

Employee Performance is Assessed from Experience, Work Period, Training and Education Level

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ABSTRACT

The purpose of this study was to determine whether there is a significant influence between the variables of experience, length of service, training, and education level on employee performance at the Surakarta City Food Security and Agriculture Agency. This research method used a quantitative descriptive research design. The population of employees working at the Surakarta City Food Security and Agriculture Agency was 94 people. The sampling technique used in this study was purposive sampling, with 54 respondents. Data collection used a questionnaire. The data analysis technique used was statistical analysis, namely multiple linear regression, processed using SPSS software. Based on the results of the hypothesis testing and the discussion, it can be concluded that experience has a positive and significant effect on employee performance at the Surakarta City Food and Agriculture Security Agency. Length of service has a positive and significant effect on employee performance at the Surakarta City Food and Agriculture Security Agency. Training has a positive and significant effect on employee performance at the Surakarta City Food and Agriculture Security Agency. Education level has a positive and significant effect on employee performance at the Surakarta City Food and Agriculture Security Agency.

Keywords : employee performance, experience, length of service, training, education level.

INTRODUCTION

The rapid advancement of technology and science today has made the role of human resources within an organization a crucial element in implementing work processes and achieving organizational goals. Organizations can be companies or agencies. Maximizing the role of human resources will enable the achievement of desired goals, in addition to support from other resources.

Human resources are a crucial component of an agency's operations. Human resources must be well-managed to ensure that work results in planned output, as they are key to achieving an agency's goals and success. Therefore, achieving these goals requires highly performing employees (Yusman et al., 2021). To obtain optimal human resources and sustain an organization, employee performance must be improved to achieve organizational goals. As the quality of human resources improves, it is expected that employees will be able to improve their performance.

Employee performance is a key factor in the successful execution of tasks. Performance is the work results, both in terms of quality and quantity, achieved by employees in carrying out their duties.

their duties in accordance with the responsibilities given by the organization, and the results of their work are adjusted to the work results expected by the organization, through the criteria or standards of employee performance that apply in the organization (Yasin et al., 2021). Performance is the result of work that has been

done by a person in carrying out the tasks assigned to him according to his responsibilities, which is based on experience, skills and excellence as well as time that has been done well (Readi and Sedyatuti, 2023).

Organizations sometimes demand high performance from their employees while ignoring the factors that influence it. However, these factors also require attention to improve employee performance. If the factors influencing employee performance are properly managed and addressed, they will have a positive impact on employee performance and organizational goals. Factors that influence employee performance include experience, tenure, training, and education level.

Work experience influences employee performance. Work experience is linked to an employee's ability and competence in carrying out assigned tasks. Work experience not only monitors skills, expertise, and abilities, but can also be seen from a person's experience or length of time working at an agency. The more experience a person gains, the more competent they will be in carrying out their work.

The level of experience can be measured by assessing the level of knowledge and skills possessed by employees. Adequate experience enhances skill capabilities. Work experience can improve employee performance (Nurmega, 2022). Work experience impacts performance, consistent with research findings (Yasin et al., 2021), which found that work experience has a positive and significant effect on employee performance at the Soppeng Regency Education Office.

Employee performance can also be determined by tenure. Tenure indicates how long someone has worked in each job or position. Therefore, tenure is determined by the time span. An employee's tenure is determined by the time they started working until the current employment period (Jayanti and Dewi, 2021). Ideally, the longer someone works, the better their work skills and the more fluent their mastery of their work. Tenure is one tool that can influence an employee's performance. Tenure affects employee performance, as evidenced by research (Supriyatna, 2020), which found that tenure has a positive and significant effect on employee performance at PT Prima Makmur Rotokemindo.

Employee performance is also greatly determined by training. Training is an ongoing activity, due to the development of knowledge that increases technological progress, thus necessitating it.

An employee follows the flow of these developments, so that by improving their skills through role training, employees become more creative and active in achieving company goals effectively and efficiently (Readi and Sedyastuti, 2023). Training attended by employees will improve employee performance. Training provides new knowledge, experience, and skills for employees to carry out their work duties as needed. Research (Putri and Astuti, 2022) shows that job training has a positive effect on employee performance at Perum Damri Yogyakarta Branch Office.

Employee performance is also determined by educational attainment. Educational attainment significantly impacts job placement, as employees with higher education tend to be highly intelligent. They are also better able to grasp new concepts when faced with various situations. Higher education can also influence

changes in employees' attitudes and daily lifestyles, unlike those of employees with lower educational backgrounds. Therefore, individuals with higher education tend to exhibit high levels of work creativity (Putri et al., 2024). Educational attainment impacts performance, consistent with research (Damayanti et al., 2024) that found educational attainment has a positive and significant impact on employee performance at PT. Entrepreneur Multi Technology.

The Surakarta City Food and Agriculture Security Service consists of the Secretariat, Food Security Division, Agriculture and Fisheries Division, Veterinary Division, UPTD Various Fisheries Businesses and UPTD Slaughterhouse and Animal Health Center have the main task of organizing government affairs in the fields of food, agriculture, maritime affairs and fisheries. Based on Law Number 23 of 2014 concerning Regional Government, the authority for agricultural affairs related to the duties and functions of the Surakarta City Food and Agriculture Security Service in government affairs in the field of food security, veterinary affairs, agriculture and fisheries affairs. In carrying out these duties and authorities, competent, skilled and reliable employees are required to work so that maximum performance is achieved.

Given the diversity of previous research findings on the relationship between variables, this study re-examines the influence of experience, length of service, training, and education level on performance. The study was conducted on employees of the Surakarta City Food Security and Agriculture Service.

RESEARCH METHODS

This study uses a quantitative descriptive approach. This study was used to see the effect of experience, length of service, training and education level on employee performance at the Food Security and Agriculture Service of Surakarta City by collecting data using questionnaires, observation and documentation. The study was conducted at the Food Security and Agriculture Service, Jl. Yap Tjwan Bing (Jagalan) No. 26 Jebres, Surakarta for 4 months, starting from May - August 2025, starting from observation to the preparation of data results and research conclusions. The determination of the research schedule took into account that during that period there were no employee mutations within the Surakarta City Government. The population in this study were 94 employees of the Food Security and Agriculture Service of Surakarta City. The sample taken in this study was 54 employees of the Food Security and Agriculture Service of Surakarta City. In this study, a purposive sampling approach will be used. The sample used was the employees of the Surakarta City Food and Agriculture Security Service who met the criteria of employees being State Civil Apparatus (ASN) and having a minimum of 1 (one) year of service at the Surakarta City Food and Agriculture Security Service. In this study, two variables were used, namely the independent variable and the dependent variable. Independent Variables (Independent Variable): experience (X1), length of service (X2), training (X3), and education level (X4). Dependent variable: employee performance (Y). The collected data were processed using multiple linear regression analysis tools.

RESULTS AND DISCUSSION

Table 1 Multiple Linear Regression Results

Variables	Regression coefficient	t statistics	Sig. t
Constant	-0.377		
Experience	0.238	2,717	0.009
Years of service	0.296	3,356	0.002
Training	0.258	2,296	0.026
Level of education	0.224	2,414	0.020
R square	0.566		
F statistic	15,978		
Sig. F	0,000		

Source: Processed primary data, 2024

Based on calculations using the SPSS 26 for Windows program, the results for the values a, b1, b2, b3 and b4 are as follows.

$$Y = -0.377 + 0.238 X1 + 0.296 X2 + 0.258 X3 + 0.224$$

From this equation it can be explained that:

1. Constant (α) = -0.377
This means that if the value of the constant (α) = -0.377 while the variables of experience, length of service, training and education level are considered constant or equal to zero, then the employee performance variable is -0.377 and shows a negative result.
2. Experience coefficient (β_1)= 0.238
Regression coefficient of experience variable of 0.238. This means that if the experience variable increases, while the variables of length of service, training and level of education are assumed to have constant values in the regression model, then employee performance will increase by 0.238 and show positive results.
3. Coefficient of working period (β_2) = 0.296
Regression coefficient of work period variable of 0.296. This means that if the work period variable increases, while the experience, training and education level variables are assumed to have a constant value in the regression model, then employee performance will increase by 0.296 and show positive results.
4. Training coefficient (β_3) = 0.258
Regression coefficient of training variables of 0.258. This means that if the training variable increases, while the variables of experience, length of service and level of education are assumed to have constant values from the regression model, then employee performance will increase by 0.258 and show positive results.

5. Education level coefficient (β_4) = 0.224
Regression coefficient of education level variable of 0.224. This means that if the education level variable increases, while the experience, length of service and training variables are assumed to have a constant value in the regression model, then employee performance will increase by 0.224 and show positive results.

Model Accuracy Test

F test

From the results of the model feasibility test, $F_{count} > F_{table}$ of $15.978 > 2.561$ and a significance level of 0.000 (less than 0.05) thus H_0 is rejected and H_a is accepted, it can be concluded that experience, length of service, training and level of education have a simultaneous effect on employee performance. Thus, the hypothesis is accepted which states that experience, length of service, training and level of education simultaneously have a significant effect on employee performance at the Food Security and Agriculture Service of Surakarta City.

Coefficient of Determination Test (R²)

The adjusted R square value obtained was 0.566, which means that the variables of experience, length of service, training and education level contributed 56.6% to employee performance, while the remaining 43.4% was influenced by other variables.

Hypothesis Test (t-Test)

1. The influence of experience on employee performance at the Food Security and Agriculture Service of Surakarta City

Based on the tests presented in Table 1, experience significantly influences employee performance. These results demonstrate that longer experience leads to significant improvements in employee performance. This research aligns with previous research conducted by Nurmege (2022) and Jano et al. (2023), which found that experience has a positive and significant effect on employee performance.

Work experience provides a deeper understanding. The more work experience a person has, the greater the knowledge, skills, and abilities they acquire to solve work problems, complete tasks more efficiently and with higher quality, and increase employee confidence in carrying out their work duties, ultimately improving their performance.

2. The influence of length of service on employee performance at the Surakarta City Food Security and Agriculture Service

Based on the tests presented in Table 1, it is clear that tenure significantly influences employee performance. These results demonstrate that longer tenure results in a significant improvement in employee performance. This research aligns with previous research conducted by Supriyatna (2020);

Jayanti and Dewi (2021), which found that tenure significantly influences employee performance.

Tenure is one factor that influences employee performance. Longer tenure means greater experience in dealing with various work situations, both those that hinder and facilitate work. Longer tenure also improves employees' skills and expertise in completing tasks. Furthermore, employees develop a better understanding of the organization's goals and objectives, which helps them work more effectively, thus achieving improved performance.

3. The effect of training on employee performance at the Surakarta City Food Security and Agriculture Service

Based on the tests presented in Table 1, training significantly impacts employee performance. These results demonstrate that longer tenure leads to significant improvements in employee performance. This research aligns with previous research by Yusman et al. (2021) and Safitri et al. (2024) that found training to have a positive and significant impact on employee performance.

Participating in both technical and non-technical training helps improve employee skills and expertise by developing new knowledge and skills acquired during the training. This can increase employee motivation and the achievement of desired goals. Attending training is a significant investment that helps employees perform better, contribute more optimally, and develop their careers, thus improving employee performance.

4. The influence of education level on employee performance at the Surakarta City Food Security and Agriculture Service

Based on the tests presented in Table 1, it is shown that training significantly impacts employee performance. These results demonstrate that the longer the tenure, the more significant the improvement in employee performance. This research aligns with previous research conducted by Damayanti et al. (2024) and Putri et al. (2024) that found that education level significantly impacts employee performance.

Background of employee education level in The Surakarta City Food Security and Agriculture Service, in accordance with the organization's core duties and functions, offers diplomas and bachelor's degrees in agriculture, animal husbandry, animal health, and fisheries. A higher level of education means broader knowledge and skills, which can enhance employees' ability to work productively. An educational background that aligns with the job can help employees understand and perform their duties more effectively. This level of education also helps employees develop themselves, enabling them to adapt to organizational development and improve their performance.

Discussion of Results

1. The influence of experience on employee performance at the Food Security and Agriculture Service of Surakarta City

Based on the tests presented in Table IV.8, experience significantly influences employee performance. These results demonstrate that longer experience leads to significant improvements in employee performance. This research aligns with previous research conducted by Nurmega (2022) and Jano et al. (2023), which found that experience has a positive and significant effect on employee performance.

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CONCLUSION AND SUGGESTIONS

Experience, length of service, training, and education level have a positive and significant influence on employee performance at the Surakarta City Food Security and Agriculture Service. The regression equation concludes that the most dominant factor influencing employee performance is length of service. The coefficient of determination is 0.566 or 56.6%, which means the variables of experience, length of service, training and level of education contribute 56.6% to employee performance, while the remaining 43.4% is influenced by other variables.

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