

The Effect of Work Experience and Work Discipline on the Employee Performance of Quality Control Department of PT Eunsung Indonesia

Riski Eko Ardianto

riskiekoardianto@pelitabangsa.ac.id

ABSTRACT

Human resource role is the basic capital in the determination of corporate objectives. Without the role of human resources, activities in the company will not run properly. The purpose of this research is to know the influence of work experience and work discipline on employee performance. The research methods used are quantitative research. The sample techniques used in this study are Non Probability Sampling techniques using saturated sample types that are by taking an overall sample of the total population of 77 respondents where respondents were employees Department of Quality Control PT. Eunsung Indonesia. Method of collecting data uses questionnaires. The result of this study showed that significant value to the influence of work experience on employee performance amounted to 0.014 (smaller than 0.05). While the significant value for the influence of work discipline on employee performance amounted to 0.000 (smaller than 0.05). In this study it can be concluded that the variables of work experience and work discipline affect the employee's performance.

Keywords: Work, experience, work discipline, employee performance.

INTRODUCTION

Human resource role is the basic capital in the determination of corporate objectives. Without the role of human resources, activities in the company will not run properly. Humans always play an active and dominant role in every organizational activity, as people become planners, actors, and determinants of the Organization's objectives. Therefore, it is necessary to

manage appropriate human resources to achieve the success and objectives of an organization.

Every company or organization of course wants to get good employee performance in each field. In the maintenance and management of human resources itself should certainly get more attention. Human resources are one of the factors that play an important role for the continuity of the company. So even though a company has a variety of modern equipments with high technology but without the company man will not work, because man is the one who moves and determines the path of an organization. The resources owned by the company will not provide optimum results if not supported by human resources that have optimum performance.

According to Bhargava, et al (2014:109) in his research that: "The study shows that the performance exhibited by the workers varies due to their educational qualifications. The general trend is that with increasing educational qualifications the performance of the workers will decline" research suggests that the performance demonstrated by workers varies due to their educational qualifications. The general tendency is that with the increasing qualifications of education, workers' performance will decline.

Zulfah (2015) suggests that the facilities and infrastructures that the company has without being supported by qualified human resources, can be estimated that the company is difficult to advance and

develop. On the basis of the above, it is undeniable that work experience and work discipline play an active role in improving performance.

Factors that also affect employees' work ability and performance are how experienced an employee is. In improving employee capability and performance, employee experience is indispensable. As the saying goes that experience is the best teacher. Employee work experience shows the level of employee softskills (Pamungkas, et al, 2017).

As it is with PT. Eunsung Indonesia which also seeks to improve the performance of its employees through research on the efforts of improving employees' performance to work experience and working discipline of its employees. Researchers found that there was a difference in performance between employees who already had experience working with high working discipline employees. In the Department of Quality Control PT. Eunsung Indonesia performance of employees does not match what is expected because employees often in the workmanship does not match the specified target. It is suspected because there is poor employee work experience and employee work discipline that still be assessed less well. With the problem above, there needs to be employee discipline and work experience that is very important in a company, because with existing work experience so that the management ability to provide guidance so that employees are disciplined in work and discipline will be able to improve the achievement and performance of employees in the Department of Quality Control of PT. Eunsung Indonesia. Based on the explanation above, researchers are interested in making research with the title "Effect of work experience and working discipline on the employees' performance of Quality Control Department of PT. Eunsung Indonesia".

LITERATURE REVIEW

Work experience

According to Manullang (2006:71) Work experience is the process development of knowledge or skills about the method of a job because of the involvement of the officer in the execution of work tasks. Work experience is part of the exercise, because with practice will be able to improve employee work productivity. Much at least the work experience will show or determine how the quality of a person is working.. Work experience can affect the individual's accuracy in giving a perception. Through the experience of work owned, technical quality and employee skills are increasing, then the employees can complete the tasks that are done effectively and efficiently, so that it will improve the employee's work ethic. Experience in all activities is indispensable, because the experience is the best teacher, the experience is the best teacher. The intention of it is that one learns from an experience he has ever experienced. In the era of globalization as it is now competition in finding jobs increasingly difficult. Therefore, human beings must improve the quality of their education. Every human being has a different level of education – there is a low difference there is also a high effect on the work experience it has in the expressed by (Rofi, 2012).According to Fooster in Andi and Hendry (2018) There are several things also to determine the experience of being an employee who as well as an indicator of work experiences are:

1. Length of time/working period.

The size of the length of time or work that a person has taken can understand the tasks of a work and have performed well.

2. The level of knowledge and skills owned. Knowledge refers to the concepts, principles, procedures, policies or other information required by the employee. Knowledge also includes the ability to understand and implement information. Then, physical abilities needed to achieve or execute a task or occupation.

3. Mastery of work and equipment.

A person's level of mastery in the implementation of equipment and technical aspects of work.

Working Discipline

Working discipline is a tool that managers use to Communicate with employees so that they are willing to change a behaviour and in an effort to raise the awareness and willingness of a person to adhere to all applicable corporate rules and social norms. Employee discipline requires communication tools, especially on warnings against employees who do not want to change their behavior. While consciousness is a person's attitude that voluntarily adhering to all rules and aware of their duties and responsibilities. So that an employee is said to have a high working discipline if the concerned are consequent, consistent, obedient principle, responsible for the task entrusted to him (Rivai et al., 2010).

Discipline must be enforced in a corporate organization. Without good employee discipline support, the company is difficult to realize its objectives. So discipline is the key to the success of a company in achieving its objectives (Hasibuan, 2014) According to Hasibuan in Safitri (2013) indicators that influence the level of discipline of an organization's employees are:

1. Objectives and abilities
2. Reply to services (salary and welfare)
3. Justice
4. Penalty sanction
5. Firmness
6. Humanitarian relations

Employee Performance

Performance is the result of quality and quantity work by a person in carrying out the duties given to him in accordance with the standards or criteria set forth. Performance demonstrates the level of

employee success in carrying out their duties and responsibilities. The higher the employee's performance, the overall productivity of the Organization will increase (Chaterina et al, 2012:172).According to Priansa (2016:269) performance in English is called job performance or actual performance, which is the level of success of employees in solving their work. Performance is not an individual characteristic, such as talent, or ability, but is an embodiment of the talent or ability itself. Performance is a manifestation of ability in the form of real work. Performance is the result of work achieved by employees in carrying out tasks and jobs that originate from the organization. Anwar PrabuMangkunegara (2009:75) suggested that performance indicators, namely:

1. Quality
Quality of work is how well an employee is doing what should be done.
2. Quantity
The quantity of work is how long an employee works in one day. The quantity of this work can be seen from the work speed of each employee is each.
3. Execution of tasks
Execution of tasks is how far employees are able to do their job accurately or no mistakes
4. Responsibilities
Responsibility to the work is an awareness of the obligation of the employee to carry out the work given by the company.

METHOD

This research uses a quantitative approach. The Data used in this study were obtained from questionnaires. Respondents of this research are employees in the department of Quality Control that works at PT. Eunsung Indonesia in 2018 which amounted to 77 people. The method of data collection used in this study is through observations, interviews, and the division of questionnaires that contain statements.

RESULT AND DISCUSSION

1. Result of Data analysis on working experience affects Employee performance.

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	28,079	5,714		4,914	,000
Work experinece	,410	,163	,279	2,515	,014

a. Dependent Variable: Employees Performance

From the calculation result by using IBM SPSS version 22 program, it is known that the work experience variables (X1) have significant effect on the performance variables (Y) due to a significant $0.014 < 0.05$ hence H_a accepted and refused H_o . So it can be said that there is a positive and significant influence between work experience on the employees performance Department of Quality Control PT. Eunsung Indonesia.

2. Result of Data analysis on working discipline affects performance Employees

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	22,037	4,530		4,865	,000
Work discipline	,459	,102	,462	4,516	,000

a. Dependent Variable: Employees Performance

From the calculation result using IBM SPSS program version 22 can be known that the Working discipline variable (X2) significantly affects the performance variable (Y) because it is significant $0.000 < 0.05$ hence H_a accepted and rejected H_o . So it can be said that there is a positive and significant influence between working discipline to the employee performance of the Quality Control Department of PT. Eunsung Indonesia.

3. Data analysis Result of variable work experience and working discipline that simultaneously affects employee performance

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	303,300	2	151,650	10,946	,000 ^b
	Residual	1025,219	74	13,854		
	Total	1328,519	76			

a. Dependent Variable: Employees Performance

b. Predictors: (Constant), Working Discipline, Work Experience

The calculation results by using IBM SPSS version 22 can be noted that the F count is 10,946 with a probability value of 0.000, since the probability value is smaller than 0.05 then H_a is accepted and rejects H_o . So it can be said that collectively there is a positive and significant influence between the variable work experience and the working discipline of the employee's performance in the Department of Quality Control PT. Eunsung Indonesia.

CONCLUSION

Based on the results of research and discussion can be concluded as follows:

1. From the result of T test calculation using IBM SPSS program version 22, it can be noted that the work experience variable (X1) significantly affects the performance variable (Y) because it is significant $0.014 < 0.05$ thus H_a was accepted and rejected H_o . So it can be said that there is a positive and

- significant influence between work experience (X1) on the employee performance (Y) of Quality Control Department of PT. Eunsung Indonesia.
2. From the result of T test calculation using IBM SPSS program version 22 It can be noted that the working discipline variable (X1) significantly affects the performance variable (Y) because it is significant $0.000 < 0.05$ thus H_a was accepted and rejected H_o . So it can be said that there is a positive and significant influence between the work discipline (X2) on the performance of Employees (Y) of Quality Control Department of PT. Eunsung Indonesia.
 3. The calculation result by using IBM SPSS version 22 can be noted that the F count is 10,946 with a probability value of 0.000, since the probability value is smaller than 0.05 then H_a is accepted and refused H_o . So it can be said that collectively there is a positive and significant influence between work experience variables (X1) and working discipline (X2) against employee performance (Y) at the Eunsung Indonesia.

REFERENCES

1. Bhargava R. Kotur & S. Anbazhagan. 2014. *Education and Work-Experience-Influence on the Performance. IOSR Journal of Business and Management (IOSR-JBM); Volume 16, Issue 5. Ver. III (May. 2014), PP 104-110*
2. Hasibuan, Malayu. S. P. 2014. *Manajemen Sumber Daya Manusia (Edisi Revisi)*. Jakarta: Bumi Aksara.
3. Manullang, 2006. *Pengantar Ekonom Perusahaan*. Edisi Revisi. Cetakan Manusia Untuk Perusahaan dari Teori ke Praktik. Jakarta: PT Raja Grafindo.
4. Oh, Andi, and Hendry Martinus. "Analisis Pengaruh Pengalaman Kerja, Motivasi Dan Kepuasan Kerja Terhadap
5. Kinerja Karyawan Pada PT. Mitra CiPTa Kosindo." *Procuratio (Jurnal Ilmiah Manajemen)* 5. 4(2018): 430-439.
6. Pamungkas, Hamid, Prasetya. 2017. *Pengaruh Pendidikan Dan Pengalaman Kerja Terhadap Kemampuan Kerja Dan Kinerja Karyawan Pada Karyawan PT. Inka: Jurnal Administrasi Bisnis (Jab)* | Vol. 43 Malang. Ketujuh Belas. Jakarta. Liberty.
7. Priansa, D. J. (2016). *Perencanaan Dan Pengembangan Sumber Daya Manusia*. Bandung: Alfabeta.
8. Rivai, Veithzal, Dan Sagala, Ella Jauvani. 2010. *Manajemen Sumber Daya Manajemen Sumber Daya Manusia Untuk Perusahaan Dari Teori Ke Praktik*. Jakarta: PT Raja Grafindo.
9. Rofi, Ahmad Nur (2012). *Pengaruh Disiplin Kerja Dan Pengalaman Kerja Terhadap Prestasi Kerja Karyawan Pada Departemen Produksi PT. Leo Agung Raya Semarang. Jurnal Ilmu Manajemen Dan Akuntansi Terapan*, Vol 3 Nomor 1, Mei 2012
10. Safitri, Erma. 2013. *Pengaruh Pelatihan Dan Disiplin Kerja Terhadap Kinerja Karyawan*. *Jurnal Ilmu Manajemen (Jim)*, 2013, 1.4.
11. Taurisa, Chaterina Melina, and Intan Ratnawati. (2012). "Analisis Pengaruh Budaya Organisasi Dan Kepuasan Kerja Terhadap Komitmen Organisasional Dalam Meningkatkan Kinerja Karyawan."
12. Zulfah. 2015. *Peranan Sumber Daya Manusia Dalam Menghadapi Tantangan Era Globalisasi*. *E-Journal Universitas Pancasakti: Jawa Tengah*

How to cite this article: Ardianto RK. The effect of work experience and work discipline on the employee performance of quality control department of PT Eunsung Indonesia. *International Journal of Research and Review*. 2020; 7(2): 214-218.
