



The Impact of Ability and Work Experience on Employee Performance at PT. Petrokopindo Cipta Selaras

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ABSTRACT

The purpose of this study is to determine the effect of ability and work experience on employee performance at PT Petrokopindo Cipta Selaras. The population in this study were all employees of PT Petrokopindo Cipta Selaras, a total of 197 employees. By using the slovin formula, the number of samples used in this study were 66 respondents from 5 divisions. Sampling using probability sampling technique, using proportional random sampling method. The research method used in this study was interviews and questionnaires. Data analysis used Partial Least Square (PLS) with an ordinal measurement scale via a Likert scale. The research results show that; (1) ability has an impact on employee performance (2) experience has no impact on employee performance because the company's targets have been met but not followed by the results of good performance appraisal indicators

INTRODUCTION

The success of the company is not far from the role of human resources involved in it. Given the importance of human resources in the current global era, companies must improve the quality of human resources as one of their goals. Employees are expected to work better through improving the quality of human resources (Basyit et al., 2020). According to Olpia Ula (2022) performance is the result of work that can be achieved by a person or group of people in an organization, in order to achieve organizational goals. Performance can be seen as the level of achievement of organizational goals as well as the level of success.

The object in this research is PT. Petrokopindo Cipta Selaras Gresik which is a company engaged in the service sector as a provider of logistics facilities and other services with the motto "Logistics Facility Solutions". Based on the survey results in PT. Petrokopindo Cipta Selaras Gresik, which is being faced with the problem of employee performance appraisal results which tend to decline in the last 3 (three) years. The data is obtained from the results of employee performance appraisals which are carried out on a scheduled basis using the application. This is evidenced in 2020, employees who received an A (very good) score reached 75.37%, which means that this year the company still has employees who are performing well. In 2021, the company began to experience a decline in its A value (very good) down to 68.02%. then in 2022, employee performance again decreased, namely the value of A (very good) to 64.98%. A decrease in performance should not occur because it can impact losses on the company, for this reason the existing problems must be known.

Based on survey results at PT. Petrokopindo Cipta Selaras Gresik indicated that there were problems related to the work ability of the employees who were not in line with the company's expectations, namely employees who still lacked knowledge of computer operation and skills in their field of work which resulted in employees being passive. The lack of ability possessed by employees results in a decrease in employee performance at PT. Petrokopindo Cipta Selaras. Based on research conducted by Nanda Ernanto & Kustini (2022) The performance of employees in an organization is determined by their ability to work. There is no denying that the effectiveness of an organization depends on how well its employees do their jobs.

In addition to work ability, problems that affect employee performance at PT. Petrokopindo Cipta Selaras Gresik Another factor is work experience. it can be concluded that the work experience possessed by employees at PT. Petrokopindo Cipta Selaras Gresik is considered low because it is still dominated by employees with a working period of 1-4 years, namely 45.18%. Meanwhile, only 7.1% of employees who have worked for more than 20 years are considered senior in the company. The lack of work experience possessed by employees results in a lack of knowledge and skills in mastering work and equipment. According to Sudijono (in Halimah & Sudigdo, 2022) work experience is seniority or "length of service" or tenure is a period of how long an employee contributes to the company. the longer someone does the job, the more experience the employee will have (Umiarti et al, 2022).

Based on the problems above, the purpose of this study is to determine the effect of work ability and work experience on employee performance at PT. Petrokopindo Cipta Selaras Gresik.

LITERATURE REVIEW

Work Ability

Work ability basically affects the work results achieved by individuals in the company. This is intended so that the physical and psychological conditions can support and be represented in a working capacity that includes various potentials including talents and other potentials (Wulandari, 2019). According to Irawan (in Lubis et al., 2022) Ability is a person's ability to do his job. The greater the employee's position in the company, the higher their brain capacity than their physical ability.

According to Raharjo (in Jayanti & Dewi, 2021) indicators of work ability include: 1) Knowledge; 2) Training, 3) Skills, 4) Ability to work

Work Experience

According to Jumawan (2021) The type of work a person has done can be determined by his work history and this can be a good opportunity for a person to improve his job. There are two types of work experience, namely direct experience and indirect experience. According to Siagian (in Hadi & Kadarni, 2018) Direct experience is experience gained by someone who has worked in an organization and then because of something is required to leave or move to another organization. Meanwhile, indirect experience is the experience gained when someone only knows events in an organization, but is not a member of that organization.

According to Fooster (in Hadi & Kadarni, 2018) indicators of work experience include: 1) Working period, 2) Mastery of work and equipment, 3) Ready to face problems

Employee Performance

Employee performance measures how successful a company is in implementing an initiative or policy plan to realize the company's goals, objectives and vision set through strategic planning. According to Setyadi et al., (2022) performance is the result achieved by employees, both quality and quality, after completing their obligations and responsibilities within a certain period of time. Meanwhile, according to Kasmir (in Eka Wijaya & Fauji, 2021) Performance is the result of work and activities that are completed by completing assigned tasks and responsibilities within a certain time.

According to Robbins (in Akbar, 2018) employee performance indicators are as follows: 1) Quality of work, 2) Quantity, 3) Timeliness

METHODOLOGY

This research method uses quantitative methods. The population in this study were all employees of PT Petrokopindo Cipta Selaras totaling 197 employees and consisting of 5 divisions namely the internal audit division, the logistics facilities division, the project and development division, the finance and procurement division, and the HR, General and K3 division. This study uses the slovin formula in determining the number of samples. This study also used a probability sampling technique using the proportional random sampling method. It was obtained as many as 66 employees with divisional divisions, including 1 respondent from the internal audit division, 33 respondents from the logistics facilities division, 9 respondents from the project and development division, 10 respondents from finance and procurement division, as well as 13 respondents from the HR, general and K3 divisions. Variable measurements in this study used an ordinal measurement scale through a Likert scale with data scale on measurements starting from numbers 1 to 5. Determining data collection techniques using interviews and questionnaires by distributing questionnaires containing statements or questions directly to respondents. The data analysis technique in this study was Partial Least Square (PLS).

RESULT

Based on the questionnaire distributed by the researcher, data on the characteristics of the respondents in this study were obtained which consisted of division, age, gender, education, and years of service. The results stated that 50% of the 66 respondents were dominated by employees aged between 31-40 years, there were 41 employees with a percentage of 62.1% who were male respondents, there were employees with high school/vocational high school graduates/equivalent namely as many as 45 employees with a percentage of 68.2%, and the number of respondents with a working period of 1-4 years is still high, namely 43.9%.

Table 1. Outer Loadings (Mean, STDEV, T-Values)

	Original Sample (O)	Sample Means (M)	Standard Deviation (STDEV)	Standard Error (STERR)	T Statistics (O/STERR)
X1.1 <- Workability	0.907340	0.923988	0.026438	0.026438	34.319186
X1.2 <- Workability	0.917579	0.916747	0.018874	0.018874	48.615303
X1.3 <- Workability	0.912911	0.911620	0.016649	0.016649	54.832239
X1.4 <- Workability	0.868871	0.867817	0.025015	0.025015	34.733341

X2.1 <- Work Experience	0.766351	0.495749	0.409016	0.409016	1.873646
X2.2 <- Work Experience	0.622260	0.404691	0.381852	0.381852	1.629583
X2.3 <- Work Experience	-0.249555	- 0.089298	0.563468	0.563468	0.442891
Y1 <- Employee Performance	0.800859	0.651064	0.388144	0.388144	2.063302
Y2 <- Employee Performance	0.404726	0.355193	0.340024	0.340024	1.190290
Y3 <- Employee Performance	0.804970	0.595580	0.382626	0.382626	2.103805

Source: Processed Data Results

Based on the outer loading table above, all reflective indicators on the work ability and work experience variables as well as employee performance variables, show factor loading (original sample) greater than 0.50 and or significant (T-statistic value is more than Z value $\alpha = 0.05$ (5%) = 1.96), thus the estimation results of all indicators meet Convergent validity or good validity.

Table 2. Average Variance Extracted (AVE)

	AVE
Work ability	0.800994
Work experience	0.345593
Employee performance	0.584385

Source: Processed Data Results

AVE test results for the Work Ability variable of 0.800994 and Employee Performance of 0.584385, the two variables show a value greater than 0.5, while the Work Experience variable of 0.345593 indicates a value less than 0.5 so overall the variables in the study this can be said to have good validity except for the Work Experience variable.

Table 3. Composite Reliability

	Composite Reliability
Work ability	0.923498
Work experience	0.397909
Employee performance	0.723243

Source: Processed Data Results

The results of the Composite Reliability test show that the Work Experience variable is 0.397909, shows a Composite Reliability value below 0.70 so that it can be said that the variables in this study are less reliable. The results of the Composite Reliability test show that the Work Ability variable is 0.923498 and the employee performance variable is 0.723243 these variables show Composite Reliability values above 0.70 so that it can be said that these variables in this study are reliable.

Table 4. R-Square

	R Square
Work ability	
Work experience	
Employee performance	0.42988

Source: Processed Data Results

The value of $R^2 = 0.42988$ It can be interpreted that the model is able to explain the phenomenon of Employee Performance which is influenced by independent variables including Work Ability, Work Experience variance of 42.98%. While the remaining 57.02% is explained by other variables outside of this study (other than work ability, work experience).

Table 5. Path Coefficients (Mean, STDEV T-Values)

	Original Sample (O)	Sample Means (M)	Standard Deviation (STDEV)	Standard Error (STERR)	T Statistics (O/STERR)	P-Value
Workability - > Employee Performance	0.584428	0.590710	0.099470	5.875394	5.875394	0.001
Work Experience - > Employee Performance	0.216040	0.239211	0.160383	0.160383	1.347022	0.164

Source: Processed Data Results

Based on table 5 above, it can be concluded that the hypothesis states that:

1. Work ability has a positive effect on employee performance is acceptable, with a path coefficient of 0.584428, and a T-statistic value of 5.875394 greater than the value of $Z \alpha = 0.05$ (5%) = 1.96, then it is **significant**
2. Work experience has a positive effect on employee performance which is acceptable, with a path coefficient of 0.216040, and a T-statistic value of 1.347022 which is smaller than the Z value $\alpha = 0.05$ (5%) = 1.96, so it is **not significant**

The results of this study can be described by the PLS measurement model as follows :

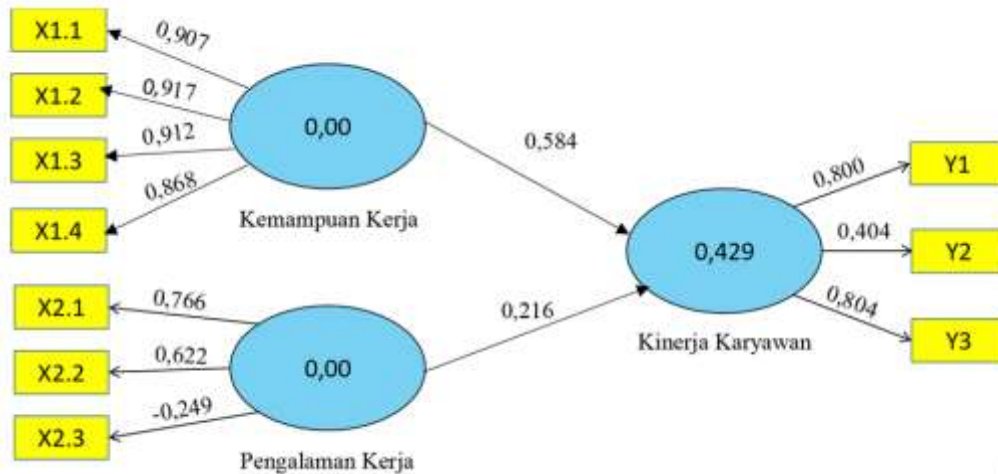


Figure 1. The PLS Measurement Model
 Source: Processed Data Results, Output Smart PLS

DISCUSSION

Effect of Work Ability on Employee Performance

Based on the results of data processing, it shows that the variable work ability (X1) has an influence on employee performance. These results are in line with research DMC Budi Damayanti and Trinasari (2020) who say that Capability has a key role in separating high achieving employees from low performing ones. To improve performance, every company needs to pay attention to one's work talent. This research is also in line with research conducted by Sugeng Megawardana, Chamariyah, and Subijanto (2020) and Komang Nonik Jayanti and Komang Trisna Sari Dewi (2021) showing how work competence significantly influences employee success. Therefore, it can be claimed that this research supports previous research.

The results of this study can explain the problems that occur at PT. Petrokopindo Cipta Selaras where This can be seen from employees who still lack knowledge of computer operation and skills in their field of work. This is because employees who lack the ability to master the field of work. The low work ability of these employees causes employee performance to also decrease.

The description of work ability can be drawn a conclusion that the second indicator, namely training, has a higher value than the other indicators of 0.917. The existence of training can increase the ability to complete work, this means that an employee has more abilities if given training in accordance with the field of work by the company. When an employee has the ability, the resulting

performance will also increase. ability can help employees improve performance, to improve performance employees have the perception that abilities can be improved by training in accordance with the field of work.

Effect of Work Experience on Employee Performance

Based on the results of data processing, it shows that the work experience variable (X2) has no effect on employee performance at PT. Petrokopindo Cipta Selaras. These results are not in line with research by Eka Millenia, et al (2022) which states that employees will have greater experience the longer they work there. Conversely, employees will gain less work experience if the tenure is shorter. The results of this study are also not in line with the research of Komang Nonik Jayanti and Komang Trisna Sari Dewi (2021) and Olpia Ulan DG, and Anitha P. Tinambunan (2022) which shows that work experience has a significant effect on the performance of employees of PT. Saka Agung Abadi, Singaraja Branch. This shows that this study does not support previous research.

Based on the facts on the ground, the experience of employees at PT. Petrokopindo Cipta Selaras does not affect performance because seen from the initial recruitment qualifications the company does not demand experience as a condition, this means that as company employees they are not required to have work experience because the respondents in this study are internal company employees who have good performance. Performance in terms of quantity at PT. Petrokopindo Cipta Selaras has been good, as can be seen from the company's targets that have been met but not followed by good performance evaluation results with innovative indicators, initiatives, and others.

CONCLUSION AND RECOMMENDATION

Based on the test results, it is concluded that ability has an impact on employee performance and work experience does not have an impact on employee performance because the company's targets have been met but not followed by the results of good performance appraisal indicators.

There is a suggestion from the researcher that the company should further improve the ability of its employees through the provision of training in accordance with the field of work of each employee so that the abilities possessed by the employees are getting better.

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