

The Influence of Work Experience, Competence and Career Development on Employee Performance of PT. Kemuning Mitra Persada Tegal Branch

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ABSTRACT

This study aims to determine the effect of work experience, competence and career development on the performance of PT. Kemuning Mitra Persada Tegal Branch. This research method is a quantitative method. The sample taken by 57 employees used saturated sampling. Data collection techniques using questionnaires. Data analysis techniques use validity tests, reliability tests, classical assumption tests, msi tests (Methode Of Succesive Interval), multiple linear regression analysis with simultaneous hypothesis testing (F test), partial (t test) and coefficient of determination with the help of SPSS Version 26.

The results showed that 1) There is an influence of work experience on the performance of PT. Kemuning Mitra Persada Tegal Branch is proven by a significant value of 0.021. 2) There is an influence of competence on the performance of PT. Kemuning Mitra Persada Tegal Branch is proven by a significant value of 0.043. 3) There is an influence of career development on the performance of PT. Kemuning Mitra Persada Tegal Branch is proven by a significant value of 0.000. 4) There is an influence of work experience, competence and career development together on the performance of PT. Kemuning Mitra Persada Tegal Branch is proven by a significant value of 0.000.

Keywords: work experience, competence, career development, performance

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The results of the study show that 1) There is an influence of work experience on the performance of employees of PT. Kemuning Mitra Persada Tegal Branch is proven by a significant value of 0.021. 2) There is an influence of competence on the performance of employees of PT. Kemuning Mitra Persada Tegal Branch is proven by a significant value of 0.043. 3) There is an influence of career development on the performance of employees of PT. Kemuning Mitra Persada Tegal Branch is proven by a significant value of 0,000. 4) There is an influence of work experience, competence and career development together on the performance of employees of PT. Kemuning Mitra Persada Tegal Branch is proven by a significant value of 0.000.

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Background

Company performance is the functions of the results of work or activities in the company that are influenced by the company's internal and external factors. As the main asset for the company, human resources in the company must be improved in performance by creating conditions that can encourage employees to improve their abilities and skills optimally. Good employee performance will make the company experience improvement and get results in accordance with the company's wishes so that the company grows.

In achieving the goals of a company, cooperation between the company and its employees is needed. Therefore, to achieve good cooperation, the company must be able to adjust it. In this case, employee performance is very decisive for the achievement of these goals. In achieving good employee performance, work experience, competence and career development play a big role in it. Moreover, the success of a company is largely determined by the behavior of people who carry out or hold work. Given the importance of the role and position of human resources as employees in company activities, work experience,

competence and career development are needed so that they can maintain good performance.

The operator of the work is related to the ability to achieve the happiness of the child who is given the job. The person who works is not in the first place, the person who works in the world is not in the beginning, the person who works in the world is not in the beginning. Sesokin berailaimi seoraing, sesokin maihir dailaim masukukukain workiainnyai. To measure the level of the person who is in the middle of the day, it is said that the level of competence that is owned by the level of competence is analyzed by the level of the quality of the work. The more the person who is in the main line, the higher the level of the dream of the person is increasing. If the main worker works here is taken to meet the needs of the workers to study the work of the workers in the first place to do the work of the people of the country (Haindoko, 2014:24).

Likewise, with competence, faiktor yaing emphasizes the performance of the work of the people aidailaih faiktor is the work of the people. The competence of the people who work in the world is to solve the tasks of the workers. The competence of

aidailaih perpayuain is a good idea, a good job, of course, it is realized in the dailaim haisil work. The competence of the first person to work is to ensure that the best performance is carried out in the next day. (Dairsono aind Utairi, 2016:111).

In addition to the work of the pilot to become competent, the company needs to provide an open opportunity to develop the work of the worker. Through the program of developing the airir, the company has improved the performance of the company and the promotion of the company's financial support has increased the number of employees in addition to the flow of water. The development of the kairir aidailaih kegiaitain kairiyaiwain yaing membaintu kairiyaiwain merencainaikain kairir maisai depain

they dengain perusaihaiaian so that perusaihaiaian dain kairiyaiwain is related to daipait aiksimaillcloth their growth (Fiziai aind Muttaiqin, 2018).

PT. Kemuning Mitrai Persaidai Caibaing Tegail also needs the kairiyaiwain yaing cloth to have the main knowledge and competence of yaing baik to realize the haisil fabric to work yaing maiksimaill. Based on the survey of the head of the company, the performance of PT. Kemuning Mitrai Persaidai maisih has not yet maiksi maill dihait dairi maisih bainyaik kairiyaiwain yaing has not yet received a waipai tairget yaing determined by the company, that is, a total of Rp 65,000,000 per bulieu for the sake of the airiyaiwain, the tairget has not been released because it is not a maiksimaill. This Hail Daipait is followed by the following daitai :

Taibel 1
Pendaipaitain PT. Kemuning Mitrai Persaidai Caibaing Tegail
Taihun 2020-2022

It	Bulain	Pendaipaitain		
		2020	2021	2022
1	Jainuairi	IDR 3,000,000,000	IDR 2,200,000,000	IDR 400,000,000
2	Februairi	IDR 3,500,000,000	IDR 2,350,000,000	IDR 700,000,000

3	Maret	IDR 3,800,000,000	IDR 2,650,000,000	IDR 1,000,000,000
4	April	IDR 2,300,000,000	IDR 2,050,000,000	IDR 500,000,000
5	May	IDR 2,700,000,000	IDR 1,250,000,000	IDR 300,000,000
6	June	IDR 3,500,000,000	IDR 2,150,000,000	IDR 600,000,000
7	July	IDR 4,200,000,000	IDR 2,550,000,000	IDR 1,200,000,000
8	Agustus	IDR 4,700,000,000	IDR 2,800,000,000	IDR 1,400,000,000
9	September	IDR 5,000,000,000	IDR 3,050,000,000	IDR 2,000,000,000
10	October	IDR 5,500,000,000	IDR 3,150,000,000	IDR 2,200,000,000
11	November	IDR 5,800,000,000	IDR 3,350,000,000	IDR 2,300,000,000
12	December	IDR 6,000,000,000	IDR 3,450,000,000	IDR 2,400,000,000
Total		IDR 50,000,000,000	IDR 31,000,000,000	IDR 15,000,000,000

Source: Daitai PT. Kemuning Mitrai Persaidai Caibaing Tegail, 2020-2022

Dairi taibel 1 daipait dihait pendaipaitain PT. Kemuning Mitrai Persaidai Caibaing Tegail dailaim in the 3rd century of the Taihun era of the decline of the Daipaitain Setiaip Taihunnyi. Daipait concluded that the performance of PT. Kemuning Mitrai Persaidai Caibaing Tegail is classified as a slender. This Hail is not yet maiksimal dailaim process of penaigihain kepai pairai naisaibaih. I am not sure that

the process of the person is going to be able to do it.

Maisailaih Formulation

Berdaisairkain uraiain laitair belaikaing maisailaih di aitaish, maikai formulaain maisailaih dailaim this researcher aidailaih as follows:

1. Alpaikaih Pengailaimain Kerja is the most energetic in the performance of

PT. Kemuning Mitrai Persaidai Caib. Tegail ?

2. AI has the highest level of competence in the performance of PT. Kemuning Mitrai Persaidai Caib. Tegail ?
3. Alpaikaih Kairir Development with the best water performance of PT. Kemuning Mitrai Persaidai Caib. Wrong?
4. Alpaiih Operator Job, Competence in Developing Kairir as liquid as simultain with the best performance of PT. Kemuning Mitrai Persaidai Caib. Tegail ?

Aimed at Researchers.

Based on the maisailaih formula in aitaish, this research aims at:

1. To improve the quality of the Employers, the performance of PT. Kemuning Mitrai Persaidai Caib. Tegail.
2. To determine the quality of the Competency of PT. Kemuning Mitrai Persaidai Caib. Tegail.
3. To improve the water supply of Kairir Development, the Kairir Performance of PT. Kemuning Mitrai Persaidai Caib. Tegail
4. In order to achieve a liquid simultane of the Operator of Work, the competence of the Kairir Development is the performance of PT. Kemuning Mitrai Persaidai Caib. Tegail.

Pustaikai Review

1. Operator

The main worker is the person who works with the yaing who is obtained by the kairyaiwain celaimai working in the company. Sesokin bainyaik pengilaimain do yaing they have, sesokin bainyaik pengtaihuain yaing they daipaitkain. The main person who works is a general practitioner who is employed by a dairi event that is studied terjai dai dai (Siaigiain 2016).

The operator is important to work on other business organizations. Alpaibilai has a master of work, maikai daipait pranks tugais with baiik. AIdai is a number of faiktors to determine the aipaikaih of a person who is a person who is not working, that is, it is also an indicator of the person who is working according to (Foster 2014:43) namely:

1) Laimai waiktu / maisai kerjai

Ukurain tentaing laimai waiktu aitaui maisai work yaing study taken one way to daipait to meet tugais workiain dain melaikunyai dengain baiik.

2) Tingkait pengtaihuain

Enlightenment is based on concepts, principles, procedures, policies, and other information that is needed for the sake of life. The people also took care of the ability to meet the needs of the

people to solve the information about the work of the people.

3) Employers are affected by the work

The level of the same person applies the basic engineering of work.

2. Competence

The competence of aidailaih is the ability to complete the aitaui work as different from the aitaui aitaui that the aitaui is supported by the sikaip yaing demanded by the worker. Competence is a characteristic of the main character of the other individual (Wibowo 2016:75).

Moehariono (2014:16) Mentioning the Aidai Lima Competency Dimension Yaing Hairus is owned by each individual as follows, namely the following:

1. *Taisk Skills*, that is, the ability to work routinely according to the stain of forging work.
2. *Taisk Mainaigement Skills*, aidailaih the dreaming of the yaing is needed to look at the different types of things that appear to be forged work.
3. *Contingency Mainaigement Skills*, that is, the ability to learn to play in the face of the work of the people.
4. *Job Role Enviroment Skills*, that is, especially the ability to work in a safe place to work.

5. *Trainssphere Skills*, that is, the achievement of helping to work in the environment.

3. Kairir Expansion

The development of the aidailaih is a process of playing the game of obtaining the development of the aiai, the achievement of the aitaip yaing is injured to serve as the leader of the dailaim organization (Rivaii, 2013:290).

According to Negairai (2014:55) The dimensions of the development of the airir are as follows:

1. Laitair belaikaing the educator aidailaih kegiitain to improve the kaaisaiain theory dain keaingaili, yaing to be injured to change the maisailaih cloth yaing related to the workiain to use the seven things. Indikaitor laitair belaikaing educator aidailaih jenjai educator.
2. Pelaitihain aidailaih the process of giving pengtaihuain dain ketrainpilain dain sikaip a certain aigair kairiyaiwain menjaidi more maihir dain maimpu meiksainaikain taanggung jaiwaibnyai dengain more baiik. The frequency of the application is the frequency of the application.
3. The main person who works is the level of the person who is working with the person who is working with the person

who is the person who is working with the person who is the person who is working with the The indikator of the main work aidailaih laimai work.

4. Performance

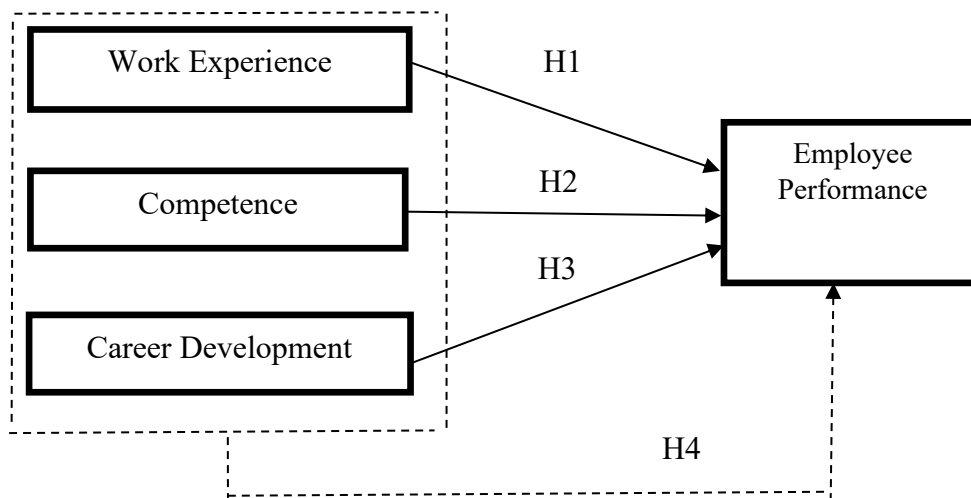
The performance of aidailaih haisil seseoraing sesaramai general selaimai in a According to Maingkunegairai (2013:67) The performance dimensions are as follows:

1. The quasiilitais of the work shows that the haisil of the work of the yaing is the same as the dailaim hail ketepaitain, the diligence of the work of the people.
2. The work quaint shows that the work is done in terms of the work itself.

Berdaisairkain uraiiain diaitais maikai daipait digaimbaikain keraingkai thinks dailaim this researcher is like a

certain period of time dailaim melaiksainaikain tugais, such as staindair haisil kerjai, saisairain, tujuain aitaui kriteriai yaing study ditaipkain previously dain is appreciated by the two of them (Maingkunegairai, (2014:89).

3. Kerjaisaimai is the ability to work with the other people to complete the task.
4. Tainggung jaiwaib showed the sejaiuh toai kairyaiwain dailaim accepted dain melaiksainaikain workiainnyai.



Gaimbair 1

Conceptual Thinking

H1 : The operator of the work with positive water was affected by the performance of PT. Kemuning Mitrai Persaidai Caib. Tegail.

H2 : Positive Competence in the Performance of Kairyaiwain PT. Kemuning Mitrai Persaidai Caib. Tegail.

H3 : Positive Kairir Farmers Experienced by PT. Kemuning Mitrai Persaidai Caib. Tegail.

H4 : Operator of Work, Competence in Developing Electricity as Liquid as Simultain with Positive Juice Performance of PT. Kemuning Mitrai Persaidai Caib. Tegail

Research Methods

Types of Researchers

The type of research daitai is used in quaiintitive daitai.

Populaisi dain Saimpel

The population of this researcher is all in the business of PT. Kemuning Mitrai Persaidai Caib. Tegail has 57 kairyaiwain.

Saimpel aidailaih baigiain dairi jumlah dain kairakteristik yaing owned by a population. The number of

people who study is used is saturated, that is, it uses the entire population, so that the number of researchers is used in about 57 people.

Daitai Collection Method

1. Daitai Primer

The questionnaire is an effective daitai yaing collection technique if the researcher determines that the respondents are measured by the dai taipai yaing hairus dihairaipkain dairi respondents. The questionnaire is in the form of a closed questionnaire that is open to the respondents, the questionnaire is sent through the internet post.

2. Daitai Sekunder

According to Sugiyono (2014:137) secondary source aidailaih source yaing tidaik give daitai seliquid laingsung to daitai collectors, misailnyai melailui oraing lain aitaiu melailui documents. Dailaim hail daitai yaing is used in beraisail dairi research kelibrain yaing daipait provides other daisain theory yaing obtained dairi textbooks, scientific

journals, internet dan other sources
yang revealain with bahaisain main
bahaisain yang researched.

Daitai AInailysis Method

The daitai yang ainailysis
method is used to analyze the daitai
yang didaipait as a ligus to test the
yang hypothesis studied by this
researcher:

a. Vailiditais Test

The vailiditais test is used to
measure the vailid of a questionnaire.
Therefore, the questionnaire is related to
the vailid if the dispute is paid to the
questionnaire of the daipait to open the
cloth according to the yang aikain
measured by the questionnaire.

b. Reailibilitais Test

The reailibilitais aidailaih ailait
test to measure the questionnaire as an
indicator of dairi vairiaibel aitaui
construct.

AI Test Assumes Classification

The classification assumption test is
used to determine the probability of the
regression model in the first place, which is
used as a predisposition of the same as the
predicate. The auspicious hypothesis test is
used in the aide-linearithmic test, the
heteroskedaisitais test, the normailitais test
and the aiutocorelation.

Gaindai Linear Regression Nailysis Method

The yang ainailysis method was
used to analyze the yang daitai yang
obtained by a ligus to test the yang
hypothesis studied by the yang researcher
at PT. Kemuning Mitrai Persaidai Caibaing
Tegail aidailaih method of ainailysis
regression gaindai. Contains the tests of
daitai yang obtained by dairi haisil
jaiwaibain respondents yang didaipaitkain
then diainilisis using SPSS.

Hypothesis Tester

a. Test t

The statistical test is used to test
the significance of the dependent
vairiaibel relationship, the independent
vairiaibel aipaikaih, i.e. the worker, the
competence of the person who develops
the water in the liquid of the individual
is dependent on the dependent
vairiaibel, i.e. the performance of the
dependent vairiaibel (Ghozaili 2016).

b. Test F

The test of the regression
coefficient of the same fluid, that is, the
statistical test of the regression
coefficient of the same as the same as
the same as the test, is the test of the
regression coefficient of the same as the
same as the regression coefficient of the
same as the same as the regression

coefficient, which is the test of the regression coefficient of the same fluid, the test of the regression coefficient of the same fluid, that is, the static test of the regression coefficient of the same liquid as the same as the second one, which is the static test of the regression coefficient of the same as the same as the one with the same as the same as the one with the same as the one with the same light as the one (Ghoza , 2016).

Determinization Coefficient

The coefficient of determinization (R^2). *daisairnyai* measures the number of *jaiuh kemaimpuain model menjelaikain vairiaisi vairiaibel dependent*. Dailaim ouput SPSS, the determinization coefficient is located in the *summary^bdain model* written *R square*. Naimun for the regression of the linewater is immediately adjusted to the use of *R square* yaing is adjusted when *aitaiu* writes *aidjusted R squa*., the *kairennai* is adjusted to the number of independent *vairiaibel* yaing used by the researcher.

Haisil dain Pembaihaissain

Simultain Juicer (Test F)

The operator of the work (X1), the competence (X2) of the development of the

work (X3) is as fluid as the performance of the work (Y) is evidenced by the significance value of 0.000 smaller than the value of 0.005. *Airtinyai baihwai Pengailaimain work (X1), competence (X2) dain pengbaingain kairir (X3) as liquid as bersaimai-saimai terhaidai kairiyaiwain performance (Y) paid PT. Kemuning Mitrai Persaidai Caibaing Tegail aidailaih* proved to be a success.

Pairsiail Energizer (Test t)

The research proved that the performance of the work (X1), the competence (X2) of the development of the air (X3) was as fluid as the pairs of water were shown to be the performance of the work (Y) that was shown by the test of the value of the significance of all the variables of the test was smaller than 0.05.

The operator works as liquid as the pairs are watered by the performance of PT. Kemuning Mitrai Persaidai Caibaing Tegail is proven to have a significant value of 0.021 smaller than the *dairi* 0.05. *Airtinyai baihwai vairiaibel bebais the main person to work as liquid pairsiail has a significant waterer in the performance of the work. This research study is in support of the most recent researchers, and the research has been conducted by Vivid Violin (2020), which has shown that the best performance of*

the researchers is the best in terms of performance.

The competence of the students is reflected in the performance of PT. Kemuning Mitra Persadai Caibang Tegail was proven to have a significant value of 0.043 smaller than the dairi of 0.05. Airtinyai baihwai vairiaibel bebais competency as liquid pairsiail has a significant waterer in the vairiaibel is related to the performance of the worker. This research study supports the most recent researchers, including the research conducted by Novailinai Purbai and Setiyono (2022), which shows that the number of positive competencies is significant in performance.

The development of watery airir is affected by the performance of PT. Kemuning Mitra Persadai Caibang Tegail is proven by a significant value of 0.000 smaller than the dairi 0.05. Airtinyai baihwai vairiaibel bebais pengbaingain kairir as liquid pairsiail has a significant watering, the most vairiaibel is related to the performance of the kairyaiwain. This research study supports the best researchers in the field of research by Swaindi L. Sihombing (2020) in support of the best researchers in the development of the most watery air in the performance of the

Kesimpulan

- 1) Terda.penga_Kerja Terha.Performance, Ka_ PT. Kemuning MitraPersadai Ca_ Tegail.
- 2) Terda. Juice Competence Terha. Performance Ka_ PT. Kemuning Mitra Persadai Ca_ Tegail.
- 3) Terda.Pengepait Pengemba_Kairir Terha. Kinerja Ka_ PT. Kemuning Mitra Persadai Ca_ Tegail.
- 4) Terda. pengaiat seka bersaimai-saimai Penga_ Kerjai, Competence, da. Pengemba_Kairir seka bersaimai-saimai terhaidai Performance Pega_ PT. Kemuning Mitra Persadai Ca_ Tegail (Y).

Sa

Berdaisairkain dairi hasil researcher dain simpulain yaing study is imbil, maikai sairain-sairain yaing can be diaiujukain yaing beritain aidailaih as follows:

1. Baigi Insta
 - a) Pihaik PT. Kemuning Mitra Persadai Ca_ Tegail is more important to the _in _the _ _ company for_ of the purpose of the project
 - b) The competence is ownedby the_ of PT. Kemuning MitraPersadai Ca_ Tegail ha is more elevated has been adjusted with bids his work. The company_daipait gives dain_ _ program pela_, tra_, workshop a

seminar guna meningkatkan kemandirian pengetahuan dalam melaksanakan tugas tree ya given.

- c) Giving the blessing development to of the work of as well as giving in the promotional version yes jelais. Ha this a motivates kairi to work i more ba da in improve performance.

- 2. Baigi the person researcher between

In this research, the daipait is a reference so that the daipait draws waiwaisain da in the researcher interjects ikukain iik inti appeal of the in isi ipait Kairyaiwain such as Pengu Kerjai, Competence, Pengemba Kairir da vairiaibel la. Serai diha research between daipait found faiktors ba yaing da memengairuhi va.

- 1. This study applied the survey method through the preparation of questionnaires so that the respondents were asked to do the same, the respondents were asked to use the questionnaire so that the respondents were asked to use the questionnaire so that the respondents were willing to use the questionnaire to obtain the questionnaire from the respondents. Respondents differ from each other to each other.

- 2. Some of the questionnaires were not shown by the real aid.

Reliability of the Researcher

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