

THE INFLUENCE OF COMPETENCE, WORK EXPERIENCE AND LEVEL OF EDUCATION ON EMPLOYEE PERFORMANCE AT PT. ASIA JAYA PROSPEROUS MAKASSAR

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Abstract

This study aims to (1) examine and analyze the effect of competence on employee performance at PT. Asia Jaya Makmur Makassar (2) examines and analyzes the effect of work experience on employee performance at PT. Asia Jaya Makmur Makassar (3) examines and analyzes the effect of education level on employee performance at PT. Asia Jaya Makmur Makassar. This study uses survey methods and quantitative descriptive research types and uses primary data through a survey of 30 employees of PT. Asia Jaya Makmur Makassar. The study was conducted for approximately 3 months. Data were analyzed using the Statistical Package for The Social Sciences (SPSS) program. The results of this study indicate that (1) competence has a positive and significant effect on employee performance (2) work experience has a positive and significant effect on employee performance (3) education level has a positive and significant effect on employee performance.

Keywords: Competence, work experience, education level and employee performance

INTRODUCTION

Human resource management is a process of activities dealing with various problems within the scope of employees, clerks, laborers, managers and other workers to be able to support the activities of an organization or company in order to achieve predetermined goals. The part or unit that usually takes care of HR is the human resources department or in English it is called HRD or *human resource department*.

Competence with performance is very close and important, the relevance is there and accurate, that if they (employees) want to improve their performance, they should have competencies in accordance with their job duties (*the right man on the right job*), he said that human resource management must be managed properly and carefully so that the goals and objectives of the organization can be achieved through optimal human resource management. So the management of human resources, especially in competence must refer to and lead to the vision and mission, strategy, and goals of the organization.

Work experience can help the workforce gain self-direction and learn to solve the problems they face and encourage them to be active and create harmonious working situations more efficiently and effectively. To realize employee work effectiveness, companies must carry out efforts to improve or increase employee work effectiveness by increasing knowledge and skills. Employee productivity will always be influenced by external and internal factors. Work experience factor, employee education level is one of the factors in determining the level of employee performance.

With competence, work experience and an adequate level of education, it is hoped that it will produce quality human resources and be able to provide the best results in achieving company goals. As a manifestation and function of workforce development, the human resources of an organization must be provided with education and training. The education and work experience program is a continuous process due to the emergence of good conditions for technological development, economic and non-economic development within the company.

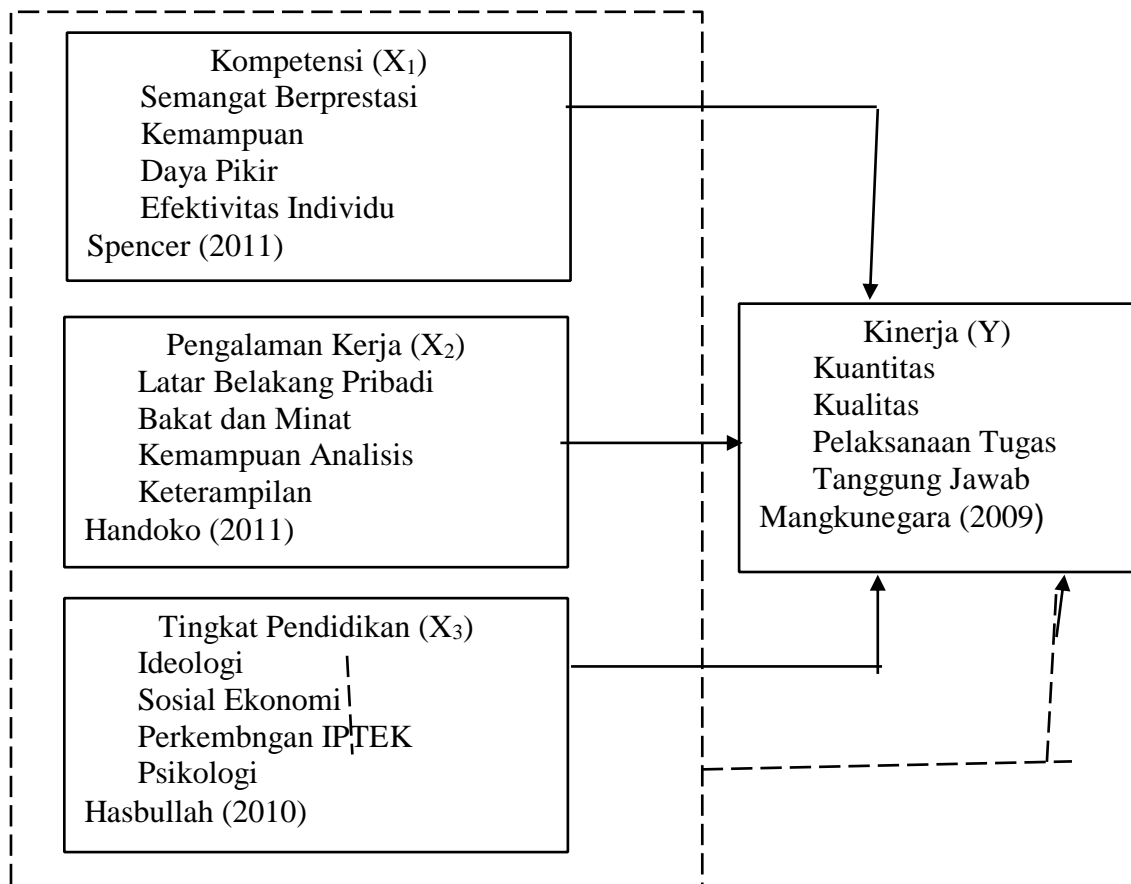
Performance is a result of someone's work based on performance standards that have been carried out. Real performance far exceeds expectations. Performance sets the highest standards of the person himself, always achieving standards that go beyond what others ask or expect. This is of course an expression of one's potential in a company where one works.

Through the assessment of performance results it will be known how well he has carried out the tasks assigned to him, so that the company can determine appropriate remuneration for the employee's performance. Performance appraisal can also be used by companies to find out the shortcomings and potential of an employee.

Research on competency, work experience and educational level by several previous researchers has been carried out including Ketut Edy Wirawan (2014) "states that there is a positive influence of competency, educational level and work experience on employee performance at PT Mandiri Tri Makmur Singaraja Branch". This is supported by the results of empirical research conducted by Zakso (2010) "that competence, level of education and work experience have a positive and significant effect on employee performance". Some of the results of this study are in accordance with the opinion of Husaini Usman (2011: 489) which states that "the higher the level of education and work experience of employees, the higher the performance shown".

Based on the description above, this research is structured through a conceptual framework that can be described as follows:

Figure 1 : Research Conceptual Framework



With reference to the description of the background and problems, the authors propose the following hypothesis:

1. It is suspected that competence has a significant effect on employee performance at PT. Asia Jaya Prosper Makassar.
2. It is suspected that work experience has a significant effect on employee performance at PT. Asia Jaya Prosper Makassar.
3. It is suspected that the level of education has a significant effect on the performance of employees at PT. Asia Jaya Prosper Makassar.
4. It is suspected that competence, work experience and education level have a significant effect on employee performance at PT. Asia Jaya Prosper Makassar.

RESEARCH METHODS

The design of this study uses research that takes samples from one population and uses a questionnaire as the main data collection tool (Singarimbun, 2013). Survey is a quantitative study that is used to examine the symptoms of a group or individual behavior. Research conducted at PT. Asia Jaya Makmur Makassar, the location that the authors chose with the consideration that it is easier in the data collection process, both primary data and secondary data. The research time is approximately 3 (three) months. With a research sample of 30 (thirty) people who are employees.

The data analysis technique uses multiple regression analysis, which is preceded by a validity test and a reliability test on the research data. Hypothesis testing is used to test the t-test to test the partial unidirectional relationship and the f-test to find out simultaneously. Significant analysis in this study through the test of the coefficient of determination (R square).

RESEARCH RESULTS AND DISCUSSION

Results

Statistical calculations in the multiple linear regression analysis used in this study are by using the help of a computer program SPSS version 16. Results of data management using the program SPSS details are in the attachment and further explained in table 5.12 below:

Table 1. Results of multiple linear analysis

Model	Unstandardized Coefficients		Standardized Coefficients	T	Say.
	B	Std. Error	Beta		
1 (Constant)	3.480	2.468		3.465	.025
X1	.178	.078	.481	4.529	.000
x2	.154	.053	.362	3.427	.004
X3	.148	.073	.381	3.754	.003

In table 5.12 above, it is known that the constant value is $\beta_0 = 3.480$, competency variable (X1) is 0.178, work experience variable (X2) is 0.154, education level variable (X3) is 0.148. The form of the regression equation is as follows:

$$Y = 3.480 + 0.178X_1 + 0.154X_2 + 0.148X_3$$

- 1) The constant value is $\beta_0 = 3,480$, which means that if the competency variable (X1) is 0.178, the work experience variable is (X2) 0.154, the education level (X3) is 0.148, there is no change, then the permanent employee's performance is 3,480.
- 2) The coefficient of the competency variable (X1) is 0.178, meaning that if the independent variable work experience (X2) and education level variable (X3) are fixed and the competency variable (X1) increases, the employee performance at PT. Asia Jaya Makmur Makassar will experience an increase, the coefficient is positive, meaning that there is a positive relationship between competence and employee performance at PT. Asia Jaya Prosper Makassar. The more competence increases, the more employee performance will also increase.
- 3) The coefficient of work experience variable (X2) is 0.154, meaning that if the independent variable competence (X1) and education level variable (X3) are fixed and the work experience variable (X2) increases, the employee performance at PT. Asia Jaya Makmur Makassar will experience an increase, the coefficient is positive, meaning that there is a positive relationship between work experience and employee performance at PT. Asia Jaya Prosper Makassar. The more work experience increases, the employee performance also increases.
- 4) The coefficient of the variable education level (X3) is 0.148, meaning that if the independent variable competence (X1) and work experience variable (X2) remain and the education level variable (X3) increases, the employee performance at PT. Asia Jaya Makmur Makassar will experience an increase, the coefficient is positive, meaning that there is a positive relationship between the level of education and the performance of employees at PT. Asia Jaya Prosper Makassar.

Partial hypothesis testing

- 1) Competency variable on employee performance
Based on the results of research that tested the effect of competency on employee performance, $t \text{ count} = 4,529 > t \text{ table} = 1,705$ with a significant level of $= 0.000$, which is smaller than the level of $\alpha = 5\%$. These results indicate that the calculation of competency statistics affects the performance of employees at PT. Asia Jaya Prosper Makassar. Thus the first hypothesis which states that competence has a positive and significant effect on employee performance at PT. Asia Jaya Makmur Makassar proved that H1 was accepted.
- 2) Work experience variable on employee performance
Based on the results of research that tested the effect of work experience on employee performance, $t \text{ count} = 3,427 > t \text{ table} = 1,705$ with a significant level of $= 0.004$, smaller than the level of $\alpha = 5\%$. These results indicate that in statistical calculations work experience affects the performance of employees at PT. Asia Jaya Prosper Makassar. Thus the second hypothesis which states that work experience has a positive and significant effect on employee performance at PT. Asia Jaya Makmur Makassar proved that H2 was accepted.
- 3) Education level variable on employee performance
Based on the results of research that tested the effect of educational level on employee performance, $t \text{ count} = 3,754 > t \text{ table} = 1,705$ with a significant level of $= 0.003$, smaller than the level of $\alpha = 5\%$. These results indicate that statistically morale affects the performance of employees at PT. Asia Jaya Prosper Makassar. Thus the third hypothesis which states that the level of education has a positive and significant effect on employee performance at PT. Asia Jaya Makmur Makassar proved that H3 was

accepted.

F test (simultaneous hypothesis testing)

The F test is intended to find out whether the independent variables in this case are competency variables, educational level variables, and work experience variables that influence employee performance together. The results of the F test calculations to test the relationship of the independent variables together are obtained in the following table:

Table 2. Simultaneous Hypothesis Testing

Model		Sum of Squares	Df	Mean Square	F	Say.
1	Regression	8.563	3	4.043	8.842	.000 ^a
	Residual	7.543	26	.428		
	Total	16.106	29			

The table above shows that $F_{\text{count}} = 8,842 > F_{\text{table}} = 2.98$ and has a significant level of 0.000. Because the probability of 0.000 is much smaller than 0.05, it can be said that the regression model that has been used can improve employee performance or competence (X1), work experience (X2), and level of education (X3) which jointly affect employee performance. . The hypothesis states that competence, work experience and education level have a positive and significant effect on employee performance at PT. Asia Jaya Makmur Makassar proved to be accepted.

The Coefficient Of Determination

The coefficient of determination is used to determine how much influence the independent variables have on the dependent variable. The value of the coefficient of determination is determined by the value of R Square

Table 3. The Coefficient Of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.627 ^a	.629	.537	.763

Based on table 5.11, it is obtained that the coefficient of determination R square shows a value of 0.629, which means that 62.9% of the variation in changes to employee performance can be explained/influenced by independent variables, namely competence (X1), work experience (X2), and level of education (X3). , while the remaining 37.1% is influenced by other variables.

DISCUSSION

Sudarmanto (2009:45) argues that competence is an attribute to attach quality and superior human resources. These attributes are qualities given to people or things, which refer to certain characteristics needed to be able to carry out work effectively. These

attributes consist of knowledge, skills, and expertise or certain characteristics. One factor that is no less important to consider in improving employee performance by applying the concept of competence is human resources as a valuable asset.

According to Trijoko in Ismanto (2009:24) work experience "is knowledge or skills that are known and mastered by someone which is the result of actions or work that has been done for a certain time". Work experience is also influenced by other factors such as the level of knowledge or skills that have been possessed and the level of mastery of work and equipment. Therefore, an employee who has work experience is someone who has physical abilities, has the knowledge and skills to work and will not be harmful to himself at work.

Education is often interpreted as a human endeavor to foster personality in accordance with the values in society and culture. The high average level of public education is very important for the nation's readiness to face global challenges in the future. A higher level of education will make it easier for a person or community to absorb information and implement it in daily behavior and lifestyle, especially in terms of health.

The level of education basically reviews the levels or levels of education found in formal education. The level of education is a stage in continuing education that is determined based on the level of development of students and the breadth and depth of teaching.

CONCLUSION

Based on the results of research and discussion, it can be concluded as follows. Competence has a positive and significant effect on employee performance at PT. Asia Jaya Makmur Makassar, meaning that the better the competence is applied, the employee's performance will also increase. Work experience has a positive and significant effect on employee performance at PT. Asia Jaya Makmur Makassar, meaning that the better the work experience, the employee's performance will also increase. The level of education has a positive and significant effect on the performance of employees at PT. Asia Jaya Makmur Makassar, meaning that the better the level of education, the employee's performance will also increase. There is an influence of competence, work experience and level of education together on the performance of employees of PT. Asia Jaya Prosper Makassar. The variable that has the highest influence on employee performance at PT. Asia Jaya Makmur Makassar is competence.

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