



Effect of Motivation and Work Experience on Employee Performance at PT. Raja Sakti Bandung

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Abstract:

This study aims to determine the effect of motivation and work experience on employee performance at PT. The Sakti King in Bandung. The method used is *explanatory research* with analytical techniques using statistical analysis with regression, correlation, determination and hypothesis testing. The results of this study that motivation has a significant effect on employee performance by 44.7%, hypothesis testing is obtained $t_{count} > t_{table}$ or $(8.894 > 1.984)$. Work experience has a significant effect on employee performance by 38.1%, hypothesis testing is obtained $t_{count} > t_{table}$ or $(7,767 > 1,984)$. Motivation and work experience simultaneously have a significant effect on employee performance with the regression equation $Y = 10.207 + 0.409X_1 + 0.345X_2$ and the contribution of influence is 51.8%, hypothesis testing is obtained $F_{count} > F_{table}$ or $(52.134 > 2,700)$.

Keywords: *Motivation, Work Experience, Employee Performance*

INTRODUCTION

In a company's operating system, 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 to the success of a company is not only the superiority of technology and the availability of funds. But the human factor is also an important factor.

Through careful human resource planning, the work performance of the existing workforce can be improved. This can be realized through adjustments. Such as increased motivation, experience and good work discipline. So that every employee can provide maximum performance for the company or organization.

Motivation and work experience and supported by employee discipline can also support the success of a company in achieving its goals. Because through the existence of these 3 factors, it will provide impetus for increasing the level of work performance which will later affect high performance so as to support the success of the company. Conversely, if the performance decreases, of course, it will trigger a decrease in the level of work performance and will hinder the company in achieving its goals.

Therefore, the development of Human Resources is increasingly important. This is considering that companies that employ Human Resources want good results and benefits and can keep up with changes and developments that occur within the company. Motivation, experience and work discipline are things that play an important role in increasing work effectiveness. Because people who have high motivation, experience and work discipline will try their best so that their work can be as successful as possible, and will shape their own performance and of course will improve work performance (Moekijat, 1999)

PT. Raja Sakti as one of the distributors of Yamaha motorcycles that also provides after-sales services has set several efforts aimed at motivating the work of employees 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, guaranteed meals, recreation, places of worship, holiday allowances, salaries, bonuses, overtime pay and so on. All of this is given by the company so that all employees who work in it are truly guaranteed and can create a good motivation to achieve a good level of performance as well.

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. Raja Sakti also prioritizes company discipline by implementing general regulations for all employees as well as 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 using the method formulated by the company's management.

LITERATURE REVIEW

1. Motivation

According to Sunyoto (2020), motivation talks about how to encourage one's work spirit, so that they want to work by providing their abilities and expertise optimally in order to achieve organizational goals. Motivation is important because with motivation it is expected that every employee will work hard and be enthusiastic to achieve high work productivity. A person's behavior is influenced and stimulated by desires, fulfillment of needs and goals and satisfaction. Stimuli arise from within and from outside. This stimulus will create an impetus for someone to carry out activities.

2. Work Experience

According to Sutrisno (2016) defines "work experience is a person's ability to carry out all his duties and obligations based on his experience in one or the field of work"

3. Employee Performance Employee

Performance must be planned on an ongoing basis, because improving employee performance is not an instant event but requires a well-organized planning and action for a

certain period of time. According to Mangkunegara (2019: 75) the notion of performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

RESEARCH METHODS

The population in this study amounted to 100 respondents PT. The Sakti King in Bandung. The sample in this study amounted to 100 respondents. The type of research used is associative, where the aim is to determine the effect of the independent variables on the dependent variable either partially or simultaneously. In analyzing the data used instrument test, classical assumption test, regression, coefficient of determination and hypothesis testing.

RESEARCH RESULTS

1. 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 1. Results of Analisis Analisis *Descriptive Statistics*

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Motivation (X1)	100	31	48	37.86	3.985
Work experience (X2)	100	31	44	38.14	3.408
Employee Performance (Y)	100	32	46	38.86	3.505
Valid N (listwise)	100				

Motivation obtained a *variance* minimum of 31 and a *maximum variance* of 48 with a *mean score* of 3.786 with a standard deviation of 3.985.

Work experience obtained a *variance* minimum of 31 and a *maximum variance* of 44 with a *mean score* of 3.814 with a standard deviation of 3.408.

Employee performance obtained a *variance* minimum of 32 and a *maximum variance* of 46 with a *mean score* of 3.886 with a standard deviation of 3.505.

2. 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

This regression test is intended to determine changes in the dependent variable if the independent variable changes. The test results are as follows:

Table 2. Multiple Linear Regression Test Results

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		

1	(Constant)	10.207	2902	3518	.001
	motivation	.409	.078		(X1)
		.465	5,252	.000	
	Work experience	.345		3,791	(X2)
		.091	.336	.000	

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the regression equation $Y = 10.207 + 0.409X_1 + 0.345X_2$. From these equations it is explained as follows:

- 1) A constant of 10.207 means that if there is no motivation and work experience, then there is an employee performance value of 10.207 points.
- 2) The motivation regression coefficient is 0.409, this number is positive, meaning that every time there is an increase in motivation of 0.409, the employee's performance will also increase by 0.409 points.
- 3) The regression coefficient of work experience is 0.345, this number is positive, meaning that every time there is an increase in work experience of 0.345, the employee's performance will also increase by 0.345 points.

b. Correlation Coefficient Analysis Correlation

coefficient analysis is intended to determine the strength of the relationship between the independent variables and the dependent variable either partially or simultaneously. The test results are as follows:

Table 3. Results of Testing the Correlation Coefficient of Motivation on Employee Performance.

Correlations ^b			
		Motivation (X1)	Kinerjs Employees (Y)
motivation (X1)	Pearson Correlation	1	.668**
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.668**	1
	Sig. (2-tailed)	.000	

** Correlation is significant at the 0.01 level (2-tailed).

b. Listwise N=100

Based on the test results obtained a correlation value of 0.668 means that motivation has a strong relationship to employee performance.

Table 4. Results of Testing the Correlation Coefficient of Work Experience on Employee Performance.

Correlations ^b			
		Work Experience (X2)	Employee Performance (Y)
Work Experience (X2)	Pearson Correlation	1	.617**
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.617**	1
	Sig. (2-tailed)	.000	

** . Correlation is significant at the 0.01 level (2-tailed).

b. Listwise N=100

Based on the test results obtained a correlation value of 0.617, meaning that work experience has a strong relationship to employee performance.

Table 5. 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	.720 ^a	.518	.508	2458

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

Based on the test results obtained a correlation value of 0.720 means that motivation and work experience simultaneously have a strong relationship to employee performance.

c. Coefficient of Determination Analysis The

analysis of the coefficient of determination is intended to determine the percentage of the influence of the independent variable on the dependent variable either partially or simultaneously. The test results are as follows:

Table 6. Testing Results of the Coefficient of Determination of Motivation on Employee Performance.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.668 ^a	.447	.441	2,620

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

Based on the test results obtained the value of determination of 0.447 means that motivation has a contribution of 44.7% influence on employee performance.

Table 7. 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	.617 ^a	.381	.375	2,771

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

Based on the test results obtained a determination value of 0.381, meaning that work experience has a contribution of 38.1% influence on employee performance.

Table 8. 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	.720 ^a	.518	.508	2458

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

Based on the test results obtained a determination value of 0.518 meaning that motivation and work experience simultaneously have a contribution of 51.8% influence on employee performance, while the remaining 48.2% influenced by other factors.

d. Hypothesis

Testing Partial hypothesis testing (t test)

Hypothesis testing with 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.

Table 9. Results of Motivation Hypothesis Testing on Employee Performance.

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	16,606	2,516		6,601	.000
	Motivation (X1)	.588	.066	.668	8,894	.000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the value of t count > t table or (8.894 > 1.984), thus the first hypothesis proposed that there is a significant effect of motivation on employee performance is accepted.

Table 10. Hypothesis Test Results Work Experience on Employee Performance.

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14,652	3.129		4,682	.000
	Work experience (X2)	.635	.082	.617	7,767	.000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the value of t count > t table or (7.767 > 1.984), thus the second hypothesis proposed that there is a significant effect of work experience on employee performance is accepted.

Simultaneous Hypothesis Testing (F Test)

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.

Table 11. Hypothesis Test Results of Motivation and Work Experience on Employee Performance.

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	629,974	2	314,987	52,134	.000 ^b
	Residual	586,066	97	6,042		
	Total	1216,040	99			

a. Dependent Variable: Employee Performance (Y)

b. Predictors: (Constant), Work experience (X2), Motivation (X1)

Based on the test results in the table above, the calculated F value > F table or (52,134 > 2,700), thus the third hypothesis is proposed that there is a significant influence on motivation and work experience on employee performance is accepted.

DISCUSSION

1. The Effect of Motivation on Employee Performance

Motivation has a significant effect on employee performance with a correlation of 0.668 or has a strong relationship with a contribution of 44.7%. Testing the hypothesis obtained the

value of t count $>$ t table or ($8.894 > 1.984$). Thus the first hypothesis proposed that there is a significant effect between motivation on employee performance is accepted.

2. The Effect of Work Experience on Employee Performance

Work experience has a significant effect on employee performance with a correlation of 0.617 or has a strong relationship with a contribution of 38.1% influence. Testing the hypothesis obtained the value of t arithmetic $>$ t table or ($7.767 > 1.984$). Thus the second hypothesis proposed that there is a significant effect between work experience on employee performance is accepted.

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

Motivation and work experience have a significant effect on employee performance with the regression equation $Y = 10.207 + 0.409X_1 + 0.345X_2$, the correlation value is 0.720 or has a strong relationship with the influence contribution of 51.8% while the rest of 48.2% influenced by other factors. Hypothesis testing is obtained by the calculated F value $>$ F table or ($52.134 > 2.700$). Thus the third hypothesis proposed that there is a significant effect between motivation and work experience on employee performance is accepted.

CONCLUSIONS AND SUGGESTIONS

1. Conclusion

- a. Motivation has a significant effect on employee performance with an influence contribution of 44.7%. Hypothesis test obtained value of t count $>$ t table or ($8.894 > 1.984$).
- b. Work experience has a significant effect on employee performance with a contribution of 38.1%. Hypothesis test obtained value of t count $>$ t table or ($7,767 > 1,984$).
- c. Motivation and work experience have a significant effect on employee performance with a contribution of 51.8% influence while the remaining 48.2% is influenced by other factors. Hypothesis testing is obtained by the calculated F value $>$ F table or ($52.134 > 2.700$).

2. Suggestion

- a. company must always give proper enthusiasm and appreciation to ensure employees have high morale.
- b. In selecting future employees, companies must really look for the right people and have the appropriate abilities.
- c. Employee performance can be improved by empowering employees by enforcing good regulations and providing more intense work experience.

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