The Influence of Work Experience, Education Level, and Work Discipline on Employee Work Productivity at The Business Division of Perumda BPR Bank Sumedang

Rita Gustina[1]*, Nugraha Saefudin[2]

[1,2]Widyatama University, Indonesia
*Corresponding Author:
Email: Ritagustina28@gmail.com

***Abstract**.*

This study aims to determine the influence of work experience, education level and employee work productivity on employee work productivity in the business division of Perumda BPR Bank Sumedang both partially and simultaneously. The type of research used in this study is a type of quantitative research with descriptive research objectives. The collection technique in this study uses questionnaires, interviews, documentation, and observations. The sample in this study used a census method with 118 respondents. The method used was quantitative descriptive verification through a questionnaire to 118 employees in the business division, analyzed by multiple linear regression using SPSS 27. The results of the study show that work experience has a significant positive effect on employee work productivity, education level has a positive and significant effect on employee work productivity, and work discipline has a positive and significant effect on employee work productivity.

Keywords: *work experience; education level; work discipline and employee work productivity.*

I. INTRODUCTION

People are a very strategic asset for an organization. Without humans, organizations would not be able to achieve their goals. Competition in the banking industry is very fierce, therefore companies must ensure that in order to compete and their goals are still achieved, human resources must be one of the optimal supporting factors in achieving their goals. Therefore, to achieve its goals, it is necessary to make optimization efforts by increasing professionalism both in terms of management, human resources, and adequate facilities and infrastructure. One measure of the success of an individual's, team or organization's work lies in its productivity. Productivity is a view of life and a mental attitude that always strives to improve the quality of life. Productivity is a comparison of output with inputs where the output must have added value and work better (Hasibuan, 2020). There are several important factors related to employee work productivity, including work experience, education level and work discipline. Work experience is obtained in employees who have more working hours who are expected to have a variety of experience in solving various problems. Armed with this experience, it is hoped that every employee will have quality human resources in improving their work performance.

Employees who do their work repeatedly so that they are used to the work which can reduce the failure rate (meet work targets), of course, this is able to support employee work productivity (Alvira, 2023). The level of education of an employee can increase the company's competitiveness and improve the company's performance (Nuruni, 2019). Higher education trains a person to think critically, analytically, and systematically. Employees with higher education tend to be faster at processing complex information, making problem-solving and making logical decisions based on data. When companies introduce new technologies or new work systems, educated employees tend to have shorter learning curves, so productivity doesn't decrease drastically during the transition. Work discipline is the main factor that affects productivity. Discipline is an effort to control employees and is the key for the organization to achieve goals (Hernawan, 2021). Employee discipline shows their level of responsibility for tasks, such as arriving and returning home on time, getting work done well, and obeying regulations. Good employee discipline is necessary for the company to achieve success in a competitive market. This research was conducted on Perumda BPR Bank Sumedang which is a Regionally Owned Enterprise that runs in the banking sector. High work productivity is highly expected by the company. The more employees who have high productivity, the overall increase so that the company can survive the competition.

II. METHODS

This study uses a quantitative method with the purpose of descriptive research. Descriptive research is intended to explore and clarify a phenomenon or social reality, by describing a number of variables related to the problem being studied (Sugiyono, 2019). The objects of this research are work experience, education level, work discipline and employee work productivity.

III. RESULT AND DISCUSSION

Multiple Linear Regression Analysis

This analysis is used to find out how much influence the independent variables, namely Work Experience (X1), Education Level (X2), Work Discipline (X3) on the bound variable, namely Employee Work Productivity (Y), the results of multiple linear regression analysis can be seen in the following table:

	Coefficients[a]				
	Unstandardized Coefficients		Standardized Coefficients		
Model	B	Std. Error	Beta	t	Sig.
1 (Constant)	.154	.476		.323	.747
Work Experience (X1)	.356	.066	.394	**5.361**	<.001
EducationLevel (X2)	.226	.062	.266	**3.622**	<.001
Work Discipline (X3)	.498	.077	.468	**6.498**	<.001

Based on the results of the SPSS output, the multiple linear regression equation is:

$Y = a + b_1X_1 + b_2X_2 + b_3X_3$

$Y = 0,154 + 0,356 X_1 + 0,226 X_2 + 0,498 X_3$

1. Constant a is 0.154, meaning that if Work Experience, Education Level, and Work Discipline are zero, then the value of Employee Work Productivity is 0.154.
2. The b1 constant is 0.356 where the regression coefficient is positive which means that if the Education Level and Work Discipline is zero, then the employee's work productivity will increase which is added by the increase in the value of work experience multiplied by 0.356.
3. The b2 constant is 0.226, where the regression coefficient is positive which means that if Work Experience and Work Discipline are zero, then employee work productivity will increase, which is added by the increase in the value of education level multiplied by 0.226.
4. The b3 constant is 0.498, where the regression coefficient is positive which means that if the work experience and education level are zero, then the Employee Work Productivity will increase, which is added by the increase in the value of work discipline multiplied by 0.498.

Coefficient Determination Analysis

This analysis is used to determine the amount of contribution or contribution of Work Experience, Education Level, and Work Discipline simultaneously to Employee Work Productivity expressed in percentages.

The magnitude of the influence given to Y is shown in the following table:

Model Summary[b]				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.641[a]	.411	.396	.241736257763752

From the table above, it can be seen that the R value obtained is 0.641 or equal to 64.1%; based on Guilford's criteria; the value is located in the Strong category. While the determination value $D = R^2 \times 100\%$ = 0.411 x 100% = 41.1%. This means that the amount of contribution or contribution of the influence between Work Experience, Education Level, and Work Discipline on Employee Work Productivity is 41.1% while the remaining 58.9% is contributed by other variables outside of Work Experience, Education Level, and Work Discipline that are not discussed in this study.

T test

In this study, to find out the results of the study partially, it is necessary to use the t-test so that it will be known whether the variable is partially independent whether or not it has a significant effect on the dependent variable (Elvera, 2021)

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Value t1 calculation 5.361> 1.981 So it can be concluded that Work Experience partially has a positive significance on Employee Work Productivity. The t2 value is calculated 3.622 > 1.981 So it can be concluded that the Level of Education partially has a positive significance on Employee Work Productivity. The t3 value is calculated as 6.498 > 1.981. So it can be concluded that Work Discipline partially has a positive significance on Employee Work Productivity.

Test F

In this study, the F test was used to determine the significant level of influence of independent variables together (simultaneously) on dependent variables. The F test can be seen in the table below:

ANOVA[a]					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	4.651	3	1.550	26.528	<.001[b]
Residual	6.662	114	.058		
Total	11.312	117			
a. Dependent Variable: Employee work productivity (Y)					
b. Predictors: (Constant), Work Discipline (X3), Education Level (X2), Work Experience (X1)					

The F value is calculated as 26.528 > 2.68 which means that the test results provide a statistical value of F that is large enough to obtain a very real significance value. The F score obtained was 26.528 with a significant score of <0.000

The Influence of Work Experience on Employee Work Productivity

Based on the findings of this study, work experience can theoretically increase employee work productivity. Work experience is the length of time employees work in the workplace from the time they are accepted at the workplace until now. In other words, work experience is very important for employees and companies. Work experience is needed to increase the effectiveness of human resources in the company, the goal is to get effective work results and increase work productivity for the employees themselves. Work experience is the main foundation that determines the competitiveness and career development of employees.

The Influence of Education Level on Employee Work Productivity

The study about the level of education have a positive effect on employee work productivity according to the theory of education level as something related to increasing general understanding and knowledge of our environment as a whole. The level of education or learning is an action that is strongly possessed by employees as a measure of mastery, skills, knowledge, and attitudes that will result in relative and permanent changes in shaping work behavior.

The Effect of Work Discipline on Employee Work Productivity

The study about work discipline have a positive effect on employee work productivity. Work discipline is a bridge between goals and achievements. Work discipline is a regulation or policy that develops in employees that causes employees to be able to voluntarily adjust to the decisions, regulations, and high values of their work and behavior. An intelligent employee without discipline may be able to produce great work once in a while, but a disciplined employee will produce quality work consistently. Without discipline, an employee's potential and expertise will not yield maximum results.

IV. CONCLUSION

Work Experience (X1) had a positive and significant effect with a value of 0.356 and a significant of 5.361> 1.981 on employee work productivity. So it can be concluded that Work Experience has a positive and significant effect on Employee Work Productivity in the business division of Perumda BPR Bank

Sumedang. Education Level (X2) had a positive and significant effect with a value of 0.226 and a significant effect of 3.622 > 1.981 on Employee Work Productivity. So it can be concluded that the Level of Education has a positive and significant effect on Employee Work Productivity. Work Discipline (X3) had a positive and significant effect with a value of 0.498 and a significant effect of 6.498 > 1.981 on employee work productivity. So it can be concluded that Work Discipline has a positive and significant impact on employee work productivity in the business division of Perumda BPR Bank Sumedang.For further research, it is recommended to develop a research model by adding other variables that have the potential to affect employee work productivity, such as leadership style, work environment, and compensation so that future research can be more relevant. Advanced research can also use a qualitative approach or expand the research object to other industrial sectors with different work system characteristics to obtain a more comprehensive generalization of research results

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