

## ABSTRACT

The Government Office of Education of West Java Province is existence after facing local autonomy at the third millennium anticipate it by creating human resources quality improvement policy to prepare the office, job performance for better service to the society. Stressing on training and education to all of the employee with equal opportunity as a basis, where priority still as a consideration. The office wishes that increase in skill, knowledge and attitude can impact to optimum work performance. The purpose of this research is to obtain a deep understanding of different between employee with and employee without to the SPAMA training and education in Government Office of Education of West Java Province.

Research conducted to 200 employee in the Government Service of Education of West Java Province, with questionnaire and interviews as a data collection method, using descriptive analysis (qualitative and quantitative) and analysis of variance (ANOVA) as a statistic method.

Result of this research indicated that there are significant interaction between job performance as a basis aspect knowledge, skill and attitude with the SPAMA training and education for the lower manager level at the Government Office of Education of West Java Province. There for, it can be concluded that of the SPAMA education and training program are able to enhance job performance of lower manager level, so they are ready to reach the upper job position.