



## Employee Performance Influenced by Work Experience

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### **Abstract**

Work experience is one of the things that determines a person's success at work. The purpose of this study is to determine the effect of work experience on employee performance. This research methodology is associative causal with Quantitative Approach. Respondents in this study were 40 employees of PT Tirta Kencana Tata Warna (Avian Brands) Bengkulu who were taken by total sampling technique. Methods of data analysis in research using regression analysis. The research results are as follows; Work experience has a positive and significant effect on employee performance. Work experience affects employee performance by 27.7% and 72.3% is influenced by variables outside this study.

**Keywords:** *Work Experience; Employee Performance*

### **Introduction**

Performance is something that must be owned by a company. Employee performance is significantly influenced by work experience (Rozi & Sunarsi, 2020, Syaharuddin et al, 2022). Wirawan, Bagia, and Susila (2019) that influences a person's performance is work experience, their 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 influence on employee performance.

For the phenomena that occur and these findings, employee performance plays an important role in a company, when a company has improved the performance of its employees, it is easier for the company to influence society. In this way, it can be seen that work experience has a relationship with employee performance. So the purpose of this study was to determine the effect of work experience on employee performance. So that in the future it can contribute to decision-making in a company in order to achieve the common goals of both company employees and the government and good economic growth.

## **Work Experience**

Work experience is the process of forming knowledge from an employee about a pattern of work that is carried out (Manullang, 1984). According to Lengkong et al (2019) work, experience is a process of learning and increasing 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 competence according to their duties, and are unsure of their work and ability to complete their tasks. These things make employees not have good performance so work experience becomes 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 mastered by an employee for several periods of working time

Work experience has several indicators, 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). Talents and Interests, 3). Attitudes and needs, 4). Ability, 5). Skills and Capabilities (Handoko, 1999). While the effects of work experience according to Asri and Budi, (1986) are as follows: 1). The movement is steady and smooth, 2). The movements are rhythmic, and 3). Faster response to signs, 4). Can predict the emergence of difficulties. 5). Work quietly.

## **Employee Performance**

Performance is an illustration of the level of achievement of the implementation of 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 carrying out the duties and responsibilities of work that have been given by the organization. Performance is the fulfillment of tasks that shape employee attitudes (Byars and Leslie, 2000). Meanwhile, according to Efendi (2020) performance is a function of motivation and abilities that are displayed in the behavior of each individual.

Performance is influenced by various factors, namely: 1). Employee internal factors, 2). Organizational internal factors, 3). Organizational external factors (Wirawan, 2009). According to Kotur and Anbazhagan (2014) performance is influenced by educational factors. It is known that performance has several indicators, according to Mitchell and Larson (1987) state that there are five performance indicators, namely: 1). Quality of Work, 2). Communication, 3). Timeliness, 4). Ability, 5). initiative. While performance indicators according to Mathis and Jackson (2006) performance is measured based on quantity, quality, timeliness, attendance, and cooperation.

## ***Research Framework and Hypothesis***

### **The Effect of Work Experience on Employee Performance**

Employee performance is significantly influenced by work experience (Rozi & Sunarsi, 2020, Syaharuddin et al, 2022). Research conducted by Wirawan et al (2019) found that work experience has a positive effect on employee performance. The results of research conducted by Kumbadewi et al (2016) where work experience has a positive and significant influence 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.

H<sub>1</sub>: Work experience has a positive and significant effect on employee performance.

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

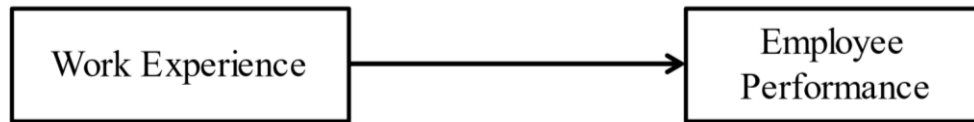


Figure 1. Research Framework

### **Methodology**

This research uses a type of causal associative research with a quantitative approach, where causal associative is research that looks for the causes and effects of each variable in a study, according to Sugiyono (2015) Causal associative is research that looks for causes and effects between independent variables dependent variable. while the quantitative approach is to transfer research data into the form of numbers or qualitative data that is numbered. The data analysis method used in this research is regression analysis. The population in this research is 40 employees of PT Tirta Kencana Tatawarna Bengkulu. The sampling technique uses total sampling, where the number of respondents below 100 is used as the research subject.

### **Findings**

The analysis in this study is by using descriptive statistics and multiple regression. The results of data analysis in this study are as follows:

Table 1. Characteristics of Respondents

| Variable        | Characteristics | Frequency | Percentage (%) |
|-----------------|-----------------|-----------|----------------|
| Gender          | Man             | 35        | 87,5           |
|                 | Woman           | 5         | 12,5           |
| Age             | 21-30 year      | 4         | 10             |
|                 | 31-40 year      | 34        | 85             |
|                 | 41-50 year      | 2         | 5              |
| Personal Status | Single          | 35        | 87,5           |
|                 | Marry           | 5         | 12,5           |
| Education       | SMA             | 8         | 20             |
|                 | DIPLOMA         | 10        | 25             |
|                 | S1              | 22        | 55             |
| Work Experience | 1-5 year        | 5         | 12,5           |
|                 | 6-10 year       | 15        | 37,5           |
|                 | 11-20 year      | 20        | 50             |

Source: Primary data processed

Table 2. Regression Analysis Results

| Variable        | Koef.<br>Regression<br>(B) | T<br>Statistic | Sig       |
|-----------------|----------------------------|----------------|-----------|
| Work Experience | 0.541                      | 3.11<br>3      | 0.0<br>04 |
| Konstanta       | 13.940                     |                |           |
| R               | 0.451                      |                |           |
| R <sup>2</sup>  | 0.203                      |                |           |
| F Hitung        | 9.688                      |                |           |
| Sig             | 0.004                      |                |           |

Source: Primary data processed

### **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, shown in the regression coefficient value of 0.541. At a significance level of 5%, it is known that the t-value is 3,113 with a significance of 0.004. With these results, the proposed hypothesis can be accepted where work experience has a significant effect on employee performance.

### **Coefficient of Determination R Square (R<sup>2</sup>)**

The coefficient of determination R Square is used to show how much the percentage of work experience variables affects employee performance variables. The results of the regression analysis show that the coefficient of determination R<sup>2</sup> has a value of 0.203 or it can be said that 20.3% of employee performance is influenced by work experience. While the remaining 79.7% is influenced by other variables.

## **Discussion**

### **The Effect of Work Experience on Employee Performance**

Based on the results of the study there is a significant influence between work experience on employee performance. This is shown by the value of the regression coefficient of 0.541. At a significance level of 5%, it is known that the t-value is 3,113 with a significance of 0.004. So it can be concluded that the higher the work experience, the higher the performance will be.

the results of the research show that employee performance is significantly influenced by work experience (Rozi & Sunarsi, 2020, Syaharuddin et al, 2022). work experience has a positive and significant effect, this supports research conducted by Lengkong et al (2019) and Wirawan et al (2019) who found that work experience has a positive and significant effect on employee performance. The same results were shown by research by Kumbadewi et al (2016) and Prasetya (2017) where work experience has a positive and significant effect on employee performance.

## Coefficient of Determination R Square ( $R^2$ )

The results of the study indicate that there is a significant influence between work experience on employee performance. This is indicated by the results of the test results with F test which obtained a calculated F value of 9,688 with an F significance value of 0.004 or  $F < 0.05$ . The coefficient of determination R Square is used to show how much the percentage of work experience affects employee performance variables.

The results of the regression analysis show that the coefficient of determination  $R^2$  has a value of 0.203 or it can be said that 20.3% of work experience affects performance. While the remaining 79.7% is influenced by other variables. Based on this, according to what was stated by (Efendi, Indartono, and Sukidjo, 2019) where employee performance is one of the keys to company success, when a company is successful, the welfare of its employees will be guaranteed and can reduce poverty and increase economic growth.

## Conclusion

Based on the results and discussion in the research, we can conclude that; Work experience has a positive and significant effect on employee performance. Work experience affects employee performance by 20.3% and 79.7% is influenced by variables outside this study. Together with the limitations in this study, it is hoped that it can become a reference material for further research in the future.

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