

**THE COMPARATIVE PERFORMANCE OF EMPLOYEES FROM THE  
PERSPECTIVES OF GENDER AND EDUCATION : STUDY IN THE MINISTRY OF  
RELIGION OFFICE IN PIDIE DISTRICT**

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**ABSTRACT**

This study is to find out the comparative performance of employees from the perspectives of gender and education in the Ministry of Religion Office in Pidie District. The respondent of this research is its employees, based on the gender that is Men and Women, and the education that is with levels <High School, High School, Diploma III and Bachelor (S1). The total population of employees is 220 people, and the sample amount is determined by using Slovin formula and it provides as much as 142 people, and the authors obtain the 140 people as respondents. The hypothesis is tested by using the Two Way ANOVA. The test works or can be used to find out the truth of the hypothesis. The result provides that there is a comparative performance of Employees at the Ministry of Religion Office in Pidie District viewed from the perspective of gender, there is a comparative performance of Employees at the Ministry of Religion Office in Pidie District viewed from the perspective of education, there is comparison and interaction of performance of employees at the Ministry of Religion Office in Pidie District viewed from the perspective of gender and education simultaneously. The originality of this study lies its perspectives of comparison, and all the findings enrich the realm of knowledge and science especially in the field of management. The limitation resides in the amount of the variables, with one object. This research also contributes to the practical managers especially in The Ministry of Religion Office in Pidie District in seeing the issue as a map of problem and solution

**Keyword:** Education Level, Gender and Employee Performance.

**1. INTRODUCTION**

Performance is a description of achievement level from the implementation of a program or policy in realizing the organizational sense, purpose, vision and mission as it is outlined through the strategic planning of a particular organization (Moehariono, 2012). From this, it can be seen that performance is the ultimate goal and target in the survival of an organization. The higher individual performance which is produced, the higher organizational performance as well, and is also able to achieve the final goals or objectives that are agreed upon and planned in advance.

As for the phenomenon that occurs in one of the regional government organizations, namely in the Ministry of Religion Office in Pidie District, the good performance which is produced by the employees at work is still lacking or less maximum. It is seen in terms of where

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many employees at work are inadequate in carrying out work programs and goals of organizational vision and mission, the accuracy of work completion is also not in accordance with the responsibilities that are assigned to employees, this involves several complaints and low motivation in work.

In providing superior performance to the organization, there are several factors that can influence it, one of them is the education level which is possessed by an employee who is very helpful in providing knowledge or abilities that are possessed at work, so that the education level of an employee is crucial in contributing to performance results that are provided for the organization. Furthermore, it can provide the results of organizational performance according to the provisions or goals of the organization. The higher level of education which is possessed by employees, it will be better in producing high performance. In carrying out work, generally employees are inseparable from education level that they control. Apart from that, work experience is also very necessary for its performance (Wirawan, 2012).

This is what causes the low performance which is produced by some employees. The employees who work in in the Ministry of Religion Office in Pidie District have varying education levels and some of them have low and standards education levels with the skills or experience that is not relatively good. So that when they work, it inhibits the completion or implementation of a program that has been compiled as well as the policies that are agreed upon in the organization.

The other factors that influence the performance of someone in the work are sex (gender). Gender in English is a difference based on culture, in which men and women are distinguished according to their respective roles that are confronted by local culture relating to the role, nature, palce and position in a society. While for gender (sex), the difference between men and women is based on their biological characteristics. In his life, the community determines and shapes the individual traits which include appearance, clothing, attitudes and personality of a person, if he is a man then it must look masculine and if he is a woman it must look feminine.

### **Research Objectives**

The following are the objectives of this study:

1. To analyze and prove the comparative performance of employees at in the Ministry of Religion Office in Pidie District from the perspective of gender.
2. To analyze and prove the comparative performance of employees at in the Ministry of Religion Office in Pidie District from the perspective of education.
3. To analyze and prove the comparison and interaction of employees performance at in the Ministry of Religion Office in Pidie District based on the perspective of gender and education simultaneously.

## **2. LITERATURE REVIEW**

### **Sex (Gender)**

The word gender comes from English which means sex. In general, sex (gender) is interpreted as the apparent difference between men and women as it is seen in terms of both values and behavior. Gender or sex refers to the roles and responsibilities of men and women which is created in the family, environment and organization where they work. So, it can be understood that gender is a trait that is used as a basis for identifying differences between men and women as it is

seen in terms of social and cultural conditions, values and behavior, mentality, emotions and other nonbiological factors (Rokhmansyah, 2016).

Then according to (Fakih, 2016) stated that gender (sex) is the nature or division of two human sexes that are biologically determined inherent in certain sexes. In general, sex is used to identify differences between men and women in terms of biological anatomy, while for the word gender more concentrates on social, cultural and other non-biological aspects.

### **Education**

According to the Act of Republic of Indonesia No. 20 of 2003 concerning National Education System states that education is a conscious and planned effort to create a learning atmosphere and learning process so that students actively develop their potential to have religious spiritual strength, self-control, personality, intelligence, noble character, and skills that are needed by themselves, society, nation and state. Education is the totality of human interaction for full human development and education is a continuous process that is constantly evolving. In education, the existence of students is input, after experiencing the educational process by utilizing the purpose of education, namely the resources of the existing curriculum, producing output in the form of certain abilities, so that it can be said that behavior changes include knowledge, attitudes, actions, appearance and so on (Soetrisno, 2016).

### **Employee Performance**

The assessment of performance (performance appraisal) According to (Mathis, 2006) is a process of evaluating how well employees work when compared to a set of standards and then communicate with employees. Performance appraisal is also referred to as employee appraisal, employee evaluation, performance review, performance evaluation and guideline results. Other opinions as it is expressed by (Mangkunegara, 2013) states that performance is the result of work in the quality and quantity which is achieved by an employee in carrying out his duties in accordance with the given responsibilities. Furthermore, performance is also the result or the overall level of success from a person during a certain period in carrying out tasks compared to various possibilities such as standards of work results, targets or goals or criteria that have been determined in advance and agreed upon (Zainal, 2015).

### **Hypothesis**

- H1 : There is a comparative performance of Employees at the Ministry of Religion Office in Pidie District viewed from the perspective of gender.
- H2 : There is a comparative performance of Employees at the Ministry of Religion Office in Pidie District viewed from the perspective of education.
- H3: There is comparison and interaction of performance of employees at the Ministry of Religion Office in Pidie District viewed from the perspective of gender and education simultaneously.

### **3. RESEARCH METHOD**

The study is conducted at in the Ministry of Religion Office in Pidie District which is located in Sigli, Blk. Bengkel, Pidie, Pidie District, 24114, Aceh Province. The variables of research are the Education, Gender and the Employee Performance. The population is 220

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employees of all Civil Servants who work in in the Ministry of Religion Office in Pidie District. In determining the number of samples to be chosen, researchers use an error rate of 5%, because each study is not possible to have the results of 100% perfect and the greater the error rate the fewer the population. The total population of employees is 220 people, and the sample amount is determined by using Slovin formula as follows:

$$n = \frac{220}{220 (0.05^2) + 1}$$

= 141.93 rounded up to 142 people.

Because the number is more than 100, the researchers take a sample of 140 samples, this is done evenly so that the process is easily normalized and homogeneous data which is grouped by researchers.

Descriptive research is research which is conducted to determine the value of independent variables, either one variable or more (independent) without making comparisons or connecting between one variable and others.

After data analysis is collected, this study is tested using the application of software statistical package for the social science (SPSS) 22.0 for Windows with analysis technique method of variance (analysis of variance ANOVA two ways). Analysis of two-way variants is used to determine the effect of a variable (independent variable) on another variable (dependent) and the variables are measured at the appropriate level. Other things, analysis is used to test hypotheses comparing more than two samples and each sample consists of two or more types together (Riduwan, 2009).

#### **4. RESULT**

##### **Descriptive Analysis**

The Descriptive statistical presentation aims to depict the sample characters in the study and provide a description of the variables that are used in this study. In this study, the variables used are Education (X1), Gender (X2) and Employee Performance (Y). Descriptive analysis in this study elaborates the descriptive statistics of research variables with valid data of 140 and missing data of 0. For the variable of gender (X1), minimum score is 1 and maximum score is two with a mean of 1.49 and standard deviation of 0.502. Meanwhile for the variable of education, the minimum score is 1 and maximum is 4 with a mean value of 2,50 dan standard deviation of 1.122. Lastly for employee performance (Y), minimum interval score is 35 nd maximum is 37 with a mean 36.06 and standard deviation of 0.637. The results of the descriptive test in this study are shown in Table 4.2 as follows:

**Table 1. Descriptive Statistics**

		Gender (X2)	Education (X1)	Employee Performance (Y)
N	Valid	140	140	140
	Missing	0	0	0
	Mean	1.49	2.50	36.06
	Median	1.49 <sup>a</sup>	2.50 <sup>a</sup>	36.08 <sup>a</sup>
	Mode	1	1 <sup>d</sup>	36
	Std. Deviation	.502	1.122	.637
	Variance	.252	1.259	.406
	Skewness	.058	.000	-.054
	Std. Error of Skewness	.205	.205	.205
	Kurtosis	-2.026	-1.366	-.509
	Std. Error of Kurtosis	.407	.407	.407
	Minimum	1	1	35
	Maximum	2	4	37
	Sum	208	350	5049
	Percentiles 25	. <sup>b,c</sup>	1.50 <sup>c</sup>	35.43 <sup>c</sup>
	50	1.49	2.50	36.08
	75	1.99	3.50	36.68

Source: Primary Data, 2019 (processed)

**Respondent Perception towards Employee Performance**

Performance is a result which is obtained by a worker compared to the determined standards by the organization, these results will be assessed by the organization whether it has been assessed as effective or efficient so that it can influence organizational performance.

The employee performance of in the Ministry of Religion Office in Pidie District obtains a mean value of 4.51 which means it can be said to have a very good perception of employee performance in the organization. The study results indicate that the employee performance at in the Ministry of Religion Office in Pidie District is very well perceived by its

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employees, because the average employee perception of employee performance shows in a very good category with a value of 4.51 – 5.00.

### **Hypothesis Testing**

The hypothesis is tested by using the Two Way ANOVA. The test works or can be used to find out the truth of the hypothesis which is proposed in the study. Based on the output results, the results can be described in the following description as follows:

#### *Corrected Model*

The effect of all independent variables of Education (Education Level < High School, High School, Diploma III and Bachelor Degree) and Gender (Male and Female) altogether towards the dependent variable of Employee Performance has significance value (sig.) or probability of 0.036. It explains that the sig value from the effect of corrected model which is 0.036 concludes that the corrected model is not significant. It is explained that the results of the output value is 0.036, while for the acquisition of significant influence is < 0.005. So the output value is  $0.036 > 0.005$  and it is stated that the effect of Education and Gender altogether does not significantly influence the Performance of Civil Servants at in the Ministry of Religion Office in Pidie District.

#### *Intercept*

Intercept is the effect of changing dependent variables (Employee Performance) without necessary to be influenced by Independent variables (Education and Gender), which means if the value of independent variable (Employee Performance) can change its value without being influenced by independent variables (Education and Gender) and the value changes are influenced by other factors. The value which is generated in Table 4.9 is at 0.000, which means the value of  $0.000 \leq 0.005$ . These results indicate that the value of  $0.000 < 0.005$ , it can be concluded that the effect of this intercept is valid meaning it has a significant effect. Thus the value or results of Employee Performance without being influenced by Education and Gender can change by itself. There is a possibility that employee performance is significantly influenced by other variables.

#### *Error*

The resulted error value is smaller, the model is getting better. The error result which is obtained such as the output results in Table 4.9 is 50.48 or 50.48%. It means that this value is below 100% then the model in this study is good and can be used because the number of error which is obtained is 50%, it means half from a percentage of 100%.

#### *R squared*

R squared is the value of multiple determinations from all and dependent variables. If this value is 1 or close to 1, it means the effect is strong. The results show 0.105 which indicates this number is below 1 or still far from 1. So it can be concluded that the effect is not strong in this study because the value of R squared which is produced is 0.105, it means far from the value of 1.

Next, it will be described the results of Two Way ANOVA analysis from the problem formulation and the hypotheses that have been proposed by the researcher as follows:

H1 : There is a comparative performance of Employees at in the Ministry of Religion Office in Pidie District viewed from the perspective of gender.

Based on the results of this study, the mean value of men is 36.000 and women is 36.132 indicating that mean values are different and not equal. These mean values show that mean for women is higher than for men. Whereas the effect of Gender significance is .721, which is lower than 0.005 significance values, which implies that, there is no significant effect of Gender on the Performance of Employees of the Ministry of Religion in Pidie District.

In parallel to the hypothesis proposed by previous researchers, it can be concluded that H1 is accepted because the mean value of Gender with the Men and Women category is different and the comparison is greater in the category of women compared to the category of Men, but this comparison does not have a significant effect on performance staff at the Ministry of Religion in Pidie District.

H2: There is a comparative performance of Employees at the Ministry of Religion Office in Pidie District viewed from the perspective of education.

The statistical results also show that mean value for the level of education <SMA is 36,010, high school (SMA) level of education is 36.031, Diploma III is 36.057 and undergraduate (S1) of 36.167. This indicates that there is difference in the mean values for each category of level of education. Specifically, undergraduate (S1) has a higher mean value as compared to Diploma III level of education, Diploma III is greater than the value of high school, and high school education has greater mean value as compared with <high school education. Meanwhile the effect of the significance of Education on Employee Performance is 0.208 that is Sig value 0.208> 0.005 thus this shows that there is no significant effect of Education on the Performance of Employees of the Ministry of Religion Office in Pidie District.

In line with the hypothesis proposed by previous researchers, it can be concluded that H2 is accepted, as there is a comparison of the Performance of Employees of in the Ministry of Religion Office in Pidie District in terms of Education perspective where the results of the four (4) education categories differ accordingly.

H3: There is comparison and interaction of performance of employees at the Ministry of Religion Office in Pidie District viewed from the perspective of gender and education simultaneously.

The statistical output shows that mean values of male gender with education <high school is 35.667, with high school education is 35.944, with diploma education is 36.056 and with undergraduate education is 36.333. Meanwhile for the mean value of Women with education <high school amounted to 36.353, high school education was 36.118, Diploma III education was 36.059 and Bachelor education (S1) was 36.000.

This shows that there are comparisons in each category or group by looking at the values obtained by each category which is different, where the category of men in education <high school is smaller than the category of women, the category of men with lower secondary education compared to the category of women, the category of men with Diploma III education is smaller than the category of women and the category of men with undergraduate education

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(S1) is greater than the category of women. It also gives different interactions in each group/category because the mean values differ among the ranks. Based on the significant effects of the output results, it shows that the significance level or probability (sig.) is 0.008 where sig value.  $0.008 > 0.005$ . This finding explains that there is no significant effect of Gender and Education together on Employee Performance.

Therefore it can be concluded that H3 as proposed in this study is accepted, because there is a comparison and interaction of the Performance of Employees of in the Ministry of Religion Office in Pidie District in terms of Gender and Education perspectives together. The reason is because it gives a different contribution to the results of employee performance within different groups/categories as determined by previous research, nonetheless in this study gender and education have no significant influence on the employee performance.

## 5. CONCLUSION

Based on the gender perspective, there is a difference found with regard to the two groups of gender namely male and female whereby different category of gender has contributed differently in the performance improvement. Therefore the performance between male and female employees are found to be different yet it is not significant. Additionally from the perspective of education, the difference is also found among the different category of education level hence it can be concluded that different level of education result in different level of performance nevertheless such influence is not significant. Finally, when viewed from the influence of both perspectives on the employee performance, there is also comparative difference and interaction found for each category either from gender or education nonetheless it is also insignificant statistically.

The originality of this study lies its perspectives of comparison, and all the findings enrich the realm of knowledge and science especially in the field of management. The limitation resides in the amount of the variables, with one object. This research also contributes to the practical managers especially in in the Ministry of Religion Office in Pidie District in seeing the issue as a map of problem and solution. In the efforts of improving the employees performance, it needs more attention on the aspects of gender as well education of the employees hence an improvement of employees performance can be better realized. Specifically the the tasks assigned to the employees must appropriately match their educational level and background as it will lead to a different contribution. Nevertheless the distribution of tasks among employees must be ensured to be fair and equitably distributed according to their position and responsibility. It is also suggested that both male and female must still be given the same assignment based on their respective position and responsibility because they contribute differently to each performance produced and will also be able to achieve significant influence in the future.

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