of 0.000 . Because $7.986 > 1.664$, and $0.000 < 0.05$. So we can conclude that H0 is rejected and Ha accepted. Which means there is significant influence between the variables of Education (X1) against variable Employee Performance (Y) .
- The value of the variable Thitung Training (X2) is 4.474 with a significant level of 0.000 . Because $4.474 > 1.664$, and $0.000 < 0.05$. So we can conclude that H0 is rejected and Ha accepted. Which means there is significant influence between variable Training (X2) with variable employee performance (Y) .

Table 4. Test Result of Simultanous (F)

ANOVA						
	Model	Sum of	Df	Mean Square	F	Sig.
1	Regression	1357.54	2	678.77	39.72	.000
	Residual	1332.92	78	17.08		
	Total	2690.46	80			
a. Predictors: (Constant), Pelatihan, Pendidikan						
b. Dependent Variable: Kinerja Pegawai						

Based on Table 4 it can be seen that the F value of 39.720 with a significance level of 0.000. Thus be concluded that the variable of Education (X1) and variable training (X2) significantly influence employee performance variable (Y)

CONCLUSION

Conclusion

Based on the analysis by regression and hypothesis testing found that:

1. The first hypothesis (H1) that the education variable (X1) has positive influence on employee performance variable (Y), is acceptable. It can be seen from Thitung value on education variable (X1) was 7.986 and the value Ttabel is 1.664. Because $7.986 > 1.664$. So we can conclude that H0 is rejected and Ha accepted. Variable education (X1) positive influence on employee performance dependent variable (Y). It can be said when the value of education held the better, then the employees will have an interest to improve the level of education they have.
2. The second hypothesis (H2) is variable training (X2) has positive influence on employee performance variable (Y), is acceptable. It can be seen from the value of the variable Thitung training (X2) was 4.474 and the value Ttabel is 1.664. Because $4.474 > 1.664$. So we can conclude that H0 is rejected and Ha accepted. Variable training (X2) has positive influence on employee performance dependent variable (Y). It can be said when the value of training (X2) owned the better, then the employees will have an interest for training conducted.

3. The third hypothesis (H3), namely education variable (X1) and training (X2) has positive influence on employee performance variable (Y), is acceptable. This can be seen from the value of F is 39.720 and Ftabel value is 3.114. Because $39.720 > 3.114$. So we can conclude that H0 is rejected and Ha accepted. Variable education (X1) and training (X2) simultaneously positive influence on employee performance dependent variable (Y). It can be said when the value of education (X1) and training (X2) owned the better, then the employees will have an interest to improve education and training are implemented.

Suggestion

Based on the analysis and discussion of some of the conclusions in this study, as for suggestions that can be provided through the results of this study in order to obtain better results, namely:

1. For the EDTL Agencies

Is expected to raise the level of education for employees, especially special education in electrical engineering and provide training or specialized training in the field of Electrical Engineering in order to face the changes in technology that currently more modern.

2 For Further Research

Is expected to be examined by other variables outside of these variables in order to obtain better results varied that can describe what things that can be instrumental in improving employee performance and can extend the period of observation and suggested to expand the scope of research on the role of education and training in order employee performance improvement in the overall gain.

Limitations Research

In writing this paper, the authors raise the issue examined only on the role of education and training in improving the performance of employees, the reference used is still less support, the sample used is still low. So expect to further research can meniliti further and in more of the same title, and is expected to use a reference more in order to support the thesis.

Recommendation

Based on existing research results, the authors recommend to agency Electricidade de Timor Leste (EDTL) in order to further enhance the knowledge and abilities of employees through education and training in order to improve knowledge and skills of employees are better than ever to face the new problems that arise , especially the changes of Science and Technology (Science and Technology) accelerated.

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