

## **An Analysis of Management and Performance of the Apparatus in Education and Training Agency of South Sulawesi Province, Indonesia**

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**Abstract:** Management and performance of the apparatus (employees) in education and training is a central issue in the governance of public organizations. Research study aims to explain the perception of alumni education and training on the management and performance of the apparatus in the Board of Education and Training of South Sulawesi Province. The method used is qualitative and quantitative. Data were collected through questionnaires techniques and observational techniques. Analysis of the data used is descriptive statistics and inferential statistics such as the percentage of the form of linear regression. The results showed that the management of education and training in the Board of Education and Training of South Sulawesi Province including in the “good category” from the aspect of planning a schedule of activities, provision of facilities and necessary infrastructure, support system components available services, cooperative relationships internally built by apparatus (employees), the availability and completeness of teaching materials that will be delivered by an instructor, the instructor’s ability attracted the attention of participants, the creation of an atmosphere conducive to the learning process andragogy, the intensity of supervision of activity by the committee, evaluation of education and training as well as the accuracy of the delivery of the results of the evaluation. Meanwhile, the performance of the apparatus in the Board of Education and Training of South Sulawesi Province including in the “good category”, seen from the provision of education and training system components and process control systems providing education and training. Similarly, the management of education and training provide a significant positive effect on the improvement of performance of the apparatus in the Board of Education and Training of South Sulawesi Province.

**Key words:** Education and training, performance management, performance of apparatus/personnel, similarly, South

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### **INTRODUCTION**

Reform of the quality of Human Resources (HR) personnel is an important part of governance reforms in order to direct and to realize good governance (Luis *et al.*, 2005; Noe, 2010). Therefore, the existence and development of human resources in an organization, whether governmental organizations (public) and private organizations (private) play a very important role. An employee has a great potential for running the organization’s activities. To that end, the potential of every human resources (personnel) in the organization should be utilized as well as possible and as optimally as possible, in order to provide maximum results, both for the organization where he works as well as for individuals or employees concerned. Attempts mentioned above can be done through a performance management system that not

only addressed to employees, officers or subordinates but also thorough or covering all employees from the leadership ranks to the employees at the lower level, operational level. One important aspect in the management and performance of the apparatus is an employee development system is managed and developed in the form of education and training, so that, employees have the appropriate competence to function, so, it can have a positive effect on improving the performance of individuals and the performance of the organization he works.

At this time, education and training are indispensable for organizations follow the demands of technological developments and changes in the work environment quickly (Jo and Cunliffe, 2007). Similarly, the education and training necessary for their problems challenging work assignments, complex and often interfere with the

performance of the individual and organizational performance such as reduced work performance of employees who carry the consequences of the deterioration of services or the decrease in the level of production and productivity generated. In addition, changes in the organizational environment of uncertainty forcing an organization to constantly adjust and follow the direction of the change. Therefore, education and training is a learning process within the organization aimed at changing attitudes and behavior of employees in order to meet the expectations and demands of the job qualifications of the organization, both internally and external.

Based on the Indonesian Government Regulation No. 101 of 2000 on Education and Training Position Civil Servant, mentioned that the purpose of education and training, among others is to increase the knowledge, skills and attitudes of employees to perform duties of office in a professional manner that is based on the personality and ethics servants civil (Law No. 5 of 2014 concerning the state civil apparatus) appropriate agency needs, establish the attitude and spirit of dedication service-oriented employees, shelter and community empowerment and creating a common vision and dynamics mindset. Furthermore, the presence of government regulation also places emphasis on the quality of the civil state apparatus to always increase the capacity/quality itself, by way of his education and training.

The decision to follow, let alone provide education and training must be based on valid data is collected through a needs assessment or based on the results of the analysis of needs, not wants leadership alone. Therefore, this needs assessment to diagnose the problems faced by employees/organization and the challenges ahead for the development of the organization. In this case, the head of the organization can obtain information through a list of questions to employees or observe the performance of employees, so, the basis for improving the quality of the input obtained and output quality of education and training held.

The quality of education and training is dependent on many factors which one factor is management organized. On the management aspects of education and training, there are a number of system components in it, among other things, on careful selection of materials for education and training, the quality of facilitators/resource persons, methods of training and evaluation. Therefore, the selection of the facilitator should be in accordance with the areas of expertise and work experience possessed. Needs analysis as a stage in the preparation of programs related to the type, procedures, models and

techniques of education and training. Furthermore, the search begins with the analysis of the task/function exists, qualification requirements to fulfill these functions, then look for a solution type of education and training that includes: the material to be presented, appropriate learning methods to suit the type of qualifications needed relating to skills and expertise. At the end of an education and training should be evaluated to determine its effectiveness in changing or improving the quality of employee behavior and improve the performance of the apparatus.

The description above is the background underlying the urgency and significance elaborates on the management and performance of the apparatus in public organizations. Therefore, the purpose of this study is to analyze and explain the management of education and training activities and performance of the apparatus (employees) in education and training in the Board of Education and Training of South Sulawesi Province. The results of this study are expected to provide benefits to enrich theoretical science (scientific thought) to readers and sharpen the focus of the analysis on the management and performance of the apparatus. Similarly, the results of this study provide practical benefits for education and training providers to be more creative and innovative in designing education and training systems to improve the quality and competence of the civilian state apparatus and the quality of human resources in public organizations in Indonesia.

**Literature review:** The main elements of the management of education and training that can be used to assess the completeness of the model or design education system and practice using the steps proposed by the experts Dan and Brislin (1983) and Leonard (1988), namely the first stage, the planning, namely) identification of the needs of education and training) setting analysis) programming. The second phase, the organization of education and training, namely: identification of the type of education and training, determination of the criteria of education and training and the allocation of time. The third phase, implementation of education and training which includes three steps as follows) the preparation of education and training, providing education and training and post-education and training. The fourth stage, evaluation and monitoring, namely) evaluation of the program, evaluation of education and training and evaluation of post-education and training. In his essay conceptualizations, of Intercultural Behavior and Training, in Dan and Brislin (1983).

The scope of responsibility of the organization that education and training can also describe the function of

the organization of education and training is covering a wide range of activities as proposed by the experts, Leonard (1988), Luis *et al.* (2005) and Noe (2010) formulating organizational plan which includes planning personnel and organizational strategy; formulate policies, plans and budget of the organization provide training inputs for the development of the organization) selecting teachers and trainers) induction program appropriate education and training) perform analysis tasks identify needs for education and training; directs and develop education and training programs) organize education and advanced training for employees; measurement, evaluation and feedback on education and training) develop educational and training staff; cooperating with education and training institutions associations and professional organizations) provides consulting services and information) oversees all educational resources and training) increases the argument that education and training is a profession.

There is a general understanding has been that, the training function from beginning to end just is the responsibility of training institutions but has now developed a new view is to see that the training is a responsibility, a minimum of three parties, namely the organization of users, trainees and the providers, shifting views on the training function shows that continuously carried out changes to the views of the organization's existence training.

Education and training activities are carried out through various forms of course has specific objectives as well as the formal process as well as educational activities within the formal educational institutions other. Variations that distinguish between courses organized by educational institutions and training of employees with formal educational institutions are aspects of the provision of teaching staff, curriculum and patterns of interaction between participants/learners with teacher mentor or instructor (Dearden, 1984; Chris, 2014). Power of the institution of education and training of employees coming from very different backgrounds, the teachers who have a background in special education as a teacher, lecturer or teacher, to the duty as a teacher because of his experience (in the bureaucracy). In terms of curriculum, also vary both the type and scope of education and training provided and the availability of the formal curriculum. On education and training institutions, can still be found the kind of education and training that is not accompanied by a written curriculum design formally because often a lesson plan that will be submitted only on the mind of the speaker or moderator or existing exemplary ideas on leadership. Similarly, patterns of interaction between the participants and faculty in providing

education and training of employees in the design and implementation take place in a less formal, relatively different than the interaction that occurs in formal educational institutions such as schools, universities or colleges and to formal education institutions more.

Furthermore, in the context of the performance appraisal can be declared as a record of the results achieved through the implementation of an activity carried out over a certain period. Observing these definitions in the same context, the Institute of Public Administration (LAN) states that the performance is a result of a specific job function or activity during a given period. In other words, the performance is an overview of the level of achievement of the implementation of an activity or program of work in an organization (Agung, 2008). In particular, the LAN also stated, that the performance is an overview of the level of achievement of the implementation of an activity/program/policy in the form of goals, objectives, mission and vision of the organization. Performance is usually accompanied by their "performance accountability", i.e., the obligation to account or to answer or explain the performance and actions of a person/legal entity/collective leadership of an organization to the party who has the right or authority to request information or accountability.

## **MATERIALS AND METHODS**

This type of research is qualitative-qualitative (Suharsimi, 2000, 2006) with the aim to analyze and explain the management and performance of the apparatus (employees) in education and training as well as management variables influence the performance of employees in the Board of Education and Training of South Sulawesi Province. Providing education and training management and performance of the apparatus in education and training is the focus (variable) are studied in the Board of Education and Training of South Sulawesi Province. Sources of data and research are participants or alumni of education and training as a whole during the eight forces in 2015 as many as 250 people with a total sample of 125 people as respondents. The samples may be simply guided by the opinion by Sugiyono (2005) that when the subject under 100 people, better taken all, so research is the study population. If the number of subjects >100 then taken 10-15 or 25% or more. Data collected by using a questionnaire and observational techniques. The method used is qualitative and quantitative, namely the technique of data analysis descriptive statistics such as percentages and inferential statistics such as linear regression (Sugiyono, 2002; Imam, 2005; Suprihanto, 2000).

## **RESULTS AND DISCUSSION**

Management and performance of the apparatus in providing education and training obtained through the assessment of performance. Therefore, assessment of employee performance in implementing the tasks are the responsibility of the institution that embodies and responsibilities of stakeholders involved in it. This means that the performance of the Board of Education and Training of South Sulawesi Province as the locus of this research can be determined by the participant and or alumni of education and training in the management of public services are perceived. In other words, the performance appraisal of personnel in the Education and Training Agency of South Sulawesi Province by participants or alumni of education and training as respondents, conducted by the implementation of education and training, using the various aspects and assessment indicators.

Performance Education and Training Agency of South Sulawesi Province is a form of real work organization obtained based on the ability to plan tasks and activities, carry out the task, supervise the work and evaluating the organization's resources to achieve objectives and training services effectively and efficiently. Thus, the ability to plan activities including: the resulting policy, the funds used and the program implemented, ability to carry out tasks including productivity activities, the effectiveness of implementation, efficient implementation and the ability to supervise activities that include direct supervision, supervision indirectly as well as embedded control and feedback.

Data obtained during this study are presented in quantitative form as a result of questionnaire by officials to the respondents in Education and Training Agency of South Sulawesi Province, namely the 125 alumni participants of education and training leadership 3 and 4 are carrying out education and training leaders in the Body Education and Training of South Sulawesi Province, with two variables studied, namely education and training management variables (X) and the performance variable (Y).

Description of management education and training is based on 10 items of questions posed to the respondents. Therefore, respondents with regard to item management providing education and training can be described as follows.

Planning a schedule of education and training well planned so as to give free time/opportunity for applicants to prepare, in general, respondents expressed hesitation as many as 57 people (45.6%), agree and strongly agree 52

people (41.6%) and disagree and strongly disagree as much as 16 people (12.8%). Facilities and infrastructure are needed for education and training has been provided with good, in general, respondents agreed and strongly agree as many as 80 people (64%), doubtful as many as 42 people (33.6%) and disagree and strongly disagree as many as 3 people (2.4%).

The entire system of services available at the Board of Education and Training mutual support smooth achievement of the objectives of education and training, in general, respondents agreed and strongly agree as many as 75 people (62.4%), doubtful as many as 39 people (31.2%) as well as disagree and strongly disagree as much as 8 people (6.4%).

Internal cooperation relations established by the Board of Education and Training mutual support smooth achievement of the objectives of education and training, in general, respondents agreed and strongly agree as many as 73 people (58.4%), doubtful as many as 47 people (37.6%) as well as disagree and strongly disagree as much as five people (40%).

In conducting the study on the activities of the training, the instructor has set up the complete material or material that will be presented, in general, respondents agreed and strongly agree as many as 84 people (72%), doubtful as many as 30 people (24.0%) as well as disagree and strongly disagree as much as 5 people (4%).

The instructor has the ability to attract the attention of participants of education and training, in general, respondents agreed and strongly agree as many as 79 people (63.2%), doubtful as many as 39 people (31.2%) and disagree and strongly disagree 7 people (5.6%).

During the activities of education and training, created an atmosphere conducive to teaching and learning process in general, respondents agreed and strongly agree as many as 68 people (54.4%), doubtful as many as 43 people (34.4%) and disagree as much as 14 people (11.2%).

The committee continues to monitor the activities of participants for education and training by providing attendance to the participants in the order of material, in general respondents agreed and strongly agree as many as 67 people (53.6%), doubtful as many as 42 people (33.6%) as well as do not agree as many as 16 people (12.8%).

Each eye of teaching in education and training an evaluation to test the participant's ability, in general, respondents agreed and strongly agree as many as 75 people (60%), doubtful as many as 41 people (32.8%) and did not agree and so does not agree as many as 9 people (7.2%).

The results of the evaluation to be part of determining graduation cumulatively in general, respondents agreed

and strongly agree as many as 69 people (55.2%), doubtful as many as 50 people (40.0%) and disagree and strongly disagree as much as 6 people (4.8%). Based on the (10) items of questions concerning the description of the management of education and training, indicating that management variables of education and training has an average value of 36,208 and a standard deviation of 4.3427. The frequency distribution can be seen that score management education and training by category very good 12 people (9.6%), good categories as many as 88 people (70.4%), good enough category as many as 23 people (18.4%) as well as the category is not well and is not very good (bad), respectively of 1 (0.8%). Thus, it can be stated that the management of education and training in the Board of Education and Training of South Sulawesi Province including good or optimal category.

Meanwhile, the description of the performance of the apparatus (personnel) in the Board of Education and Training of South Sulawesi Province based on 15 items of questions posed to the respondents, the respondents with regard to item performance of the apparatus in education and training can be described as follows: during the registration process, the committee serves applicants well, in general, respondents agreed and strongly agree as many as 71 people (56.8%), doubtful as many as 48 people (38.4%) and disagree as much as 6 people (4.8%).

The food menu served to participants for education and Training in good order, in general, respondents agreed and strongly agree as many as 81 people (64.8%), doubtful as many as 40 people (32.0%) and disagree as much as 4 people (3.2%). Bedroom facilities for participants was very neat, in general, respondents agreed and strongly agree as many as 89 people (71.2%), doubtful as many as 32 people (25.6%) and disagree and strongly disagree as much as 4 people (3.2%).

The entire staff assigned to the Board of Education and Training provide services to participants according to their duties and functions, in general, respondents agreed and strongly agree as many as 78 people (59.2%), doubtful as many as 40 people (32.0%) and not agree and strongly disagree 7 people (5.6%). The committee first present as well as the recent return of the participants and instructors/teachers, in general, respondents agreed and strongly agree as many as 74 people (59.6%), doubtful as many as 42 people (33.6%) and disagree as much as 9 people (7.2%).

In each part of the process of education and training there is always a committee were present to take care of the part, in general, respondents agreed and strongly agree as many as 91 people (72.8%), doubtful many as 29 people (23.2%) and disagree and strongly disagree as

much as five people (4.0%). Supervision by organizers of activities to help smooth the participant's activities for education and training, in general, respondents agreed and strongly agree as many as 75 people (60.0%), doubtful as many as 39 people (31.2%) and disagree and strongly do not agree as many as 11 people (8.8%).

Data from the organizing committee supervisory serve as the basis for determining the graduation of participants, in general, respondents agreed and strongly agree as many as 81 people (64.8%), doubtful as many as 34 people (27.2%) and disagree and strongly disagree as much as 10 people (8%). The library collection is always updated or increase in number, in general, respondents agreed and strongly agree as many as 85 people (60.0%), doubtful as many as 42 people (33.6%) and disagree and strongly disagree as much as 8 people (6.4%).

Module provided by the organizing committee greatly help smooth education and training in general, respondents agreed and strongly agree as many as 82 people (65.6%), doubtful as many as 33 people (26.4%) and disagree and strongly disagree as many as 10 people (8.0%). All the activities of the foundation was to help smooth the process of education and training, in general, respondents agreed and strongly agree as many as 73 people (58.4%), doubtful as many as 46 people (36.8%) and disagree and strongly disagree as much as 6 people (4.8%).

During the education and training activities, organizers never adds to costs for participants, in general, respondents agreed and strongly agree as many as 85 people (66.4%), doubtful as many as 37 people (29.6%) and did not agree and strongly disagree as much as five people (4.0%).

Organizers to make the handling on his duties in accordance with these skills, in general, respondents agreed and strongly agree as many as 66 people (53.8%), doubtful as many as 53 people (42.4%) and disagree as much as 6 people (4.8%).

The results of the answers/responses or suggestions from the participants of education and training is used to improve services to the participants, in general, respondents agreed and strongly agree as many as 79 people (63.2%), doubtful as many as 35 people (28.0%) and disagree and strongly disagree 11 persons (8.8%).

Certificate pass marks were distributed to participants at the close of education and training, in general, respondents agreed and strongly agree as many as 82 people (65.6%), doubtful as many as 33 people (26.4%) and disagree and strongly disagree as many as 10 people (8.0%).

The results showed that the variable performance of the apparatus in the Board of Education and Training of

South Sulawesi Province has an average value of 56.04 and a standard deviation of 6.0793. In other words, it can be seen that, the performance scores with very good categories were 9 people (7.2%), both categories as many as 104 people (83.2%), good enough category as many as 10 people (8.0%) as well as the category is not well and is not very good (bad) respectively by 1 person (0.8%). Thus, it can be stated that, the performance of the apparatus in providing education and training in the Board of Education and Training of South Sulawesi Province categorized good or optimal.

Based on the results of inferential statistical analysis of the relationship influence the studied variables showed that, there is a significant positive influence on the management of education and training of personnel performance in providing education and training. This means that the management of education and training that is performing well following the principles of good governance will provide a positive influence on improving the performance of personnel in the Board of Education and Training of South Sulawesi Province.

Management education and training according to the Critical Events Model (CEM) comprising the steps of identifying the needs of the organization, performance specifications tasks, identifying the needs of participants, goal setting, curriculum development, the selection of learning strategies, the establishment of teaching and learning resources, training implementation and evaluation and feedback. Clear picture of a series of education and training in the Board of Education and Training of South Sulawesi which refers to the critical Events The model can be understood as follows.

On the Education and Training South Sulawesi seen that has made the identification of the needs of the organization based on their duties and functions that providers of education and training for personnel of civil state (ASN), both derived from the institution/agency of provinces and districts/cities in Sulawesi South and from Eastern Indonesia and from institutions/public institutions that require education and training services.

Performance specifications of jobs done by employees or the Organizing Committee for Education and Training in the Education and Training of South Sulawesi Province refers to the performance standards and performance assessment that apply to government agencies. This is done because in the end every year made Government Agencies Performance Accountability Report (LAKIP) employees based on individual performance and the performance of work units to the institution and the exercise. During this time, the identification of the needs of the education and training

on the Board of Education and Training of South Sulawesi Province carried out in a systematic, planned and coordinated with the institution agency or government organization partners that will utilize the services of education and training. That is, all the participants were sent by their respective institution and present on education and training activities at the Board of Education and Training of South Sulawesi Province are individuals that need strengthening, deepening and or development of knowledge, skills and skills required in the job.

Setting goals for education and training on the Board of Education and Training of South Sulawesi Province is very clear in accordance with the agreement of stakeholders involved in it. In general, it is understood that the purpose of education is focused on raising the knowledge and skills of learners while the objective of the training is focused on raising the skills and expertise of participants. Therefore, the purpose of education and training at the Agency for Education and Training of South Sulawesi Province always refer to the common understanding.

Curriculum development and training at the Board of Education and Training of South Sulawesi Province curriculum based on the principle of sustainable, flexible, dynamic and applicable. Sustainable because the curriculum provides guidance, direction and outcomes expected after the education and training undertaken as a form of clarity of direction, objectives, goals and targets education and training curricula in force in Indonesia.

The learning strategy adopted by the instructor on education and training in the Board of Education and Training of South Sulawesi Province varies in accordance with the teaching materials/training such as question and answer, discussion assignments, group work, simulations and role playing and so on. In principle, it is widely understood by the instructor that the nature of learning is "Andragogy" or education/learning for adults, so, the methods of classical lectures that are one way is getting reduced.

Resources (human and nonhuman) used in the delivery of education and training at the Board of Education and Training of South Sulawesi Province assigned based on priority needs in each activity to always consider the ratio of the quantity, quality and usefulness. The number of employees as the organizers consider the balance of the duty of every individual in every unit suitable work as part of a system of cooperation in providing education and training in a planned manner. Similarly, its resources tailored to the needs such as facilities and infrastructure that meet the required qualifications. Utilization of these resources is also based on the level of competence and suitability

specifications or standards required for identification quality. In the end, the utilization of organizational resources on providing education and training in the Board of Education and Training of South Sulawesi Province adheres to the principle of benefit, thus satisfying or “happy” (Haedar and Guntur, 2015) all parties involved, especially for the customer/recipient internal and external to the organization.

In general, the implementation of training in the Board of Education and Training of South Sulawesi Province to be an optimal or good. This is apparent from the assessment of participants in education and training perceive that management education and training showed good category as many as 88 people (70.4%), good enough category as many as 23 people (18.4%), excellent category as many as 12 people (9.6%) as well as the category is not well and is not very good, respectively of 1(0.8%). Thus, strengthening the opinion of Mary Parker Follett developed by Haedar (2011) that management is an art and science to achieve the goal through the activities with others. The nature of management is “scientific art” or art that is his knowledge and at the same time “artistic science”, the science that there is an art. How artistic and scientific management as applied to the Board of Education and Training of South Sulawesi Province, although, not optimal.

Evaluation of an education and training had been undertaken by the committee to determine the realization of the action plan is created, the suitability and relevance of the activities with the needs of the participants and the organization he works. Similarly, the evaluation was conducted to determine and improve management practices of false or weak and try to maintain or improve the quality management system of providing education and training. Furthermore, as a series of evaluation activities then do the feedback as a reflection for all those involved in the planning and implementation of education and training, so that the arrangement of system components providing education and training in the Board of Education and Training of South Sulawesi Province more solid, qualified and responsibly internally (responsibility) and externally (accountability). Thus, the scope of responsibility of the organization Board of Education and Training of South Sulawesi Province that also describe the function of education and training organizations in general, although, not optimal when measured by the view Robinson regarding the scope of responsibility of educational institutions and training.

Without denying the scope of responsibility of the organization, the results of this study also found that the general view of the parties involved in the training experience changes namely that the training function from

beginning to end not only the responsibility of the training institutions but also that the training is the responsibility of all parties involved and get the benefits, especially government agencies working unit (SKPD) at various levels of the organization as users, trainees who were trained to be more competent in their duties and the Board of Education and Training of South Sulawesi Province as the providers. Shifting views on the training function of this shows that, there is a kind of transformation of the organization on the Board of Education and Training of South Sulawesi Province in the form of a shift in perspective regarding the existence of organizations that have core competencies in the fields of education and training. According to Haedar (2015), the transformation of the organization can be viewed from various perspectives including the perspective of the 5-R is Reinspiring, Reframing, Renewing, Restructuring and Revitalizing.

In fact, the organization of which both the Board of Education and Training of South Sulawesi Province during the reference is a positive assessment of participant education and training and vice versa when providing education and training is not the maximum, the participants gave a judgment or a negative image to the committee and organization host them. This is logical because, according to Gareth (1986) and Haedar (2011) that the image is built on how to see (a way of seeing), how to think (a way of thinking) and how to behave on a particular person. On the basis of this understanding, the Board of Education and Training of South Sulawesi Province continues to evaluate each time providing education and training in order to find out shortcomings and weaknesses and then followed up or repaired. According to Tamim and Hermansjah that there are at least (3) the purpose or benefit evaluation in education and training programs, namely) to understand something; make a decision and improving the quality of education and training.

One component providing education and training system that has not been optimally implemented are self-assessment and evaluation of the individual and the institution or the Board of Education and Training of South Sulawesi Province, even though the activity is an effective way to determine the efficiency and effectiveness of the organization. According to Tamim and Hermansjah, the effectiveness of education and training can be seen, among others Implementation of the entire program of education and training in accordance with the timetable that has been set) neat organization of the entire education and training to the discipline of work, dedication and the ability of the organizers). The efficiency and effectiveness of the use of

facilities and infrastructure available and the achievement of the targets for education and training programs.

### **CONCLUSION**

Based on the results of research and discussion, a number of conclusions as follows: management providing education and training in the Education and Training Agency of South Sulawesi Province is generally good or quality. This is apparent from the assessment of participants and graduates as informants or from education and training perceive that management education and practice in Education and Training South Sulawesi largely managed properly. It can be seen from the system components and management processes to provide education and training over the years.

The performance of the apparatus organizing education and training in the Education and Training Agency of South Sulawesi Province categorized good. It can be seen from the participant or the alumni that work shown and facilitation given employees in the process of education and training, starting on the registration of participants to the evaluation results and delivery of certificates for alumni accomplished in accordance with the principles of governance good.

There is a significant positive influence on the management of education and training on the performance of the apparatus and training education providers in the Board of Education and Training of South Sulawesi Province. This provides a positive lesson for us that the management of education and training that is based on the application of the principles of good governance will bring positive consequences to the improvement of the performance of the apparatus in providing education and training.

### **RECOMMENDATIONS**

Based on these conclusions, the proposed recommendations for improving the quality and accountability of education and training as follows: Management providing education and training that is based on the application of the principles of good governance must be maintained, even if it needs to be increased in intensity thereby reducing the frequency and weight of the negative perceptions of participant education and training on providing education and training in the Board of Education and South Sulawesi Province workout.

The performance of the apparatus which includes various components of systems, procedures and

processes in order to be better, so that, the actual results obtained/demonstrated in the planning, implementation, monitoring and evaluation of the results more real perceived by stakeholders involved in providing education and training in the Agency Education and training of South Sulawesi Province.

Based on the advice, it is necessary to evaluate all components of the management system and the performance of the apparatus on each implementation of education and training, so that, the performance of the apparatus stated/indicated strongly based on tangible results conducted on the process of managing education and training systems in Board of Education and training of South Sulawesi Province.

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