The Influence of Work Experience, Professionalism and Work Goals on Employee Performance at LPD in Buleleng District

Ni Luh Srikasih (*)
Sekolah Tinggi Ilmu Ekonomi Satya Dharma Singaraja
srikasih71@gmail.com

Igustikomangtri Wahyudi
Sekolah Tinggi Ilmu Ekonomi Satya Dharma Singaraja

Abstract
The purpose of this study is to determine the influence of work experience, professionalism and job satisfaction on employee performance at LPD in Buleleng Regency. The examination procedures used in this study are validity and reliability tests, classical assumption tests, multiple linear regression analysis, t-tests, determination analysis and f-tests. The results of the review showed that work experience affected the performance of employees at LPD in Buleleng Regency. From the results of the test with the T test, it shows that work experience has a sig effect on employee performance. Professionalism affects the performance of employees at LPD in Buleleng Regency. From the results of testing with the T test shows that professionalism affects the performance of employees. Job satisfaction directly affects the performance of employees at LPD in Buleleng Regency. From the results of testing with the T test shows that job satisfaction affects employee performance. Judging from the f-test, it was obtained that the F-count > the F-table is 212.297 > 3.12, this shows that work experience, professionalism and job satisfaction have a simultaneous effect on the performance of employees with a sig level. big. 0.000 < 0.050.

Keywords: work experience, professionalism, job satisfaction and employee performance

INTRODUCTION

In the current period, each LPD competes closely with other financial fields to achieve each of its goals. Competition in the credit world is growing and the level of competition is getting higher and the level of competition demands that the Village Credit Institution (LPD) also continue to follow and work on its presentations. Thus, every organization must have a competitive advantage to win the opposition to be faced (Kurniawati, 2017). Furthermore, the success or failure of an organization cannot be separated from the presentation of its employees, because employees who have good performance and can be used as role models or can work optimally and are very important to advance the organization, with employees who have good performance, will make it easier for the organization to achieve its goals. The performance possessed by a person at work is one of the important variables to influence the progress of the organization.

Performance is the overall result of employees over a certain time in carrying out tasks that when viewed are various possibilities, for example work norms, targets or implementation that are still agreed upon before. Judging from the definition of performance from some of the fairly good conclusions above, it tends to reason that employee performance is related to the consequences of an activity in an association, the consequences of these activities can include the quality, number, and idealism of employee implementation not always influenced by capacity and skills in doing work, but also strongly influenced by their hard work attitude (Veithzal, 2015:12). The performance of a company or organization that is worthy of being seen from the experience or not of the employees working in the organization.

The employee's work experience is obtained from how long the employee has worked in an enterprise or organization, where the work experience encourages whether or not the magnitude is seen from the presentations he has had during his time in the company or organization. According to Basari (2013) work experience in the same job position, it is important to think about in establishing the labor force. The problem of work experience in
LPD Buleleng Regency where workers who have long work experience, senior workers, are often not ready to take part in training, on the grounds that they believe that they are competent to complete the work they are obliged to do, and because it is seen as a tendency, it will reduce the overall performance of the organization. The following data on the work experience or work period of employees who work at LPD in Buleleng District can be explained that the total lpd employees in Buleleng District are 101 people, of which 11 employees who have a service period of 0-2 years, 34 people have work experience of 2> - 8 years, 23 people have work experience of 8> - 15 years, 18 people have 15> - 20 years of work experience and 15 people have more than 20 years of work experience.

Wibowo, (2014) states that professionalism is the capacity or dominance to complete or carry out tasks or personnel that depend on capacity and data and are maintained by the work attitude expected by the organization. The problem faced related to the impressive professionalism of employees is where the capacity, information, abilities and abilities that employees have driven in working to date and supported by their work experience have not had the option of helping to achieve results in a real and productive way.

Similarly, the job satisfaction obtained by employees in the workplace has an impact on employee execution. According to Achmad et al (2010), job satisfaction is used to increase employee morale, further develop work results, reduce isolation, increase worker fortitude and live with workers working in the company.

Buleleng Subdistrict has thirteen LPDs that have a total of 101 employees in 2022, where lpd in Buleleng District consist of LPDS Alap Sari, Petandakan, Buleleng, Kalibubuk, Pemaron, Nagesepaha, Tukad Mungga, Penglatan, Poh Bergong, Penarukan, Alasangker, Sari Mekar and Padang Keling. The Buleleng Regency LPD in surveying its performance only highlighted from the financial side, namely alluding to the Decrease (SK) of the Board of Directors of the Bali Regional Development Bank concerning the Assessment System of Village Credit Institutions (LPD). The amount of work experience possessed by the employees and the level of work professionalism, and job satisfaction have been given as well as possible by the LPD in Buleleng District but have not been able to improve the performance of employees to the fullest. The following is data on credit achievement obtained from each LPD in Buleleng District, namely the total credit achievement in 2020 is greater than in 2021, namely in 2020 the total credit achievement from LPD in Buleleng District was IDR 39,380,753,224 while in 2021 it was IDR 33,827,639,517.

Where the highest increase in credit achievement was LPD Buleleng with a percentage rate of 40.4%, then LPD Padang Keling with an increase of 33%, but when viewed from the decrease in lpd credit achievement in Buleleng District the highest was LPD Kalibubuk by 112.4% and LPD Pentandakan by 77.1%. Where the increase in credit achievement is caused by the large number of customers who make loans or add loans to LPDs, and the decrease in achievement in some LPDs is caused by customers who are in arrears of credit payments or do not pay with the deadline that has been applied.

Work experience is the degree of dominance of information and abilities driven by employees in their work that can be estimated from the long span of administration and anything done by employees in a given time (Aristarini, 2014). According to Basari (2013) work experience in comparable positions, should be seen as in the arrangement of employees. Judging from the assessment of the experts above, it is understandable that work experience is the degree of dominance, information, and ability of an employee in his work that can be estimated from the moment of administration and from the level of information and abilities he has.

According to Siagian (2015) professionalism is the ability and mastery in doing things so that they are completed with maximum results, brilliant, careful, and with a straightforward system and followed by customers. Sedarmayanti (2017) revealed that professionalism is a condition in doing work that requires special abilities through education and is completed as a task that turns into a type of income. Based on the
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According to Afandi (2018:83) Performance is the result of work that can be completed by a person or association in an organization in accordance with its mastery and commitment with the definite goal of achieving goals unlawfully, not disobeying the law and inseparable from morals and ethics. Veithzal (2015:12) provides an understanding that the implementation or achievement of work is the result or level of progress of a person as a whole during a certain period of doing an effort that is compared with different potential results, for example work standards, targets or implementations set, is still recently resolved. Judging from the definition of performance from some of the quite good conclusions above, it tends to reason that employee performance is closely related to the consequences of a job in an association, the consequences of the work can include the quality, number, and idealism of employee implementation not only influenced by capacity and skills in working, but also greatly influenced by their hard work attitude.

METHOD

This research was conducted at LPD in Buleleng District with quantitative research methods with an associative approach. The questionnaire data collection technique as well as documentation and population used were 101 people and a sample of 75 LPD employees in Buleleng District and as well as analysis techniques using SPSS Version 21.0.

RESULTS AND DISCUSSION

Result

The results of the research relate to the information that has been collected through the dissemination of questionnaires to consumers. The results of the survey distribution to 75 people found that the feasible to use was 75, then at that time it was dissected by SPSS Version 21.0 for windows.

Test the normality of the plan to conclude regardless of whether each variable is consistently related. The normality test that is expected to test the regularity of the data in this study is the consistency test or the Kolmogorov-Smirnov Test. The results of the regularity test using the Kolmogorov-Smirnov One Sample Test that Asymp Sig. (2-Tailed) with a value of 0.483 where the value of the > 5% (0.05) so it is very reasonable that the data used is disseminated regularly.

Table 1. Multicolonierity Test Results

<table>
<thead>
<tr>
<th>Type</th>
<th>Collinearity Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Constant)</td>
<td>Tolerance, VIF</td>
</tr>
<tr>
<td>Work Experience</td>
<td>0.125, 7.991</td>
</tr>
</tbody>
</table>
The multicholinearity test introduced in table 1 above shows that work experience, professionalism and job satisfaction > 0.10 and the VIF < 10. It can be said that there is no multicholinearity.

| Source: processed data | Figure 1. Scatterplot Chart |

The Heteroskedasticity test is used to determine the regression model seen from the Scatterplot graph as it appears that the scatterplot diagram tends to see that the focus is evenly distributed below or more zero.

### Table 2 Multiple Linear Regression Analysis Results

<table>
<thead>
<tr>
<th>Type</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
</tr>
<tr>
<td>1 (Constant)</td>
<td>0.485</td>
<td>0.181</td>
</tr>
<tr>
<td>Work Experience</td>
<td>0.460</td>
<td>0.090</td>
</tr>
<tr>
<td>Professionalism</td>
<td>0.236</td>
<td>0.091</td>
</tr>
<tr>
<td>Job satisfaction</td>
<td>0.209</td>
<td>0.094</td>
</tr>
</tbody>
</table>

Source: processed data

KN = 0.485 + 0.460 + 0.236 + 0.209.

KN = 0.485 + 0.460 (Work Experience) + 0.236 (Professionalism) + 0.209 (Job Satisfaction). The interplay of the above equation model is as follows:

1. From the table above, it is very noticeable that the employee performance value is 0.485, this shows that work experience, professionalism, and job satisfaction have an effect, so employee performance is 0.485.
2. From the table above, it is very noticeable that the work experience variable is 0.460 and is positively marked, and it is intended that assuming there is an expansion in the work experience of 0.460.
3. From the table above, it is very noticeable that the variable of professionalism is 0.236 and is marked positively, and it is intended that assuming there is an expansion in professionalism of 0.236.
4. From the table above, it is very noticeable that the variable of job satisfaction is 0.209 and is positively marked, and it is intended that assuming there is an expansion in job satisfaction of 0.209.

**Hypothesis Test (T-test)**

<table>
<thead>
<tr>
<th>Table 3 T-Test Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>Type</td>
</tr>
<tr>
<td>(Constant)</td>
</tr>
<tr>
<td>Work Experience</td>
</tr>
<tr>
<td>Professionalism</td>
</tr>
<tr>
<td>Job satisfaction</td>
</tr>
</tbody>
</table>

*Source : processed data*

The results of the hypothesis test above, it can be seen that the t-count for the work experience free variable is 5.086, then the professionalism-free variable is 2.587, the job satisfaction-free variable is 2.225.

**Model Feasibility Test (Goodness Of Fit)**

1. Determination Analysis

   Determination analysis is used to see the magnitude of the influence of research variables, namely free variables with bound variables which can be known in the following table:

<table>
<thead>
<tr>
<th>Table 4. Determination Analysis Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>Patterns of Influence</td>
</tr>
<tr>
<td>A</td>
</tr>
<tr>
<td>p KN PK PS KK _123</td>
</tr>
<tr>
<td>p KN PK _1</td>
</tr>
<tr>
<td>p KN PS _2</td>
</tr>
<tr>
<td>p KN KK _3</td>
</tr>
</tbody>
</table>

*Source : Processed data*

   The value of the coefficient of determination obtained R Square is 90%. The magnitude of the coefficient of determination value affects work experience on employee performance partially, which is 50.6%, the influence of professionalism affects employee performance partially, which is 22.8%. The determination value of job satisfaction on employee performance partially is 16.6%.

2. F Test Analysis (F-Test)

   Based on the results of the F-calculation > the F-table, (212.297 > 3.12), this shows that the variables of work experience, professionalism and job satisfaction have a simultaneous effect on employee performance with sig. 0.000 < 0.050.

**CONCLUSION**

Given the consequences of the completed research, the accompanying end can be drawn conclusion:
1. Work experience affects the performance of employees at LPD in Buleleng District which is positively marked and sig.
2. Professionalism affects the performance of employees at LPD in Buleleng District which has a positive and sig sign.
3. Job satisfaction affects employee performance at LPD in Buleleng District which is positively marked and sig.

BIBLIOGRAPHY


