Relationship between the Committee Service and Competency of Learning Management in Education and Effectiveness of Technical Substantive Technical Publication in Scientific Publication in Education and Training Center for Technical Education and Religion

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Abstract: *The purpose of the study is to analyze the relationship between committee services and learning management competencies on the effectiveness of substantive education and technical training in scientific publications for IX Class and X at the Education and Training Center for technical and religious education personnel. Correlational research methods. The population of all education and training participants, with a sampling technique of 60 people. 3 The instrument was validated, validated with alpha cronbach = 0, 760. The results showed that the hypothesis of the relationship between committee services and training effectiveness was positive and significant with R Square's contribution of 0.377 or 37.7%, and there was a positive relationship between management competencies learning with the training effectiveness, amounting to R Square 0.358 or 3.58%. Both of these variables affect the effectiveness of scientific publications training, amounting to 44.7% together. Based on the findings, it was concluded that the effectiveness of the training had been achieved well, the committee services and learning management competencies were understood and implemented in accordance with accredited institutions.*

Keywords: Committee Services, learning management competencies, and training effectiveness

1. Preliminary

1.1. Background

Development in various aspects, especially in the field of education is of concern to the Indonesian government. Today, the globalization era or millennium era is heard today, whatever its name is now in the 21st century. Development in various sectors requires technology to facilitate and realize its vision and mission.

Educators (Teachers, lecturers, lecturers, etc.) have a strategic role in development, especially in the field of education, which will affect human development, and play a role in overall development.

Education as a highly competent institution to improve the quality of human resources and promote development, for that government institutions work hand in hand with private institutions to realize quality society as an effort to support the smooth development of various sectors.

Education in it takes place learning, in order to expedite the learning process required methods, strategies, appropriate models, to achieve goals effectively and efficiently. Various types of learning components can be used simultaneously in achieving one goal, because each learning method, model, has advantages and disadvantages.

In the National Education System Law No. 23 of 2003, it is written that the rights and obligations of the central and regional governments to direct, guide, assist and supervise the implementation of education in accordance with applicable laws and regulations.

In the implementation of education and training, the effectiveness of learning is needed so that activities can be achieved optimally. There are various factors that support the effectiveness of learning such as lecturers, committees, facilities and infrastructure. Widyaiswara or trainer is professionalism plays a role in advancing education in education and training institutions, with education and training that will produce people who are intelligent, creative, cultured, democratic, characterized, resilient, and brave in defending the truth in the interests of the nation and state.

Education is believed to be able to educate the nation which is the country's wealth and to succeed national development. Smart, quality human resources are assets, in addition to other resources that are still the wealth of Indonesia. Likewise, leaders who can carry out their duties and responsibilities in a professional manner, professional committees and lecturers will certainly be able to facilitate education activities effectively and efficiently.

But on the other hand there are also various problems in implementing the effectiveness of learning in the substantive technical training of scientific publications held on 2-9

September 2019, in the Education and Religious Technical Training Center, for example, there are indications:
1) The committee is not timely in preparing administrative reports,
2) The committee is not yet on time to submit a letter requesting the resource person,
3) Widyaiswara has not maximally utilized learning resources,
4) Widyaiswara hasn't compiled teaching material,
5) Not yet optimized campus facilities,
6) Training participants have not been enthusiastic in accepting the material,
7) The material is too dense, so the lack of time learning hours, etc.

Researchers are interested in conducting research on the effectiveness of learning in substantive technical education in scientific publications, because one of the most types of education sharing has the most duration in 2019 as an effort to help teachers improve. This is really remarkable the attention of the education and training center as a training institution that already has an ISO 9001: 2015 certificate. As an effort, the committee services are certainly needed, as well as maximum learning competence.

1.2. Formulation of the problem

The problem in this study can be formulated as follows:
1) How big is the relationship between the committee's services in the education and the effectiveness of substantive technical training in scientific publications at the Education and Religious Technical Training Center?
2) How big is the relationship between the competence of learning managers in education with the effectiveness of substantive technical training in scientific publications at the Education and Religious Technical Training Center?
3) How much influence the relationship between committee services in the education and learning management competencies in education with the effectiveness of substantive technical training in scientific publications in the Education and Religious Technical Training Center.

1.3. Purpose and Research Objectives
This activity is intended to gain understanding and insight through the study of theories of education, education technology, management science, and provide concepts about the effectiveness of education and training.

This research aims to :
1) Knowing and analyzing the relationship between committee services in the education and the effectiveness of substantive technical training in scientific publications at the Education and Religious Technical Training Center.
2) Knowing and analyzing the relationship between learning management competencies in education with the effectiveness of substantive technical training in scientific publications at the Education and Religious Technical Training Center.
3) Knowing and analyzing the relationship between committee services and learning management competencies in education with the effectiveness of

substantive technical training in scientific publications at the Education and Religious Technical Training Center.

1.4. Framework

Committee services are still needed even though in this digital era, participants still need committee services as a step towards effective education. The Education and Training Centerhas pocketed an ISO 9001: 2015 certificate but still has to pay attention to the learning management component as a step towards the effectiveness of the education.

The digitalization of the millennial era for the embassy was very meaningful, both participants and committees, resource persons should try to utilize technology. The role of technology for educational institutions will have an impact on performance achievement

The committee service is an attempt to help prepare or take care of what others need. The development of information and communication technology has brought great changes in various fields of life, including the world of education. Education is a key factor in improving the quality of human resources. The current implementation of the 2013 curriculum that integrates information technology in learning requires teachers and students to be literate in technology.

Likewise, the selection of learning competencies, which until now there are various kinds of learning methods found by experts, and now has also been used by teachers, lecturers in class. Each learning objective will be achieved through learning management competencies designed by educators.

1.5. Hypothesis

From the limitation and formulation of the problem, the hypotheses that can be formulated in this study are:
a) There is a positive relationship between the committee's services in learning with the effectiveness of substantive technical training in scientific publications at the Education and Religious Technical Training Center.
b) There is a positive relationship between the potential of learning management and the effectiveness of substantive technical training in scientific publications at the Education and Religious Technical Training Center.
c) There is a positive relationship between committee services and the potential for learning management together with the effectiveness of substantive technical training in scientific publications at the Education and Religious Technical Training Center.

2. Literature Review

Education and training is a necessity to support one form of competency improvement activities and is an integral part of Human Resource Management. In the case of education and training, effective management and proper coordination among employees or organizing committees is needed for the training and training so that it can produce superior human resources and have certain competencies according to organizational needs.

2.1 Service (Quality of Service)

Questioning the quality of service, Lukman put forward the definition of quality, which is defined as "everything that meets the needs or needs of customers (meeting the needs of customers)", which according to Tjiptono refers to a number of understandings, one of which is conformity to requirements, compatibility, freedom from damage, a things done correctly and things that can satisfy or make customers happy (Rahmasari, 2016; Hapsari, 2016).

Rahmasari (2016) explained that quality was based on a number of certain criteria, such as time, service accuracy, hospitality, ease of accessing services, comfort, and facilities available to support comfort, which became the interaction between service systems, strategy, and customers themselves. Quality of service, at least described by several driving factors, such as loyalty to an institution in providing services, which according to Ropke participation and loyalty can create conformity among members, which then the quality can have an impact on satisfaction, also on loyalty based on the existence of trust which can enable active participation (Sutrisno, 2017).

Quality of service, added Sutrisno (2017), is also related to the image of an institution, where the image plays a role in fulfilling satisfaction and loyalty which are attitudes and actions for people towards an object or an institution.

Quality of service, at least can not be separated by the process of satisfaction evaluation (Hapsari, 2016) and the process of strategic management and leadership, which is supported by at least human resources and facilities that have an impact on satisfaction, "harmonious communication", and welfare, and a number of dimensions as the driving factors are Tangibles, Reliability, Responsiveness, Assurance, and Empathy (Setyawati, 2018).

In addition, other factors also support the quality of service, namely the existence of capacity building, reward systems, leadership, information systems and client orientation and personality that must be based on a number of principles namely attributes communication, resources, disposition or attitude, and bureaucratic structure which is used as an indicator of research in seeing the quality of service by Adi (2018).

To see this measurement of service quality, Hapsari (2016) describes that there are various methods or methods namely "servqual", "Lodgeserv", and a hierarchy of service quality models, among which are distinguished by service characteristics or industrial characteristics that are useful for creating competitive advantage for an company or institution.

2.2 Competency (Institution Competency)

The term "competence" which was originally popularized by Boyatziz (Demina, 2019), was defined by Roe as "skills" or "abilities" that are used to implement values in building knowledge by learning (Mulyasari, 2019). Competence here, one of which can be obtained through the existence of systems and governance management, including leadership management that can play a major role in determining the direction of policy within an institution (Husaini, 2019).

The other management, also one of them is through "Total Quality Management (TQM)", which according to Septiadi is a quality-based management system that is carried out by every member in the institution, for quality output and high levels of trust as a form of customer satisfaction (Septiadi, 2019) . Here, Sumini (2018) sees that competence within an institution or company is at least caused by competition over the progress of telecommunications technology and environmental changes, as well as other dynamic conditions.

This, according to Sumini (2018), requires an institution to compete in response to the changes that occur, which also require individuals or members within the institution to realize competence in their performance. By having adequate resources, skills, competencies and high commitment, as well as development through an organizational culture that serves as a guide for every employee to behave and act, the institution can compete in all the changes and demands that will continue to occur.

Unlike the case with Voronov and Weber (2016), he sees that "emotion" contributes to the competence of an institution which encourages institutional work and institutional evaluation and institutional control. In addition, "emotions" also become the center of an institution that allows to interpret the role of individuals within an institution itself.

The role of these emotions, then links to the concept of priority within the institution, which according to Voronov and Weber leads to the capacity of the agents that are formed and also socialized by an institution. In line with this, Mulyasari (2019) also sees the role of emotions and mental attitudes towards an institution, where emotions and mental attitudes can have an impact on productivity in improving performance, which is further emphasized by Mulyasari that "the relationship between emotional intelligence and employee performance is rational and empirical can be accepted to have a conceptual relationship and interdependent determination ", where competence by Suparno contains one of them expertise and ability and performance characteristics that affect performance in an institution.

2.3 Effectiveness

Starting with institutional discussion, Ochieng (2016 explains it through institutional theory, where institutions are regularities that impact change in society by placing institutions at the "center of human action and behavior", which according to March and Olsen are inseparable from values, norms, and institutionalized rules According to Ravianto in Masruri (2014: 11) effectiveness is how well the work is done, to the extent that people produce outputs as expected.This means that if a job can be completed with planning, both in time, cost and quality, then can be said to be effective.

However, institutions here, according to Bordieu and Giddens, should not only be seen functionally, but the

institution itself has improvisation, which is sometimes loose on what is expected even though it still exists on "social boundaries". Then, when referring to the effectiveness of an institution, Chen sees that commitment within the institution is an important aspect that can influence the increase in effectiveness and efficiency with strong commitments by its members such as time (Sumini, 2018; Walsh et al, 2019), energy , talent, and loyalty are influenced by organizational culture in the form of integrity, enthusiasm, and totality (Sumini, 2018).

Sumini added that effectiveness in organizations or institutions by organizational culture is influenced by the behavior of individuals or groups, which according to Aydin and Ceylan one of them is measured by the involvement, collaboration, communication, and learning in it.

In addition to commitment within the institution, leadership is also an important aspect that is inevitable in achieving the effectiveness of an institution.

This was conveyed by Rego et al (2019), who said that leaders have a role in mobilizing and motivating team members for collective goals, so that motivation and energizing the positive team, according to him, can predict leadership effectiveness as a motivational force which also becomes psychological resources on the performance of a team.

Apart from the previous aspects, Reddy et al (2019) also see the practice of evaluation by "instructional" trainers in institutions that can play a role in effectiveness especially when the trainer focuses on performance skills with coaching such as "quality of instruction, management of positive behavior, and responsive learning community "and provide" formative feedback ", so that it can change participants' knowledge, thoughts or behavior which then leads to an increase in learning.

3. Method

3.1. Research Methods

The method used in this study is the correlation method According to Gay in Sukardi (2004: 166) correlation research is one part of ex-paostfacto research because researchers do not manipulate the state of existing variables and directly look for the existence of relationships and the level of relationship variables that are reflected in the correlation coefficient .

3.2. Case Options

The location of this research was in the Substantive Technical Training for Scientific Publications, which was held at the Education and Religious Technical Training Center campus located at JlIrJuanda No. 37 Ciputat, South Tangerang. Substantive Technical Training for Scientific Publications lasted for 7 days (2 September-9 September 2019) and was attended by 60 participants, they were Islamic religious teachers of Madrasah Tsanawiyah who were assigned to work in Kalimantan, Jakarta, Riau, Jambi, North Sulawesi. The Substantive Technical Training for Scientific

Publications has the objective of providing the provision of all dimensions of competencies needed to become Islamic religious teachers to be able to make scientific work as an effort to meet credit points in order to be promoted.

Training courses that have been scheduled in the curriculum include basic, core and supporting courses, all totaling 70 class hours, with a duration of 45 minutes per class hour. In accordance with the substantive technical training curriculum the scientific publication of the training subject consists of the training of scientific work, the technical writing of popular scientific work, the technical writing of the book, the technical making of classroom action research.

This activity is very useful for madrasa teachers who have been teaching for a long time, who have not been promoted for more than 4 years. This education and training is indispensable as a prerequisite for those who will apply for credit numbers on aspects of professional development (Joint Minister of National Education Regulation and Head of BKN Number 03 / V / PB / 2010 and Number 14 of 2010 dated May 6, 2010 concerning Guidelines for the Implementation of Teacher Functional Position and Credit Numbers).

3.3. Research type and data type

The type of research used is simple and multiple linear regression analysis, with X as the independent variable and Y as the dependent variable, using quantitative data

The variables studied and analyzed are:

The independent variable is committee service, learning competence is the dependent variable, namely the effectiveness of substantive technical training in scientific publications
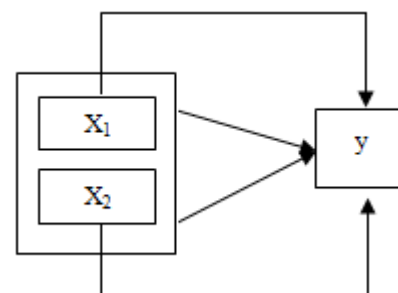

Figure 3.1
Research analysis model

Information:
X1: Committee service as an independent variable
X2: Competence of learning management, as an independent variable
Y: The effectiveness of technical publicity substantive technical training, as a dependent variable
ε: Epsilon, which is another factor outside of X1, X2, yang effect, on Y, but not examined
Phase I:
$\acute{Y} = a + b1X1$
$\acute{Y} = a + b2X2$
Phase II:
$\acute{Y} = a + b1X1 + b2X2$

3.4. Information Sources

In this study the authors used two data sources, namely:

Primary data sources, i.e. data that are directly collected by researchers (or their officials) from their first source. The primary data source in this study is the madrasa teacher

Secondary data sources, namely data directly collected by researchers as a support from the first source. In this study, documentation and questionnaires are secondary data sources.

3.5. Data Collection Techniques

To obtain data in this study using a questionnaire or questionnaire is a number of written questions that are used to obtain information from the respondent in the sense of a report about his personality, or things he knows

3.6. Data Analysis Techniques

In this discussion using quantitative data, all data collected from research sources will be discussed by the author using descriptive analysis method

4. Result

4.1 How is the effectiveness of Technical Training in service to participants of scientific publications training (good effectiveness). The Committee's Services (X1) on the effectiveness of substantive technical training in scientific publications (y) have a correlation value (R) of 0.614 x 100% equal to 61.4%, then the regression / effect value (R Square) of 0.377 x 100% is the same with 37.7% and Adjusted R Square 36.6%. This means that the Committee Service has a relationship of 61.4% and 37.7% effect on the effectiveness of substantive technical training in scientific publications.

4.2 How learning management competencies affect the effectiveness of Technical Training. Learning management competence (X2) has a relationship to the effectiveness of substantive technical training in scientific publications (y) has a correlation / relationship value (R) of 0.598 x 100% equal to 59.8%, then a regression / influence value (R Square) of 0.358 x 100% equals 35.8% and Adjusted R Square 34.7%. This means that learning management competence has a relationship of 59.8%, and influences 34.7% of the effectiveness of technical training in substantive scientific publications.

4.3 How does the quality of services and learning management competencies determine the effectiveness of scientific publications training f arithmetic 23,029 more than f table (3.15) then concluded that the simultaneous hypothesis accept H1 or which means X1 and X2 affect Y

Sig value 0.000> 0.05 means that X1 and X2 affect Y or significant value

This means that X1 and X2 affect Y by 44.7%

The committee services (X1) and learning management competencies (X2) have a relationship to the effectiveness of substantive technical training in scientific publications (y) having a correlation / relationship value (R) of 0.669 x 100% equals 66.9%, then the regression / influence value (R Square) of 0.447 x 100% is equal to 44.7% and Adjusted R Square is 34.7%. This means that the committee services and learning management competencies have a relationship of 59.8%, and have an effect of 34.7% on the effectiveness of technical training in substantive scientific publications.

5. Discussion

5.1. The service of the committee influences the effectiveness of substantive technical training in scientific publications at the Education and Religious Technical Training Center. The committee, which in this case includes structural officials and education and training providers, are employees in the education and religious technical training center. Every person in accordance with their duties and responsibilities has a role to succeed effectively in the implementation of education and training. However, the effectiveness of education and training is not only influenced by certain factors, so that in this case there is only a small possibility that the committee's performance checks the effect.

5.2. Learning management competencies in education with the effectiveness of substantive technical training in scientific publications at the Education and Religious Technical Training Center. Both aspects of this field have an obligation to carry out education and training effectively and achieve maximum goals. Many aspects will influence the effectiveness of the training, so this is not an absolute matter.

5.3. How much influence the relationship between the committee's services in the education and learning management competencies in the education with the effectiveness of substantive technical training in scientific publications in the Education and Religious Technical Training Center. Both of these variables do have a very significant impact on effective education and training, but with the certification of education and training does not mean providing guarantees if these two factors are influential.

6. Conclusion

Based on the results of the study, several conclusions can be drawn, including:

6.1. The committee services significantly affected 37.7% of the effectiveness of learning in substantive technical education in scientific publications at the Education and Religious Technical Training Center. This means that the committee's services play a less role in determining the success or failure of the effectiveness of technical education substantive scientific pulses in the Education and Religious Technical Training Center, because of the completeness of facilities and infrastructure at the standardized education centers. ISO 9001: 2015, as well as the training committee already serve well according to SOP and be able to coordinate with training participants.

6.2. Learning management competence affects 35.8% of the effectiveness of learning in the Education and Religious Technical Training Center. This shows that the existence of learning management competencies has little impact on the effectiveness of substantive technical training of scientific pulses in the Education and Religious Technical Training Center, this relates to the training time that is 7 days with material making scientific works of various kinds it is unlikely to be completed in a short time.

6.3. Committee service, learning management competence influences 44.7% of the effectiveness of technical education substantive scientific training at the Education and Religious Technical Education Center. The effectiveness of learning has been going well because of the ISO 9001: 2015 certified support for the Education and Religious Technical Training Center in addition to teachers who have the awareness to immediately move up so that they are seriously working on scientific work.

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