



# The Influence of Work Experience and Motivation on Employee Performance PT. Guna Alkes Mandiri Bengkulu

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## ABSTRACT

This study aims to determine the effect of work experience and motivation on the performance of employees of PT. Use Alkes Mandiri Bengkulu. Respondents in this study were 30 people, the sampling method was total sampling. The results of this study indicate that work experience and motivation simultaneously have a significant effect on the performance with a probability value (sig)  $0.012 < \alpha 0.05$ . As well as work experience and motivation partially have a significant effect on the performance of employees of PT. Use Alkes Mandiri Bengkulu. Work experience dummy variable (X1) with tenure probability value (Dummy.1) (sig)  $0.043 < \alpha 0.05$  has a significant effect on employee performance, level of knowledge (Dummy.2) (sig)  $0.736 < \alpha 0.05$  and mastery of equipment (Dummy.2) (sig)  $0.736 < \alpha 0.05$  and equipment mastery (Dummy. 3) (sig)  $0.552 < \alpha 0.05$  which means that the two dummy variables have no effect on employee performance. and motivation (X2) with a probability value (sig)  $0.009 < \alpha 0.05$  has a significant effect on employee performance.

## INTRODUCTION

Human resources are the driving force behind the success of an organization, so a qualified human resource requires the will and ability to change and develop in line with the demands of the times and the changes that must be faced. Human resources are the only factor that can determine the sustainability of a company. Performance is the performance of an organization, whether the organization is profit-oriented or non-profit-oriented, which is realized during a period of time. (Fahmi, 2017). Employee performance is not only an information on the income

of an employee, but it can also be used as a benchmark to see the progress of a project issue, to give bonuses for work, or even to see the employee's behavior.

Work recognition is an influential factor in a company's business, to complete every task assigned. According to Marwansyah (2018), work knowledge is an issue of knowledge, skills and abilities that employees have acquired from their previous work or that they have acquired during their employment. Work motivation is a speech issue that encourages a person to carry out a series of activities that lead to the achievement of certain goals Gayang, (2018).

Based on the results of an interview with Mr. Hendri Sugito is the "Director" of PT. Guna Alkes Mandiri Bengkulu on February 2023, which is located at Jl. Asahan No. 17D, Padang Harapan, Kec. Gading Cempaka, Kota Bengkulu. That PT. Guna Alkes Mandiri Bengkulu is experiencing a decrease in employee performance. According to this source, this is happening because the employees who work for this company are still lacking in skills, job security and knowledge when doing their job and are not motivated by the work they do.

## LITERATURE REVIEW

### Employee Performance

Employee performance is the level of effectiveness and efficiency shown by employees in carrying out their daily tasks in an organization or organization in a certain period (Gayang, 2018). Basically, performance is very influential on the quality of the issue of a company, where performance determines the level of achievement of the work of the issue of a company from one year to another which is realized by the human resources that the company has in accordance with the performance standards that have been set.

Performance indicators are something that is calculated and measured. The performance indicators of Mathis and Jackson (2019) state that:

1. The quality of work can be described by the level of good and bad work of employees in completing work as well as the ability and skills of employees in carrying out the tasks assigned to them.
2. Quantity, which is a measure of the number of work units and the number of activity cycles completed by employees so that employee performance can be measured through this number (units / cycles). For example, employees can complete their work quickly from the time limit set by the company.
3. Timeliness, is the degree to which activities are completed at the beginning of the stated time, in terms of coordination with output results and maximizing the time available for other activities.
4. Workplace attendance. Workplace attendance includes: timeliness of attendance.
5. Cooperativeness. Co-operative attitude includes: cooperative relationship between employees and the company.

### Work Experience

Pamungkas et al. (2017), work experience is an issue in the field of knowledge and skills of employees which can be measured from the time of work, the level of knowledge and the ability of employees. The experience of a person will be able to develop his abilities so that the employee continues to work at the company with the hope that one day he will be promoted.

According to Kelejan, et al (2018), there are several things to determine the experience of an employee who is also an indicator of work experience as follows:

1. Length of time / tenure

A measure of the length of time or period of work that a person has taken so that he can understand the tasks of a job and has carried out properly.

2. Level of knowledge and skills possessed

Knowledge refers to concepts, principles, procedures, policies or other information needed by employees. Knowledge also includes the ability to understand and apply information to job responsibilities.

### **Motivation**

According to Afandi (2018), motivation is the desire that arises from the self of a person or individual because it is inspired, motivated, and driven to do activities with sincerity, pleasure, and sincerity so that the results of the activities he does will get good results and quality. Motivation is the main issue that motivates a person to work.

Indicators of Work Motivation according to Anwar Prabu Mangkunegara (2019) as follows:

1. Responsibility  
Have a high personal responsibility for the work given by the boss and complete the work on time according to the boss's orders.
2. Work Achievement  
Is the result of an employee's work during a certain period compared to various possibilities such as standards, targets / goals or criteria that have been determined in advance and agreed upon.
3. Opportunities for Advancement  
Is the development of an employee's potential in doing work. Every employee certainly wants progress or change in his job, not only in terms of different or varied types of work, but also a better position.
4. Recognition of Performance  
Is an effort to recognize the company to employees who have good performance or achievement, by giving an award.
5. Challenging work  
These are jobs that provide opportunities to use skills and abilities and offer a variety of tasks, freedom and feedback on how well done the job is, which is mentally challenging.

### **METHODS**

This research was conducted with quantitative research, which means a type of research based on the philosophy of positivism, used for research on a particular population or sample. Data collection techniques used observation, interviews and questionnaires. Data analysis techniques used iKlasik assumption test, iIndependent regression analysis, Determination (R<sup>2</sup>), It test and iF test.

#### **Dummy regression analysis method**

This analysis is used to determine how much influence the independent variables, namely job security (dummy) (X<sub>1</sub>), motivation (X<sub>2</sub>), have on the dependent variable, namely employee performance (Y). The dummy regression equation is as follows (Ghozai 2018):

$$\ln Y = a + b_1 X_1 (\text{Dummy}) + b_2 X_2 + e$$

Description

ln = Transformation Logarithm Natural

Y = Independent variable (employee performance).

a = Constant.

b<sub>1</sub>, b<sub>2</sub>, = Coefficients of regression line.

X<sub>1</sub> = Employment Security (Dummy)

X<sub>2</sub>, = Motivation

e = error / confounding variables.

Coefficient of Determination i(R<sup>2</sup>)

The coefficient of determination ( $R^2$ ) basically measures how far the ability of the idalam method to explain the variation of the independent variables. To find out this from the coefficient of determination, then the researcher uses the following formula:

$$Kd = R^2 \times 100\%$$

Description:

Kd = Determination coefficient

$R^2$  = Coefficient iCorrelation

The magnitude of the coefficient of determination ( $R^2$ ) lies between 0 and 1 or between 0% and 100%. So if  $R^2 = 0$ , the method does not explain the slightest effect of the variation of the X variables on Y.

### Hypothesis Test (t test)

This hypothesis test is conducted by comparing the calculated means with the 95% confidence level or  $\alpha = 0.05$ . The it-test is used to test whether the independent variables have a significant effect on the dependent variables with the hypothesis formula:

- $H_a$ : Work Understanding and Motivation have a significant effect on Employee Performance PT. Guna Alkes Mandiri Bengkulu.
- $H_o$ : Job security and motivation do not have a significant effect on employee performance at PT. Guna Alkes Mandiri Bengkulu.

Test Criteria:

1. If the count  $>$  tabel and probilitas (Sig).  $<$  alpha 0.05 then  $H_a$  id is accepted and  $H_o$  id is rejected, which means that parsial variabel Pengalaman Kerja (X1) and Motivation (X2) is a significant influence on the performance of employees i(Y).
2. If Thitung  $<$  Ttabel and iprobilitas (Sig).  $>$  alpha 0.05 then  $H_a$  ditolak idan  $H_o$  di accepted, which means that sarsial variabel Pengalaman Kerjai (X1) dan Motivation (X2) it does not have a significant effect on the performance of employees (Y).

### Simultan Test (f test)

This hypothesis test is conducted by comparing the calculated means with the 95% confidence level or  $\alpha = 0.05$ . The hypothesis test is used to test whether the independent variables have a significant effect on the dependent variables with the hypothesis formula:

- $H_a$ : Work Understanding and Motivation have a significant effect on Employee Performance PT. Guna Alkes Mandiri Bengkulu.
- $H_o$ : Job security and motivation do not have a significant effect on employee performance at PT. Guna Alkes Mandiri Bengkulu.

Test Criteria:

1. If fcount  $>$  tabel and probilitas i(Sig).  $<$  alpha i0.05 then  $H_a$  id is accepted and  $H_o$  id is rejected, which means that isimultan variabel Pengalaman Kerja (X1) and Motivation (X2) has a significant effect on the performance of employees (Y).
2. If fcount  $<$  ftabel and probility (Sig).  $>$  alpha i0.05 then  $H_a$  ditolak id and  $H_o$  idi accepted, which means that isimultan ivariabel Pengalaman Kerja (X1) idan Motivation (X2) it does not have a significant effect on the performance of the karyawan (Y).

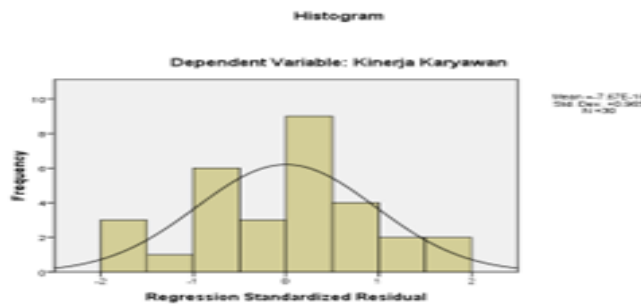
## RESULTS

### Normality Assumption Test

The normality test is intended to determine whether the two variables that are being tested are normally distributed or not. The purpose of the normality test is to test whether an

regression method, independent variables, independent variables or all three have a normality distribution or are close to it.

**Figure 1 Hasil Normality Test**



Based on the SPSS output image, it can be seen that in the image, the graphical histogram shows that there is an inormal distribution.

**Test of Klasik Multikolinearity Assumption**

This risk of linearity test aims to determine whether each of the independent variables, namely the effect between job security and motivation, is linearly related. Testing for the presence of risky linearity can be done by looking at the coefficient of linearity above 0.1 and the VIF is more than 10. Then there is no tendency for risky linearity to occur.

**Table 1 Test Uji Multikolinearity**

No.	Variabel	Tolerance	Tolerance	Slingshot
	Work Knowledge (X1)	0.993	1.008	Non Multikolinearitas
	Motivation (X2)	0.993	1.008	Non Multikolinearitas

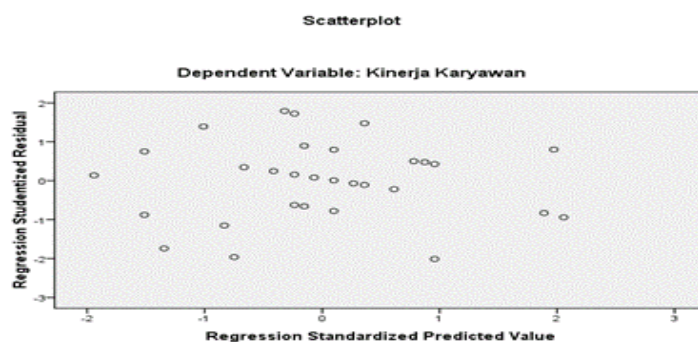
Source: Output SPSS yang diolah, i2023

In accordance with the determination of the test of the risk of linearity in Table 1, the test of the risk of linearity between job security and motivation found that this is an itolerance of  $0.802 > 0.1$  where this itolerance is greater than  $i0.1$  and this is an VIF of  $i1.246 < 10$  where this VIF is more than 10. so it can be concluded that there is no risk of irrationality in the data of this research. it means that between the variables of motivation (X1) and job security (X2) it is not interfering or affecting.

**Heteroscedasticity Test**

The heteroscedasticity test aims to test whether the method of regression does not occur without variance.

**Figure 2 Heteroscedasticity Test Results**



Source: Output SPSS 2023

Data Analysis Heteroscedasticity Test With Graphic Image If the dots in the Graphic Im spread out (do not form ipola) then it does not occur iHeteroscedasticity. Based on the figure, it can be seen that the dots that exist do not form pola iteratur. So it can be concluded that there is no heteroscedasticity in the data in this study. This means that the regression function in this study does not show any disturbance because the variances are not equal.

**Analysis of the Regression Equation Dummy Variables**

The results of the dummy variance regression analysis of this research are:

**Table 2. Test Regression variabel dummy**

Coefficients <sup>a</sup>						
Model		Unstandardized iCoefficients		Standardiz ed iCoefficients	t	Sig.
		B	Std. iError	Beta		
1	(Constant)	10.353	1.585		6.532	.000
	Period of Service (Dummy.1)	.955	.491	.312	1.945	.043
	Knowledge Level (Dummy.2)	.174	.511	.057	.340	.736
	Equipment Mastery (Dummy.3)	.314	.522	.104	.602	.552
	Motivation	.235	.082	.459	2.853	.009

a. Dependent Variable:

Source: Output SPSS 2023

From the calculation using the SPSS ifor iWindows we get the regression equation:  
 $Y = 10.353 + 0.955 (\text{Dummy.1}) + 0.174(\text{Dummy.2}) + 0.314(\text{Dummy.3}) + 0.240X_2$

**Analysis of iCoefficient of iDetermination (R2)**

The coefficient of determination is used to determine the percentage of contribution of the influence of the independent variables of job security (X1) and motivation (X2) on employee performance (Y) through computer calculations using SPSS ifor Windows. iAs for the estimation of the test of the coefficient of determination (R2), it can be seen in the following table:

**Table 3 Test Analisis Coefficient Determination (R2)**

Model Summary <sup>b</sup>				
Model	R	R iSquare	Adjusted iR iSquare	Std. iError iof ithe iEstimate
1	.624 <sup>a</sup>	.389	.292	1.262

a. Predictors:  
 b. Dependent Variable:

Source: Output SPSS 2023

Based on the table above, it can be seen that the coefficient of multiple determination or R square (R2) = 0.389, which means that together the variables of work security (X1) and motivation (X2) contribute an influence of 38. 9% iterhadap ivariabel ikarya karyawan i(Y) iada karyawan PT. Guna Alkes Mandiri Bengkulu, while the content is large 61.1% dipinflued oleh variabel.

**Hypothesis test by parsia (t test)**

The it test is conducted to test the hypothesis that the independent variables and dependent variables are individually influenced by the dummy variables of job security (X1), and motivation (X2), on employee performance (Y). The testing criteria are:

- If the probability (Sig) <alpha 0.05, then Ha is accepted and Ho is rejected.
- If the probability (Sig) >alpha 0.05 then Ha ditolak and Ho di accepted

**Tabel 4 Hypothesis Test By Parsial (Test it)**

Coefficients <sup>a</sup>						
Model		Unstandardized iCoefficients		Standardized iCoefficients	t	Sig.
		B	Std. iError	Beta		
1	(Constant)	10.353	1.585		6.532	.000
	Masa Kerja (Dummy.1)	.955	.491	.312	1.945	.043
	Tingkat Pengetahuan (Dummy.2)	.174	.511	.057	.340	.736
	Penguasaan Peralatan (Dummy.3)	.314	.522	.104	.602	.552
	Motivasi	.235	.082	.459	2.853	.009

a. Dependent Variable:

Source: SPSS Output, 2023

From the results of the above calculations using the help of statistical software SPSS For iwindows, then the ratio between the calculated and the calculated (n-k-1) = 30-3-1 = 26 (1.705) and this probability  $\alpha = 0.05$  then it can be explained as follows:

1. The variance of work period (Dummy.1) with this itcount > tabel (1.945 > 1.705) and this probability (Sig). < alpha (0.043 < 0.05). Therefore it is stated that there is a significant effect between the variance of work security (Dummy.1) on work period (Dummy.1) and work performance (Dummy.1).on employee performance (Y). it means that yes is accepted and no is rejected.
2. The variability of the level of knowledge (Dummy.2) means that the mean count is > the standard score (0.340 < 1.705) and the probability score (Sig) is < the alpha (0.736 > 0.05). Then it means that there is no significant effect between the variability of the level of knowledge (Dummy.2) on the performance of employees. ) on the performance of employees (Y). .e. Ho is accepted and Ha is rejected.
3. Variable mastery (Dummy.3 This means that the hypothesis is accepted and the hypothesis is that there is no significant effect between the variables of job security on job security (Dummy.3) and employee performance (Y). ) on employee performance (Y). It means that Ho is accepted and Ha is rejected.
4. The variability of motivation with this variable is calculated > tabel (2.853 > 1.705) and this variable is probability (Sig). < ialpha (0.009 < 0.05). Therefore, it is stated that there is a significant effect between the variables of motivation (X2) on employee performance (Y). That means yes is accepted and no is rejected.

**Test Hypothesis By iSimultan (Test it)**

In this research, the hypothesis test is intended to measure the magnitude of the effect of the dummy variables of job security (X1) and motivation (X2) on employee performance (Y). The testing criteria are:

- If the probability (Sig) <math>\alpha</math> 0.05 then  $H_a$  is accepted and  $H_o$  is rejected.
- If the probability (Sig) >math>\alpha</math> 0.05 then  $H_a$  ditolak and  $H_o$  di accepted.

**Table 5 Hypothesis Test Simultan (f test)**

ANOVA <sup>a</sup>						
	Model	Sum iof iSquares	df	Mean iSquare	F	Sig.
1	Regression	25.390	4	6.347	3.986	.012 <sup>b</sup>
	Residual	39.810	25	1.592		
	Total	65.200	29			
a. Dependent Variable:						
b. Predictors						

Source: Output SPSS 2023

The results of the statistical calculations in the above table show the difference between the  $f_{count}$  and  $t_{tabel}$  ( $k;n-k = 2;30-2 = 2;28$  (3.34) and this is the probability with a confidence level of 95% or  $\alpha = 0.05$  so it can be explained as follows:

The results of the calculation show that the  $f_{count} > t_{tabel}$  ( $3.986 > 3.34$ ) and the probability (Sig). <math>\alpha</math> (0.012 <math>< 0.05</math>). Therefore, it is stated that the dummy for job security (X1) and motivation (X2) has a significant effect on employee performance (Y). This means that yes is accepted and no is rejected.

## DISCUSSION

### Effect of Work (Dummy) (X1) on Employee (Y) performance

The result of this dummy variance regression analysis is the coefficient of variance regression of the dummy for job security where job tenure has a significant effect on employee performance. The level of knowledge and mastery of equipment has no significant effect on employee performance at PT. Guna Alkes Mandiri Bengkulu.

This is in line with the results of a study by Azru iAnhar iSamosir (2017) which states that job security has a positive and significant effect on employee performance. Furthermore, the research of Sivia and Feronika (2021) states that job security does not have a positive effect on employee performance.

According to Wibowo (2017), it is stated that one of the elements of ifactor that can affect the performance of employees in a company is job security. Job security affects employee performance, job duration and job security can also have an effect on the quality of employee performance. Job security is one of the factors to achieve maximum performance. Therefore, employees should upgrade their knowledge, insight and do new things to get new job security.

### Effect of Motivation (X2) on Employee Performance (Y)

Work motivation is measured by five (5) items of statement or indicators of the research, the results of the research show that work motivation (X2) has a significant positive effect on employee performance (Y) PT. Guna Alkes Mandiri Bengkulu.

This result is in line with the results of the research conducted by Riski Ade Satriyani in 2015 which showed that work motivation has a positive and significant effect on employee performance at BPRS iSaka iDana iMulia iKudus.

Motivation according to Sutrisno (2017) is the factor that drives a person to do a certain activity, motivation is often interpreted as the factor that drives a person's behavior. iMotivation



according to Mangkunegara (2017) is the condition or energy that drives the employee's self which is directed or aimed at achieving the goals of the company's organization.

### **The Influence of Job Security (X1) and Motivation (X2) on Employee Performance (Y)**

Employee performance is measured using five (5) items of statement or indicators, the results of this research show that job security (X1) and motivation (X2) are significantly or jointly influenced on employee performance (Y) PT. Guna Alkes Mandiri Bengkulu.

The results of this research are in line with the previous research conducted by ilatifah Isnaini Fauzi (2017). As for the results of this research, namely, the effect of motivation and job security has a positive and significant effect on employee performance.

As well as the theory according to Sedarmayanti (2017) performance is the translation of performance which means the performance of a worker, a management process or an organization as a whole, where the performance must be able to be shown in a concrete icon and can be measured (compared to the standard that has been determined). Wibowo (2017) also states that performance is about doing the job and the results achieved from the job.

### **CONCLUSION**

1. The variation of work period (Dummy.1) states that there is a significant effect between the dummy variation of work security on work period (Dummy.1) on the performance of employees of PT. Guna Alkes Mandiri Bengkulu.
2. The knowledge level variable (Dummy.2) indicates that there is no significant effect between the knowledge level variable (Dummy.2) on the performance of employees of PT. Guna Alkes Mandiri Bengkulu.
3. Variabel peralatan (Dummy.3) indicates that there is no significant effect between the variabel pengalamaniwork on peralatan (Dummy.3) on the ikaryakt performance of employees PT. Guna Alkes Mandiri Bengkulu.
4. Motivation has a significant effect on the performance of employees PT. Guna Alkes Mandiri Bengkulu.
5. The dummy variables of job security and motivation together have a significant effect on the performance of employees of PT. Guna Alkes Mandiri Bengkulu.

### **SUGGESTION**

1. The leader or manager of PT. Guna Alkes Mandiri Bengkulu should provide sufficient training and self-development routine to its employees.
2. The leadership of PT. Guna Alkes Mandiri Bengkulu should pay more attention to the dea and give motivation in the form of appreciation for the performance of its employees, whether in the form of financial or material assistance or promotion.
3. The leader or manager of PT. iGuna Alkes Mandiri iengkulu plays an active role in mproving motivation, conducting employee development through employee training and employee education. As well as being more proactive in improving employee performance.

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