

**THE EFFECT OF EDUCATION LEVEL AND WORK EXPERIENCE ON  
THE PERFORMANCE OF STATE CIVIL APPARATUS WITH EMPLOYEE  
INCOME AS A MODERATING VARIABLE AT THE SECRETARIAT  
OFFICE OF THE REGIONAL PEOPLE'S REPRESENTATIVE COUNCIL OF  
BANDAR LAMPUNG CITY**

**ABSTRACT**

To be able to improve the performance of state civil apparatus of the Secretariat of the Regional People's Representative Council Office of Bandar Lampung City or at least maintain the performance of state civil apparatus that has been achieved so that there is no decline, it is necessary to provide a level of education to state civil apparatus to be able to improve the performance of state civil apparatus and improve existing work experience and increase the income of state civil apparatus.

The objectives to be achieved in this study are to analyze the influence of education level and work experience on the performance of state civil apparatus at the Secretariat Office of the Regional People's Representative Council (DPRD) of Bandar Lampung City and whether employee income can strengthen or weaken the level of education and work experience in improving its performance.

The type of research used in this study is quantitative research. using a sample of 50 employees to test the hypothesis that has been applied. The research method uses the formulation of multiple linear regression analysis processed with the SPSS 20 application, with the independent variables being education and work experience, which are influenced by the moderating variable of income and the dependent variable of the performance of State Civil Apparatus employees at the Secretariat of the Bandar Lampung City Regional People's Representative Council Office.

The results of the study showed that the results of the regression equation of education level and work experience did not significantly affect the performance of state civil servants at the Bandar Lampung City Regional People's Representative Council (DPRD) Office, because the value was  $0.149 > 0.05$  so that it can be concluded that the variables of education level and work experience partially affect the variable of State Civil Apparatus Performance.

Keywords: Education Level, Work Experience, State Civil Apparatus Performance, Employee Income, Moderating Variable, Bandar Lampung City Regional People's Representative Council Secretariat Office