

Effect of Motivation and Work Experience on Employee Performance at PT. Perkasa Sakti in Cimone

Muhammad Ramdhan

Sekolah Tinggi Ilmu Ekonomi Ganesha Jakarta, Indonesia

E-mail: ramdhan@stieganasha.ac.id

ABSTRACT

This study aims to determine the effect of motivation and work experience on employee performance at PT. Perkasa Sakti in Cimone. The method used is explanatory research with analytical techniques using statistical analysis with regression, correlation, determination and hypothesis testing. The result of this research is that motivation has a significant effect on employee performance by 45.1%, hypothesis testing is obtained t count $>$ t table or $(7.306 > 1.997)$. Work experience significantly affects employee performance by 49.9%; hypothesis testing is obtained t count $>$ t table or $(8.041 > 1.997)$. Motivation and work experience simultaneously significantly affect employee performance with the regression equation $Y = 9.701 + 0.326X_1 + 0.441X_2$. The influence contribution is 63.2%, hypothesis testing is obtained by F arithmetic $>$ F table or $(54.954 > 2.750)$.

Keywords: Motivation, Work Experience, Employee Performance.

INTRODUCTION

In an operating system of a company, the potential of Human Resources is essentially one of the capital and holds the most important role in achieving company goals. Therefore, companies need to manage Human Resources as well as possible. Because the key success of a company is not only the superiority of technology and the availability of funds. But the human factor is an important factor too. Through careful human resource planning, the work performance of the existing workforce can be improved. It can be realized through adjustments. Such as increased motivation and good experience. So, every employee can provide maximum performance for

the company or organization. Motivation and work experience and supported by employee discipline can also support a company's success in achieving its goals. Because through these three factors, it will provide an impetus for increasing the level of work performance, which will later affect high performance to support its success. Conversely, if performance decreases, it will trigger a decrease in work performance and hinder the company in achieving its goals.

Therefore, the development of Human Resources is increasingly important. It is considering that companies that employ Human Resources want good results and benefits and can follow changes and developments within the company. Motivation and work experience are

things that play an important role in increasing work effectiveness. Because people who have high motivation and experience will try their best to be as successful as possible, and will shape their performance and, of course, will improve work performance (Moekijat, 1999).

To improve this work performance, PT. Perkasa Sakti, one of the Yamaha motorcycles distributors that also provides after-sales services, has set several efforts to motivate employees' work in the service division. The effort is by providing several work facilities that are very supportive in improving the performance of all employees. These facilities include work clothes, food security, recreation, places of worship, holiday allowances, salaries, bonuses, overtime pay, and more. All of this is given by the company. So, all employees who work in it are truly guaranteed and can create a good motivation to achieve a good level of performance.

Education level and work experience are also prioritized, especially for the mechanical part (Service), Preferably with automotive vocational graduates for basic mechanics and D3 for advanced mechanics. Work experience is strived for by prioritizing SMK and D3 graduates, specifically so that the company can provide the best service for loyal Yamaha motorcycle consumers in South Tangerang by providing the best service through reliable mechanics who have experience in the automotive world.

PT. Perkasa Sakti also prioritizes company discipline by implementing general regulations for all employees and special regulations for mechanics. The regulation is given so that discipline is achieved by taking into account the company's standards and corporate culture, which was developed with the method formulated by the company's management. Based on the description above, the authors are interested in further research with the title "The Effect of Motivation and Work Experience on Employee Performance at PT. Perkasa Sakti In Cimone".

1. Motivation

According to Sutrisno (2016) defines "Motivation is a person's behaviour by regulations, existing work procedures or attitudes and behaviour and actions by the regulations of

the organization both written and unwritten". In this study, the indicators used include: obeying the rules of time, obeying the organization's rules, obeying the rules of behaviour at work, obeying other regulations.

2. Work experience

according to toMarwansyah in Wariati (2015), work experience is knowledge, skills, and abilities possessed by employees to carry out previous jobs. According to Malay SP Hasibuan (2016, p.55), experienced people are prospective employees who are ready to use

3. Employee performance

According to Wibowo (2019: 18), "Performance results from work with a strong strategic relationship with the organization, customer satisfaction, and contributes to the economy". Meanwhile, Ratundo and Sacket (2018: 76) define "Performance is an activity that includes all actions or behaviours that individuals control and contribute to achieving company goals".

METHOD

1. Types of research

This type of research is quantitative; according to Sugiyono (2018:8), quantitative research is: "Research methods based on the philosophy of positivism, used to examine certain populations or samples, data collection using research instruments, data analysis is quantitative or statistical, with the aim of to test the established hypothesis." The approach in this study used descriptive and verification.

2. Population

The population is a set of determined objects through certain criteria categorized into objects to be studied. Sugiyono (2018) defines "population as the number of generalization areas consisting of objects or subjects that have the qualities and characteristics set by the researcher and then draw conclusions". The population in the study amounted to 67 respondents PT. Perkasa Sakti in Cimone.

3. Sample

According to Sugiyono (2018), "The sample is the number and characteristics possessed by the population". Meanwhile, Suharsini Arikunto (2010) argues that "The sample is part or representative of the population being studied". The sampling technique used in this study is a saturated sample, where all members of the population are used as samples. Thus the sample in this study amounted to 67 respondents.

4. Types of research

The type of research used is quantitative, where the aim is to find out the relationship between the independent variables and the dependent variable.

5. Data analysis technique

In analyzing the data used instrument test, classical assumption test, regression, correlation coefficient, coefficient of determination and hypothesis testing.

RESULT and DICUSSION

1. Instrument Test

- (a) From the test results, it was obtained that all questionnaire items on the motivation variable obtained a 2-tailed significance value of $0.000 < 0.05$; thus, the instrument was valid.
- (b) From the test results, it was obtained that all questionnaire items on the work experience variable obtained a two-tailed significance value of $0.000 < 0.05$; thus, the instrument was valid.
- (c) From the test results, it was obtained that all questionnaire items on employee performance variables obtained a 2-tailed significance value of $0.000 < 0.05$; thus, the instrument was valid.
- (d) From the results of reliability testing, the following results were obtained:

Variable	Cronbach's Alpha	Alpha Critical Standard	Information
Motivation (X1)	0.759	0.600	Reliable
Work Experience (X2)	0.647	0.600	Reliable
Employee Performance (Y)	0.713	0.600	Reliable

Based on the test results above, the overall motivational variable (X1) and work experience (X2) obtained a greater Cronbach alpha value than 0.600. Thus declared reliable.

2. Classic assumption test

a. Normality test

The results of the normality test using the Kolmogorov-Smirnov Test are as follows:

	Tests of Normality					
	Kolmogorov-Smirnova			Shapiro-Wilk		
	Statistics	df	Sig.	Statistics	df	Sig.
Employee Performance (Y)	.086	67	.200*	.967	67	.072
*. It is a lower bound of the true significance.						
a. Lilliefors Significance Correction						

Based on the test results in the table above, a significance value of 0.200 is obtained. Where the value is greater than the value of $= 0.050$ or $(0.200$

$> 0.050)$. Thus, the assumption of the distribution of the equations in this test is normal.

b. Multicollinearity Test Inflation Factor (VIF). The test results are as follows:
 Multicollinearity test was carried out by looking at the Tolerance Value and Variance

Table 3. Multicollinearity Test Results with Collinearity Statistics

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
		B	Std. Error	Beta	Tolerance	VIF
1	(Constant)	5,954	3.095			
	Motivation (X1)	.370	.077	.423	.745	1.341
	Work Experience (X2)	.494	.088	.493	.745	1.341

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the tolerance value of each independent variable is $0.745 < 1.0$, and the Variance Inflation Factor (VIF) value is $1.341 < 10$; thus, this regression model does not occur multicollinearity.

c. Autocorrelation Test
 The test was carried out with the Darbin-Watson test (DW test). The test results are as follows:

Table 4. Autocorrelation Test Results

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. An error of the Estimate	Durbin-Watson
1	.795a	.632	.620	2.260	2.131

a. Predictors: (Constant), Work Experience (X2), Motivation (X1)
 b. Dependent Variable: Employee Performance (Y)

The test results in the table above obtained the Durbin-Watson value of 2,131; the value is between the intervals 1,550 – 2,460. Thus the regression model stated that there was no autocorrelation disorder.

d. Heteroscedasticity Test
 The results of the heteroscedasticity test are as follows:

Table 5. Heteroscedasticity Test Results with Glejser Test Model

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-3.031	1,893		-1,602	.114
	Motivation (X1)	.033	.047	.098	.713	.478
	Work Experience (X2)	.093	.054	.239	1,728	.089

a. Dependent Variable: RES2

The results of the test using the glejser test regression model has no heteroscedasticity obtained the value of Sig. > 0.05. Thus, the disorder.

3. Descriptive Analysis

This test is used to determine the minimum and maximum scores, mean scores and standard

deviations of each variable. The results are as follows:

Table 6. Results of Descriptive Statistics Analysis

Descriptive Statistics					
	N	Minimum	Maximum	mean	Std. Deviation
Motivation (X1)	67	29	48	36.97	4.196
Work Experience (X2)	67	29	45	37.46	3.657
Employee Performance (Y)	67	32	47	38.15	3.669
Valid N (listwise)	67				

A minimum motivation variance is 29 and 48 for maximum variance with a mean score of 3.697, and a standard deviation is 4.196. Work experience obtained a minimum variance of 29 and a maximum variance of 45 with a mean score of 3.746 with a standard deviation of 3.657. Employee performance obtained a minimum variance of 32 and a maximum variance of 47 with a mean score of 3.815 with a standard deviation of 3.669.

4. Quantitative Analysis.

This analysis is intended to determine the effect of the independent variable on the dependent variable. The test results are as follows:

a. Multiple Linear Regression Analysis

Multiple linear regression test results are as follows:

Table 7. Multiple Linear Regression Test Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5,954	3.095		1,924	.059
	Motivation (X1)	.370	.077	.423	4.815	.000
	Work Experience (X2)	.494	.088	.493	5,611	.000

Based on the test results in the table above, the regression equation $Y = 9.701 + 0.326X1 + 0.441X2$. From these equations, it is explained as follows:

- 1) A constant of 9.701 means that if there is no motivation and work experience, then there is an employee performance value of 9.701 points.
- 2) The motivation regression coefficient is 0.326; this number is positive, meaning that every time there is an increase in motivation of 0.326, the employee's performance will also increase by 0.326 points.

- 3) The regression coefficient of work experience is 0.441; this number is positive, meaning that every time there is an increase in the work experience of 0.441, the employee's performance will also increase by 0.441 points.

b. Correlation Coefficient Analysis

The results of the correlation coefficient test are as follows:

Table 8. Results of Testing the Correlation Coefficient of Motivation on Employee Performance

Correlationsb			
		Motivation (X1)	Employee Performance (Y)
Motivation (X1)	Pearson Correlation	1	.672**
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.672**	1
	Sig. (2-tailed)	.000	

The test results obtained a correlation value of 0.672, meaning that motivation has a strong relationship to employee performance.

Table 9. Results of Testing the Correlation Coefficient of Work Experience on Employee Performance

Correlationsb			
		Work Experience (X2)	Employee Performance (Y)
Work Experience (X2)	Pearson Correlation	1	.706**
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.706**	1
	Sig. (2-tailed)	.000	

The test results obtained a correlation value of 0.706, meaning that work experience has a strong relationship to employee performance.

Table 10. Results of Testing the Correlation Coefficient of Motivation and Work Experience Simultaneously on Employee Performance

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.795a	.632	.620	2.260

a. Predictors: (Constant), Work Experience (X2), Motivation (X1)

The test results obtained a correlation value of 0.795 means that motivation and work experience simultaneously have a strong relationship to employee performance.

a. Coefficient of Determination Analysis

The results of testing the coefficient of determination are as follows:

Table 11. Results of Testing the Coefficient of Determination of Motivation on Employee Performance

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.672a	.451	.442	2,740

a. Predictors: (Constant), Motivation (X1)

Based on the test results, the determination value is 0.451, which means that motivation influences 45.1% on employee performance.

Table 12. Testing Results of the Coefficient of Determination of Work Experience on Employee Performance

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.706a	.499	.491	2.618

a. Predictors: (Constant), Work Experience (X2)

Based on the test results, the determination value is 0.499, meaning that work experience influences 49.9% on employee performance.

Table 13. Results of the Coefficient of Determination of Motivation and Work Experience on Employee Performance

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.795a	.632	.620	2.260

a. Predictors: (Constant), Work Experience (X2), Motivation (X1)

The test results obtained a determination value of 0.632, meaning that motivation and work experience simultaneously contribute 63.2% influence on employee performance, while other factors influence the remaining 36.8%.

Partial hypothesis test (t-test)

Hypothesis testing with a t-test is used to determine which partial hypothesis is accepted. The first hypothesis: There is a significant effect of motivation on employee performance. The second hypothesis: There is a significant effect of work experience on employee performance.

b. Hypothesis testing

Table 14. The results of the motivational hypothesis test on employee performance

Coefficientsa						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	16,440	2.990		5.498	.000
	Motivation (X1)	.587	.080	.672	7.306	.000

a. Dependent Variable: Employee Performance

Based on the test results in the table above, significant influence between motivation on the value of t count > t table or (7.306 > 1.997), employee performance is accepted. thus the first hypothesis proposed that there is a

Table 15. Hypothesis Test Results Work Experience on Employee Performance

Coefficientsa						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11,606	3.316		3,500	.001
	Work Experience (X2)	.709	.088	.706	8041	.000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the value of t arithmetic $>$ t table or ($8.041 > 1.997$), thus the second hypothesis proposed that there is a significant influence between work experience on employee performance is accepted.

Hypothesis testing with the F test is used to determine which simultaneous hypothesis is accepted.

The third hypothesis There is a significant influence between motivation and work experience on employee performance.

Simultaneous Hypothesis Testing (F Test)

Table 16. Hypothesis Test Results of Motivation and Work Experience on Employee Performance

ANOVAa						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	561,526	2	280,763	54,954	.000b
	Residual	326,981	64	5.109		
	Total	888,507	66			

Based on the test results in the table above, the calculated F value $>$ F table or ($54.954 > 2.750$), thus the third hypothesis proposed that there is a significant influence between motivation

and work experience on employee performance is accepted.

Discussion

1. The Effect of Motivation on Employee Performance

From the analysis results, the motivation variable has a significant effect on employee performance with a correlation value of 0.672, meaning that the two variables have a strong relationship with the contribution of 45.1%. Testing the hypothesis obtained the value of t arithmetic $>$ t table or ($7.306 > 1.997$). Thus the first hypothesis proposed that there is a significant effect between motivation on employee performance is accepted.

significant effect between work experience on employee performance is accepted.

2. The Effect of Work Experience on Employee Performance

From the results of the analysis, it was found that the work experience variable had a significant effect on employee performance with a correlation value of 0.706, meaning that the two variables had a strong relationship with a contribution of 49.9%. Testing the hypothesis obtained the value of t count $>$ t table or ($8.041 > 1.997$). Thus the second hypothesis proposed a

3. The Effect of Motivation and Work Experience on Employee Performance

From the results of the analysis, it was found that the motivation variable and work experience had a significant effect on employee performance with the regression equation $Y = 9.701 + 0.326X_1 + 0.441X_2$, the correlation value was 0.795, meaning that the two variables had a strong relationship with the contribution of influence of 63.2% while the rest of 36.8% influenced by other factors. The calculated F value obtains hypothesis testing $>$ F table or ($54.954 > 2.750$). Thus the third hypothesis proposed that there is a significant effect between motivation and work experience on employee performance is accepted.

CONCLUSION

- a. Motivation has a significant effect on employee performance; the correlation value is 0.672 or strong, contributing 45.1%. Hypothesis test obtained value of t count $>$ t table or ($7.306 > 1.997$). Thus there is a significant influence between motivation on employee performance at PT. Perkasa Sakti in Cimone.
- b. Work experience significantly affects employee performance with a correlation value of 0.706 or strong, contributing to 49.9% influence. Hypothesis test obtained value of t count $>$ t table or ($8.041 > 1.997$). Thus there is a significant influence between work experience on employee performance at PT. Perkasa Sakti in Cimone.
- c. Motivation and work experience have a significant effect on employee performance with a correlation value of 0.795 or strong with a contribution of 63.2% influence while other factors influence the remaining 36.8%. The calculated F value obtains hypothesis testing $>$ F table or ($54.954 > 2.750$). Thus there is a significant influence between motivation and work experience simultaneously on employee performance at PT. Perkasa Sakti in Cimone.

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