



The Effect of Work Motivation and Work Experience on Employee Performance

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Abstract

Performance is something that must be owned by every employee, where employee performance is very important in the productivity of a company. Employee performance in a company is influenced by various factors such as work motivation and work experience. Therefore, the purpose of this research is to determine the effect of work motivation and work experience on employee performance. The research methodology is causal associative with a quantitative approach. Respondents in this research were 40 employees of PT Tirta Kencana Tatawarna Bengkulu taken with a total sampling technique. The data analysis method in research uses multiple regression. The results of the research are as follows: 1). Work motivation has a positive and significant effect on employee performance, 2). Work Experience has a positive and significant effect on employee performance, 3). Work motivation and Work Experience together affect employee performance by 32.4% and by 67.6% influenced by variables outside this research.

Keywords: *Performance; Work Motivation; Work Experience*

1. Introduction

Performance is something that must be owned by a company. According to Lengkong, Lengkong, and Taroreh (2019) performance is a description of the level of achievement of the implementation of a program of activities or policies in realizing the goals, objectives, vision, and mission of the organization as outlined through the strategic planning of an organization. The results of research conducted by Efendi, Rifa'i, Bahrun, Milla, and Suharmi (2020) found that performance was significantly influenced by work motivation. Other research conducted by Pangastuti, Sukirno, and Efendi (2020) found that performance was also influenced by work motivation positively and significantly. According to Wirawan, Bagia, and Susila (2019) that influence someone's performance other than education is work experience, which in his research found that work experience has a positive influence on employee performance. The same thing was also found by Kumbadewi, Suwendra, and Susila (2016) where work experience has a positive and significant effect on employee performance.

Based on the phenomena that occur and some of the results of employee performance research play an important role in a company, when a company has improved the performance of its employees the company is easier to influence the community in buying its products because each individual or society

has impulsive nature (Efendi, Indartono, and Sukidjo, 2019). That way it can be seen that work motivation and work experience have a relationship to employee performance. Then the purpose of this research is to determine the effect of work motivation and work experience on employee performance. So that in the future it can contribute to decision making in a company for the achievement of common goals both corporate employees and the government.

Work Motivation

Work motivation is an encouragement from the company to improve performance and meet the needs of an employee (Efendi et al, 2020). According to Mulyadi and Syafitri (2019), motivation is the persistence of work from someone that arises because of an impulse from within a person as a result of personal needs, the influence of the physical environment, and the social environment. Motivation according to Mathis and Jackson (2006) a desire in someone who causes must act and achieve certain goals. While motivation according to Kreiner et al (2001) is a psychological process that generates and directs behavior towards achieving goals. Based on this opinion it can be concluded that motivation is an internal and external force that drives and directs a person to achieve goals.

Work motivation is influenced by various factors, namely: new knowledge and learning opportunities (Gibson and Donnelly, 1994). According to Murgianto and Suhermin (2016) work motivation is influenced by several factors, namely as follows: 1). Organizational commitment, 2). Competence, 3). Job satisfaction. Work motivation also has several indicators such as 1). The direction of behavior, 2). Level of effort, 3). Level of persistence (Goerge et al, 2005). Meanwhile, according to Ivancevich et al. (2014) motivational indicators are as follows: 1). Psychological need, 2). Safety need, 3). Social need, 4). Esteem need, 5). Need for self-actualization.

Work Experience

Work experience is the process of forming the knowledge of an employee about a work pattern that he does (Manullang, 1984). According to Lengkong et al (2019), work experience is a process of learning and developing the potential for good behavior. Meanwhile, according to Foster and Karen, (2001) employees cannot work due to several things, namely: 1) employees do not understand how to get information, do not have the competency according to their duties, are not sure of their work and ability to complete their tasks. These things make employees do not have good performance, so work experience is one of the important things for employees. Based on some of the opinions above it can be concluded that work experience is a skill or knowledge that has been owned and controlled by an employee for several periods of work time.

Work experience has several indicators, according to Manullang (1984), namely: 1). Lack of interest in his work, 2). Lack of skills, 3). Lack of knowledge, and 4). Lack of confidence. Work experience also has factors that influence it, namely: 1). Personal background, 2). Talent and Interest, 3). Attitudes and needs, 4). Ability, 5). Skill and Skill (Handoko, 1999). While the effects of work experience according to Asri and Budi, (1986) are as follows: 1). His movements are steady and smooth, 2). Rhythmic movements, 3). Faster responds to signs, 4). Can expect difficulties to arise. 5). Work calmly.

Employee performance

Performance is a description of the level of achievement of implementing an activity program or policy in realizing the goals, objectives, vision, and mission of the organization as outlined through the strategic planning of an organization (Lengkong et al, 2019). According to Efendi et al (2020) performance is a result of the implementation of tasks and job responsibilities that have been given by the organization. Performance is a fulfillment of tasks that shape employee attitudes (Byars and Leslie, 2000).

Meanwhile, according to Efendi (2020) performance is a function of motivation and ability that is patterned in the behavior of each individual.

Performance is influenced by various factors, namely: 1). Internal factors of employees, 2). Internal factors of the organization, 3). External factors of the organization (Wirawan, 2009). According to Kotur and Anbazhagan (2014) performance is influenced by educational factors. Known performance has several indicators, according to Mitchell and Larson (1987) states that there are five performance indicators, namely: 1). Quality of Work, 2). Communication, 3). Timeliness, 4). Ability, 5). Initiative. While the performance indicators according to Mathis and Jackson (2006) performance is measured based on quantity, quality, timeliness, attendance, and cooperation.

2. Research Framework and Hypothesis

The Effect of Work Motivation on Employee Performance

Research conducted by Pangastuti et al (2020) found work motivation to have a positive and significant effect on employee performance. The results of the research Efendi et al (2020) found that work motivation has a positive and significant effect on employee performance. Similar research results found by Jannah et al (2017), Antaka, (2018), and Ikhsan et al (2019) where work motivation has a positive and significant effect on employee performance. While research Adeoye (2019) found work motivation has a weak and not significant effect on employee performance.

H₁: Work motivation has a positive and significant effect on employee performance.

The Effect of Work Experience on Employee Performance

Research conducted by Wirawan et al (2019) found that work experience has a positive influence on employee performance. The results of research conducted by Kumbadewi et al (2016) where work experience has a positive and significant effect on employee performance. Research conducted by Pamungkas, Hamid, and Prasetya (2017) where work experience has a positive and significant effect on employee performance. The same thing is shown by research by Lengkong et al (2019) where work experience has a positive and significant effect on employee performance.

H₂: Work experience has a positive and significant effect on employee performance.

Based on various theoretical explanations, research findings, and the development of hypotheses regarding the effect of work motivation and compensation on employee performance. Then the research framework in (Figure 1) is as follows:

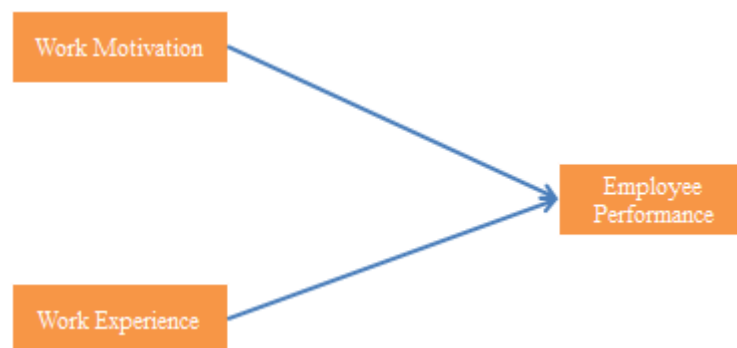


Figure 1. Research Framework

3. Methodology

This research uses causal associative research with a quantitative approach, where causal associative research is a research that is looking for the cause and effect of each variable in a research, according to Sugiyono (2015), Causal Associative is research that searches for cause and effect between independent variables with the dependent variable. while the quantitative approach is to transfer research data into numerical data or qualitative data that is explored. The data analysis method used in this research is Multiple Regression. The population in this research is 40 employees of PT Tirta Kencana Tatawama Bengkulu, the sampling technique uses total sampling, where the number of respondents below 100 is the subject of research (Arikunto, 2010: 112).

4. Findings

The analysis in this research is to use descriptive statistics and multiple regression. The results of data analysis in this research are as follows:

Table 1. Characteristics of Respondents

Variable	Characteristics	Frequency	Percentage (%)
Gender	Male	35	87,5
	Female	5	12,5
Age	21-30 Years	4	10
	31-40 Years	34	85
	41-50 Years	2	5
Status	Married	35	87,5
	Single	5	12,5
Education	Senior High School	8	20
	Diploma	10	25
	Undergraduate	22	55
Work Experience	1-5 Years	5	12,5
	6-10 Years	15	37,5
	11-20 Years	20	50

Source: Primary Data Processed

Table 2. Results of Regression Analysis

Variable	Koef. Regression (B)	T Statistic	Sig.
Work Motivation	0.527	3.820	0.000
Work Experience	0.451	3.113	0.004
Constant	9.050		
R	0.569		
R ²	0.324		
F Statistic	8.857		
Sig	0.001		

Source: Primary Data Processed

The Effect of Work Motivation on Employee Performance

Based on the results of the regression analysis, it is known that work motivation has a positive influence on employee performance, indicated by the regression coefficient of 0.527. At a significance level of 5%, it is known that the t value is 3,820 with a significance of 0,000. With this result, the first hypothesis can be accepted that work motivation has a positive and significant effect on employee performance.

The Effect of Work Experience on Employee Performance

Based on the results of the regression analysis, it is known that experience has a positive influence on employee performance, indicated by the regression coefficient of 0.451. At a significance level of 5%, it is known that the t value is 3.113 with a significance of 0.004. With this result, the second hypothesis can be accepted that work experience has a positive and significant effect on employee performance.

R Square Determination Coefficient (R²)

R Square determination coefficient is used to indicate how much percentage of the variable work motivation and work experience together in influencing employee performance variables. The results of multiple regression analysis show that the coefficient of determination R² has a value of 0.324 or it can be said that 32.4% of employee performance is influenced by variables of work motivation and work experience. While the remaining 67.6% is influenced by variables outside this research.

5. Discussion

The Effect of Work Motivation on Employee Performance

Based on the results of research that has been analyzed there is a positive and significant effect between work motivation on employee performance. This is indicated by the regression coefficient value of 0.527. At a significance level of 5%, it is known that the t value is 3,820 with a significance of 0,000. It can be concluded that the higher the work motivation, the higher the employee performance. Conversely the lower the work motivation, the lower the employee's performance.

With the results of research that shows work motivation has a positive and significant effect, this supports research conducted by Efendi et al (2020) and Pangastuti et al (2020) who find that work motivation has a positive and significant effect on employee performance. The same results were also shown by the research of Jannah et al (2017), Antaka, (2018), and Ikhsan et al (2019) where work motivation had a positive and significant effect on employee performance. While different results are shown research by Adeoye, (2019) where work motivation has a weak and not significant effect on employee performance.

The Effect of Work Experience on Employee Performance

Based on the results of the research there is a positive and significant effect between work experience on employee performance. This is indicated by the regression coefficient value of 0.451. At a significance level of 5%, it is known that the t value is 3.113 with a significance of 0.004. It can be concluded that the higher the work experience the higher the employee's performance. Conversely the lower the work experience, the lower the employee's performance.

With the results of research that show work experience has a positive and significant effect, this supports research conducted by Lengkong et al (2019) and Wirawan et al (2019) who find that work experience has a positive and significant effect on employee performance. The same results are also shown by research by Kumbadewi et al (2016) and Prasetya (2017) where work experience has a positive and significant effect on employee performance.

R Square Determination Coefficient (R^2)

The results showed that there was a positive and significant effect between work motivation and work experience on employee performance. This is indicated by the results of the test results with the F test that obtained the calculated F value of 8,857 with a significance value of F of 0.001 or $F < 0.05$. R Square determination coefficient is used to indicate how much percentage of work motivation and work experience variables together in influencing employee performance variables.

The results of multiple regression analysis indicate that the coefficient of determination R^2 has a value of 0.324 or it can be said that 32.4% of work motivation and compensation affect employee performance. While the remaining 67.6% is influenced by other variables outside this research. Based on that, it is also known that employee performance is one of the keys to company success, when the company is successful, the welfare of its employees will be guaranteed and can reduce poverty and increase economic growth (Efendi, Indartono, and Sukidjo, 2019).

Conclusion

Based on the results and discussion in research, we can conclude that; 1). Work motivation has a positive and significant effect on employee performance, 2). Work experience has a positive and significant effect on employee performance, 3). Work motivation and work experience together affect employee performance by 32.4% and by 67.6% influenced by variables outside this research. Together with the limitations in this research, it is hoped that it can become a reference material for future research in the future.

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