

## **Table of Contents**

<b>VALIDITY SHEET .....</b>	<b>i</b>
<b>STATEMENT PAGE .....</b>	<b>ii</b>
<b>FOREWORD .....</b>	<b>iii</b>
<b>ABSTRAK .....</b>	<b>v</b>
<b>ABSTRACT.....</b>	<b>vi</b>
<b>TABLE OF CONTENTS .....</b>	<b>vii</b>
<b>CHAPTER I</b>	
<b>INTRODUCTION .....</b>	<b>1</b>
1.1 Overview of Research Objects .....	1
1.1.1 Padma Hotel Bandung Profile .....	1
1.1.2 Vision and Misson .....	2
1.5.2 Organizational Structure .....	2
1.2 Research Background .....	2
1.3 The Problem Formulation .....	8
1.4 Research Objective .....	8
1.5 Research Benefit .....	9
1.5.1 Theoretical Aspect .....	9
1.5.2 Practical Aspect .....	9
1.6 Systematic Writing of Mini-Thesis .....	9
1.6.1 Chapter I - Introduction .....	9
1.6.2 Chapter II – Literature Review .....	9
1.6.3 Chapter III – Research Methodology .....	9
1.6.4 Chapter IV – Result and Discussion .....	10
1.6.5 Chapter V Conclusion and Recommendation .....	10

## CHAPTER II

LITERATURE REVIEW .....	11
2.1 Theoretical Background.....	11
2.1.1 Strategic Human Resource Management .....	12
2.1.2 Education .....	12
2.1.2.1 Dimension of Education .....	12
2.1.2.2 Indicators of Education .....	13
2.1.3 Job Training .....	14
2.1.3.1 Training Objective and Benefits .....	15
2.1.3.2 Training Dimension .....	15
2.1.4 Employee Performance .....	16
2.1.4.1 Dimension of Employee Performance .....	17
2.2 Relationship between Education and Employee Performance .....	18
2.3 Relationship between Training and Employee Performance .....	18
2.4 Previous Research .....	19
2.5 Framework .....	24
2.6 Research Hypothesis.....	25

## CHAPTER III

RESEARCH METHODOLOGY .....	26
3.1 Types of Research .....	26
3.2 Variable Operationalization.....	26
3.2.1 Measuring Scale .....	30
3.3 Research Stage .....	31
3.4 Population and Sample .....	32
3.4.1 Population .....	32
3.4.2 Sample .....	32
3.5 Data Collection Technique .....	34
3.6 Validity and Reability Test .....	35
3.6.1 Validity Test .....	35
3.6.2 Reability Test.....	38

3.7 Data Analysis Techniques .....	40
3.7.1 Descriptive Analysis .....	40
3.7.2 Method of Successive Interval (MSI) .....	42
3.7.3 Classical Assumption Test.....	42
3.7.4 Multiple Linear Regression .....	44
3.7.5 Hypothesis Test.....	44
3.7.5.1 Simultaneous Test (F Test) .....	44
3.7.5.2 Partial Test (t Test) .....	45
3.7.5.3 Coefficient of Determination .....	46

## CHAPTER IV

RESEARCH RESULT AND DISCUSSION .....	47
4.1 Data Collection .....	47
4.2 Respondent Characteristic .....	48
4.2.1 Respondent Characteristic Based on Age .....	49
4.2.2 Respondent Characteristic Based on Gender.....	49
4.2.3 Respondent Characteristic Based on Education Level .....	49
4.3 Descriptive Analysis .....	50
4.3.1 Respondents' Responses Regarding Education (X1) .....	50
4.3.2 Respondents' Responses Regarding Training (X2).....	52
4.3.3 Respondents' Responses Regarding Employee Performance (Y) .....	55
4.4 Classical Assumption Test.....	57
4.4.1 Normality Test .....	57
4.4.2 Multicollinearity Test.....	58
4.4.3 Heteroscedasticity Test .....	59
4.5 Multiple Linear Regression Analysis.....	60
4.6 Hypothesis Test.....	61
4.6.1 Simultaneous Test (F Test) .....	61
4.6.2 Partial Test (T test) .....	63
4.6.3 Coefficient of Determination .....	64
4.7 Result and Discussion of The Research.....	65

4.7.1 Partial Influence Level of Education on Employee Performance .....	65
4.7.2 Partial Influence Training on Employee Performance .....	65
4.7.3 Simultaneous Influence Level of Education and Training on Employee Performance .....	66

## CHAPTER V

CONCLUSIONS AND RECOMMENDATION .....	67
5.1 Conclusions.....	67
5.2 Recommeendation .....	68
5.2.1 Theoretical Aspect.....	68
5.2.2 Practical Aspect .....	68