

Influence Of Educational Level And Experience Work On Employee Performance At Pt. Honda Sanggar Laut Palopo City

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Abstract

The aim of this research is to determine the effect of education level and work experience on employee performance at PT. Honda Sanggar Laut Palopo City. The population in this study were employees of PT. Honda Sanggar Laut Palopo City, with a sample size of 80 respondents from a population of 105. The data processed is the result of distributing questionnaires directly by providing statements that are measured using a Likert scale. The data analysis method used is the classical assumption test and multiple linear regression test. Data processing in this research uses SPSS 25 software. The results of this research prove that the level of education has no effect on employee performance and work experience has a significant effect on employee performance.

Keywords: Education Level; Work Experience; Employee Performance.

1. Introduction

Human resources have a very important meaning in the business world, because the success and progress of a company is directly related to the quality and quantity of its human resources. Employees are people who work for a company, government agency, or organization who carry out tasks and receive wages for their services. Human resource potential is essentially one of the main tools and means for achieving business goals in an operational system. Thus, the business world must handle human resources carefully, including career development. Career development is the development of human resources that are used to assume responsibility and develop their careers, (Pendidikan et al., 2019).

Seeing the free market competition that is currently occurring, all companies strive to have high competitiveness. Company competition also has an impact on the performance of companies that strive to be more effective and efficient. Employee performance will determine the success of the company's activities. If the company has employees who are competitive and able to work under pressure, then the company will be able to survive and compete.

PT. Honda Sanggar Laut is one of the Honda Car Dealers which operates in the field of sales, service, spare parts, body and paint with the best and complementary facilities. Honda Sanggar Laut Palopo is a form of Honda's consistency in providing broader services to customers, as well as strengthening its sales market share which is increasing from year to year. Performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him, (Pendidikan et al., 2019). Employee performance is an important component that is needed to encourage and help the company to achieve the company's desired goals. Thus, companies must always monitor the performance of their employees so that they can continue to improve their employees' work habits to be superior and better (Zulaspan et al., 2022). In carrying out their duties, a worker must be able to prioritize tasks, achievements and performance. The

records obtained of job functions or activities over a certain period of time are known as accomplishments or performance. The substance of achieving a person's work results is included in work performance and achievement, (Rikardus Outniel Yun et al., 2023). Therefore, leaders believe that organizational performance depends on workers' work engagement thereby increasing their motivation and involvement, (Ramlawati et al., 2023).

From previous research conducted by (Pendidikan et al., 2019) entitled "The influence of education level and work experience on employee performance" the results of this research show that there is a significant positive influence of education level and work experience on employee performance, level of education on work experience, education level on employee performance, and work experience on employee performance at PT. Mandiri Tri Makmur. Management is known as an applied science that is often used to complete a task or job with support and direction from the management team to plan, organize and improve employee performance in order to achieve organizational or company goals. One of the management implemented in PT. Honda Sanggar Laut is separated from the control and supervision functions of management. Therefore, the role of operational management in ensuring that projects are planned and implemented well is something that is very important and cannot be separated from a company (Nurhasia Isman, Zainal Ruma, 2023)

2. Methodology

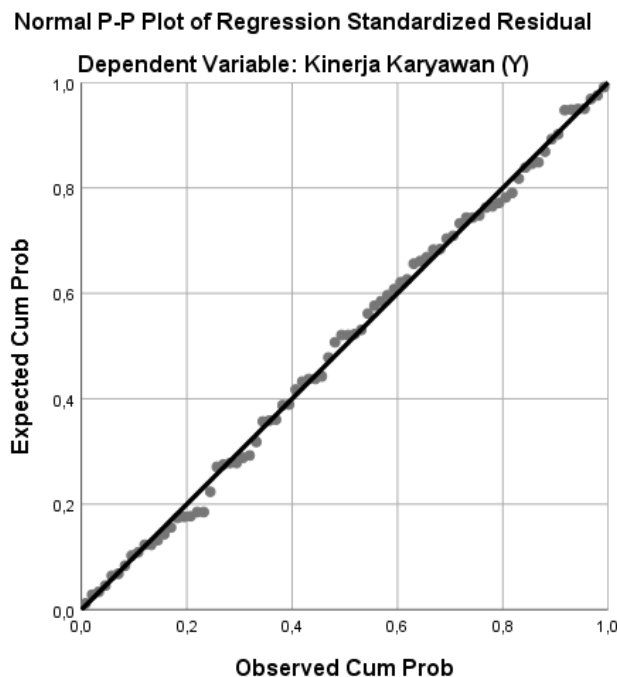
This research uses a quantitative approach technique using primary data sources, namely a combination of data resulting from direct observation of the research object and secondary data obtained from complementary data sources. This data collection technique uses the interview method and questionnaire item statements for the variables of education level, work experience and employee performance. The population in this study consisted of 105 employees of PT. Honda Sanggar Laut Palopo City. The sample for this research consisted of 80 respondents. Of the 80 questionnaires that were distributed for this research, 80 (100%) questionnaires were used. Due to the fact that all questionnaires that have been distributed have been returned and all have been used and nothing has been missed. The data analysis technique used in this research uses the classic assumption test. Apart from that, using multiple linear regression analysis, coefficient of determination, t test, and f test. Analysis was carried out using the SPSS version 25 data processing application.

3. Result and Discussion

3.1 Result

Classic assumption test

Normality test



picture.2 normality test results
 source: 2023 data processing

Based on Figure.2 above, it can be concluded that if the data items are spread around the diagonal line and follow the direction of the diagonal line, it can be said that the data meets the assumption of normality.

Multicollinearity Test

The multicollinearity test is a situation where the independent X variables are correlated with each other. Multicollinearity test, if the tolerance value is >0.10 and $VIF < 10$ then the result is that there are no symptoms of multicollinearity. It can be seen from the tolerance value above, namely 0.794 and the VIF value is 1.259 , so it can be concluded that there are no symptoms of multicollinearity in the results.

Autocorrelation Test

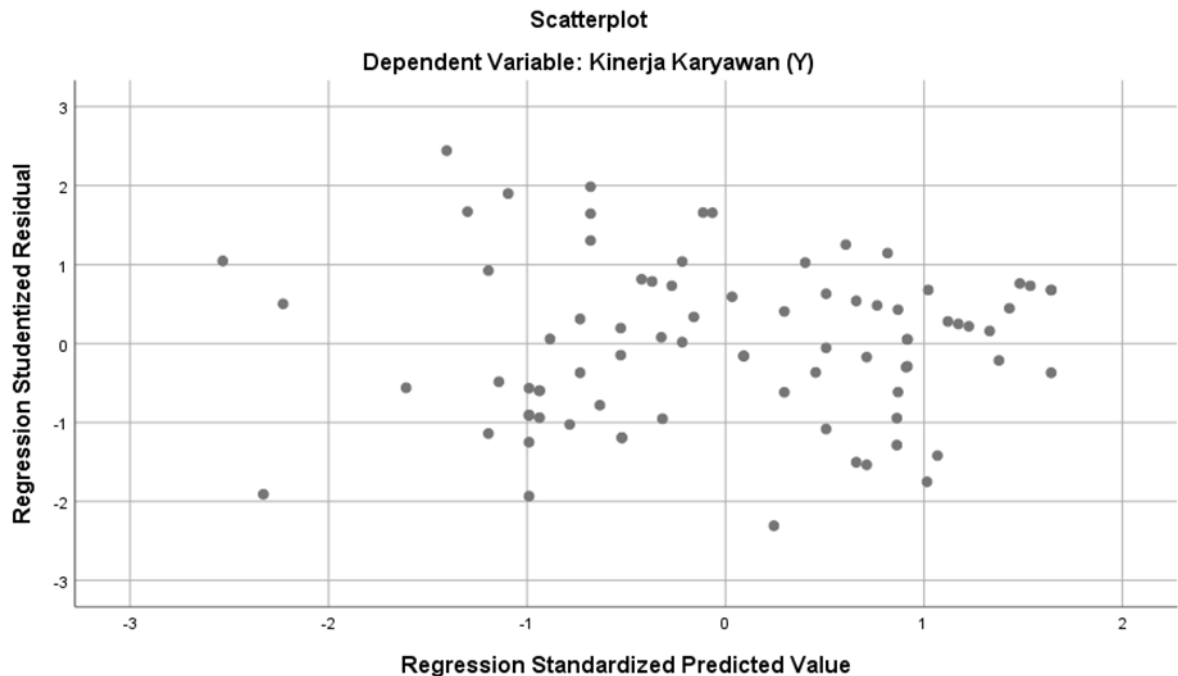
Model Summary ^b						
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson	
1	,497 ^a	,247	,227	2,963	1,844	
a. Predictors: (Constant), Work Experience (X2), Education Level (X1)						
b. Dependent Variable: Employee Performance (Y)						

table.2 autocorrelation test results
 source: 2023 data processing

From table 2, the Durbin Watson value is 1.844. This Durbin Watson value meets the criteria $du (1.715) < Durbin\ Watson (1.844) < 4-du (2.285)$. So it can be concluded that there are no symptoms of autocorrelation.

Heteroscedasticity Test

The heteroscedasticity test is to test whether in the linear regression model there is an inequality of variance from the residuals of one observation to another observation.



picture.3 Heteroscedasticity test results
 source: 2023 data processing

If the heterocoding assumption is not met, then the regression model is considered invalid as a forecasting tool. The details in the image above are random, it is called heterocodcity if the Y axis at point 0 is more than the X axis.

Multiple Linear Test

Multiple regression analysis is an analysis to see the extent of the influence of education level and work experience on employee performance at PT. Honda Sanggar Laut Palopo City. This analysis is needed to find the multiple regression equation, namely: $Y = a + b1X1 + b2X2 + e$ whose components (α, b) are obtained using the SPSS software program.

For more details, you can see the following table:

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std.	Beta		

			Error			
1	(Constant)	21,042	4,164		5,053	,000
	Level of education (X1)	,088	,153	,064	,577	,566
	Work experience (X2)	,431	,103	,464	4,183	,000

Table.3 results of multiple linear tests
 source: 2023 data processing

$$Y = 21,042 + 0,088X1 + 0,431X2 + \bar{e}$$

1. Constant/alpha value = 21.042

The value above is a constant/alpha value, where the value is 21.042 where this value will be constant or fixed if the variables of education level and work experience do not change, namely $Y = 21.042 + X1 = 0.088 + X2 = 0.431$.

2. Coefficient value X1 = 0.088

The Education Level coefficient value is 0.088, meaning that every time one unit increases, employee performance increases by 0.088.

3. Coefficient value X2 = 0.431

The Work Experience coefficient value is 0.431, meaning that every time one unit increases, employee performance increases by 0.431.

Test t (Partial)

To be able to test whether there is an influence of educational level and work experience variables on employee performance, a calculated t test can be carried out with a confidence level of 95%, with the following formulation:

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	21,042	4,164		5,053	,000
	Level of education (X1)	,088	,153	,064	,577	,566
	Work experience	,431	,103	,464	4,183	,000

	(X2)					
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table.4 t test results (partial)
 source: 2023 data processing

1. Know the Sig value. for the influence of education level on employee performance is $0.566 > 0.05$ and the calculated t value is $0.577 < t$ table 1.990, so it can be concluded that H1 is rejected, which means there is no partial influence of education level on employee performance.
2. Know the Sig value. for the influence of work experience on employee performance is $0.000 < 0.05$ and the t value is $4,183 > t$ table 1.990, so it can be concluded that H1 is accepted and has a positive and significant effect on work experience on employee performance.

Test F (simultaneous)

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	221,275	2	110,637	12,604	,000 ^b
	Residual	675,913	77	8,778		
	Total	897,188	79			
a. Dependent Variable: Kinerja Karyawan (Y)						
b. Predictors: (Constant), Pengalaman Kerja (X2), Tingkat Pendidikan (X1)						

table.5 test f results (simultaneous)
 source: 2023 data processing

$$F = (k-1)(n-k)$$

(k-1) = Column
 (n-k) = Row

For the F test results for the variable level of education and work experience, the calculated F value test results are $12.604 > F$ table 3.11 with a significant value of $0.000 < 0.05$. It can be concluded that there is a simultaneous influence of the independent variables (level of education and work experience) on the dependent variable (employee performance).

Coefficient of Determination Test

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,497 ^a	,247	,227	2,963
a. Predictors: (Constant), Pengalaman Kerja (X2), Tingkat Pendidikan (X1)				
b. Dependent Variable: Kinerja Karyawan (Y)				

table.6 coefficient of determination test results
source: 2023 data processing

Based on the table data above, the adjusted R square value is 0.227 or 22.7%. So the influence of the variable level of education and work experience on employee performance is 22.7% and 77.3% is influenced by other factors.

3.2 Discussion

The Influence of Education Level on Employee Performance

Based on data analysis, the calculated t value was $0.577 < t$ table value 1.990 with a significance of $0.566 > 0.05$ so that H1 was rejected. So it can be concluded that the education level variable has no effect on employee performance variables at PT. Honda Sanggar Laut Palopo City. This is in line with the results of research conducted by (Afrizal, 2021) entitled "The Influence of Education Level, Training and Work Experience on Employee Performance at PT. PLN Persero ULP Helvetia Medan" which shows that the level of education has no effect on the performance of PT employees. PLN (Persero) ULP Helvetia, this is because the significant value is $0.689 > 0.05$ or greater than the predetermined significant level. And this research contradicts research conducted by (Nababan et al., 2016) entitled "The Effect of Education and Job Training on the Performance of PT Employees. PLN Persero Area Manado" which is known to have an influence of 0.166 or 16.6%, meaning that the independent variables, namely education (X1) and training (X2), on the dependent variable employee performance is 18.6% and the remaining 83.4% is influenced by other variables.

The Influence of Work Experience on Employee Performance

Based on data analysis, the calculated t value is $4.183 > t$ table value 1.990 with a significance of $0.000 < 0.05$ so that H2 is accepted. So it can be concluded that the work experience variable positively and significantly influences the performance variable of employees PT. Honda Sanggar Laut Palopo City. This is because work experience is one of the most important factors for improving employee work results both in quantity and quality. This is in line with the results of research conducted by (Jennifer Octora Kapahang, Christoffel Kojo, 2018) entitled "Education, Work Experience and Competency Influence on Employee Performance at PT. PLN (Persero) Suluttenggo region" it is known that 0.540 shows that 54% of employee performance at the PT office. PLN Persero Suluttenggo region, influenced by education, work experience and competency. And this research contradicts research conducted by (Kerja et al., 2019) entitled "The Influence of Workload, Work Experience, and Compensation on PT Employee Performance. Tannery Sejahtera Mandiri Pekanbaru" From the results of the descriptive analysis, it shows that work experience has an average score of 3.84, which means that the work experience variable does not have a positive effect on employee performance

4. Conclusion

Based on the results in this research, it can be concluded that:

1. Education level does not have a significant positive effect on employee performance PT. Honda Sanggar Laut Palopo City.

Work experience has a positive and significant effect on employee performance PT. Honda Sanggar Laut Palopo City

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