

**EFFECT OF EDUCATION LEVEL AND WORK EXPERIENCE ON
EMPLOYEE PERFORMANCE**

BRI Syariah Bandung Branch

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ABSTRACT

Each business enterprise constantly expects its personnel to have achievements, due to the fact having employees who excel will make an most efficient contribution to the organisation. in addition, through having personnel who excel the agency can improve the employer's overall performance. The reason of this take a look at became to determine the impact of education level on worker performance and work enjoy on worker performance on the Bandung branch of BRI Syariah financial institution. The sampling approach used is a saturated sample so that the pattern used is 47 respondents. The statistical technique used is multiple regression evaluation. The results confirmed that the extent of training and work revel in partly had a massive effect on employee overall performance, and became able to make a contribution to worker performance by using eighty four.3% while the relaxation became stimulated by means of different variables no longer tested in this study.

Keywords: education level, work experience, employee performance

INTRODUCTION

Every company requires maximum profit, in achieving maximum results the company requires high productivity and loyalty from the elements engaged in it, thus the continuity of the company can be guaranteed and can develop all forms of business. Every organisation constantly expects its employees to have achievements, because having personnel who excel will make an optimal contribution to the enterprise. further, by way of having personnel who excel the company can enhance the enterprise's performance. In different phrases, the continuity of a company is decided via the overall performance of its personnel. in keeping with (Rivai, 2003) overall performance is a function of motivation and ability to complete a mission or process a person ought to have a certain degree of willingness and level of potential.

Efforts to improve employee performance, including by paying attention to the level of education. In carrying out the work, employees also are inseparable from the extent of education they have. In addition, work experience is also very important for personnel to enhance their performance. According to Martoyo (2007: 113). "Work experience is the length of time an employee has worked in the workplace from the time he was accepted into the workplace until now.

The education and work experience of employees is one of the factors in determining the level of employee performance. With education and work experience, it is hoped that it will produce quality human resources and be able to provide the best results in achieving company goals. For the manifestation of the workforce development function, the human resources of the organization must be provided with education, work experience and other human resource development factors. Educational and work experience programs are a continuous process due to the emergence of conditions for both technological developments, economic and non-economic developments within the company.

Basically, the company not only expects employees who are capable, capable, and skilled, but most importantly they can work hard and are willing to achieve optimal work results. The abilities, skills, and skills of employees will be in vain if they do not have a hard working attitude. Organizational leaders must know what kind of workforce can devote themselves to the organization. In terms of employee recruitment, the company must be really careful in implementing the selection of employees who will be accepted and employed in the company. It is assumed that the higher a person's level of education, the more knowledge and insight they have. And if then supported by a lot of work experience, the employee already has a plus value from the company's assessment. Because by having a work experience in a certain field, it is sufficient to provide an assessment that the workforce has often heard or done the work so that there is no awkwardness in carrying out their responsibilities.

Based on the identification at the Bandung branch of BRI Syariah Bank, namely the weak knowledge of employees (supervisors) in making daily work plans to be carried out due to the limited level of employee education, and the lack of employee work experience. This is evident because many employees make mistakes when doing daily work, especially work related to other units.

Based totally on the above, the formulation of the trouble on this have a look at is:

1. How is the effect of education level on employee performance at BRI Syariah Bandung branch?
2. How does work experience affect employee performance at BRI Syariah Bandung branch?

LITERATURE REVIEW

Level of education

Ikhsan (2005) education level is the stage of continuous education, which is determined based on the level of development of students, the level of complexity of teaching materials and the way in which teaching materials are presented. In line with the opinion of Widi Lestari (2011) states that the level of education is an activity of a person in developing abilities, attitudes, and forms of behavior, both for life in the future where through certain organizations or not organized. according to Fahrur in Liza and Suktiarti (2013), the dimensions of the level of education are (1) formal education with indicators of education obtained at school, and (2) non-formal education with indicators of training that has been attended by workers. In line with this view, Widi Lestari (2011) explains the dimensions and indicators of education level include (1) the dimension of formal education with the indicator being the last education completed by each worker which includes elementary, junior high, high school and college, and (2) the dimension of informal education, with indicators of attitude and personality formed from family and environment. Martoyo (2007:113). "Work experience is the length of time an employee has worked in the workplace from the time he was accepted into the workplace until now". Agree with Maroyo, Alwi (2001; 717) stated as follows. "Work experience is the period of time or length of time a person works in an organization". Referring to the opinion of Martoyo and Alwi, work experience is based on the period of service or the length of time the employee has worked. Foster (2001) states that the dimensions of work experience can be seen from the length of time or tenure, the level of knowledge and skills possessed, and the type of work.

Work experience

A person's work experience shows the types of work that a person has done and provides a great opportunity for someone to do a better job. The wider a person's work experience, the more skilled he is at doing the work and the more perfect the

pattern of thinking and attitude in acting to achieve the goals that have been set (Abriyani Puspaningsih, 2004). An applicant's work experience should be the main consideration in the selection process. Experienced people are prospective employees who are ready to use (Hasibuan, 2005). According to (Bill Foster, 2001: 43) explains there are several things to determine whether employees are experienced or not and as well as an indicator of work experience is the length of time or hours of work, level of intellect and skills, mastery of work and equipment.

Performance

Performance appraisal plays a very important role in increasing work motivation in the workplace. Employees want and need feedback regarding their performance and appraisals provide an opportunity to provide them with feedback. If the employee's performance is not up to standard, then the assessment provides an opportunity to review the employee's progress and to develop an employee performance improvement plan. According to performance appraisal is an attempt to plan and control the work management process so that it can be carried out according to the goals that have been set, work performance appraisal is also a process of evaluating and assessing employee performance in the past or to predict future work performance in an organization. (Handoko, 2005).

As for the indicators of employee performance in this study, namely punctuality, a certain type of work requires attendance in doing it according to the specified time. Quality, every worker recognizes and solves relevant problems and has a positive work attitude in the workplace. Good employee performance is very important for the progress of the company. Quantity, a person can complete his work in a predetermined time period.

The research hypotheses are:

Hypothesis 1: There is a significant effect of education level on employee performance

Hypothesis 2: There is a significant effect of work experience on employee performance

RESEARCH METHODOLOGY

The research method to be carried out is quantitative. In which research is based totally at the philosophy of positivism, that is used to observe positive

populations or samples with random sampling strategies, for records series the usage of studies devices, particularly questionnaires, even as records evaluation is quantitative/statistical which objectives to test predetermined hypotheses (Sugiyono, 2010). The type of research used is an associative explanatory research. Where the research aims to determine the relationship between two or more variables. While the unit of analysis in this study is the employees of Bank BRI Syariah Bandung Branch.

The population included in this study were 47 employees. While the sampling technique of this research is the saturated sample technique, that is, all the population is sampled. So the number of samples is the same as the research population of 47 employees. The collection of data that has been taken is based on sources, namely there are primary sources and secondary sources (Sugiyono, 2018: 213). Primary sources are taken from the data taken which has been obtained through observations, questionnaires, and interviews. The secondary data sources were obtained but not taken directly through media related to the company or other parties (Indriantoro, 1999). statistical processing method using multiple linear regression method using software (SPSS). Data processing with SPSS application produces outputs in the form of normality, correlation, linearity, multiple linear regression values.

RESULTS AND DISCUSSION

based on the records gathered, it is known that respondents for gender characteristics, the majority of employees of Bank BRI Syariah Bandung branch in this study were male as many as 45 respondents (96%). Furthermore, for the age that dominates at the age of 31-43 years as many as 28 respondents (60%) while the characteristics of the last education, the majority of employees have a bachelor's degree as many as 26 respondents (55%) and for the majority of years of service 0-5 years as many as 20 respondents (42 %).

Data Normality Test

Normality test is used in statistics to determine whether a population is normally distributed or not. Data that is considered normal if the data is in a curve with a slope of the left and right sides, and is not skewed to the left or right, but to the center with a bell-like shape with close to zero. based totally on the effects of processing on SPSS on the facts received, it is able to be visible as shown beneath:

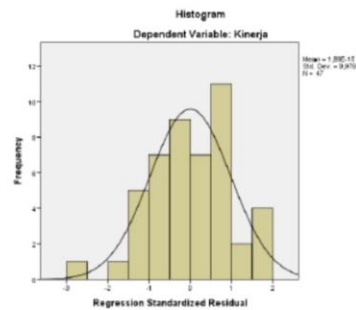


Figure 1. Histogram to test the normality of the data

Source: SPSS Version 23.0 data processing; 2021

In the picture above, the variable data used will be declared normally distributed. This happens because the residual point comes from data with a normal distribution and follows a diagonal line or a linear line. Thus, it can be concluded that the regression has met normality.

Multicollinearity Test

Multicollinearity take a look at was performed to determine whether or not there has been a correlation or courting between unbiased variables within the regression model. To find out whether or not there is multicollinearity, this is through searching at the Variance Inflation element (VIF). If the VIF price is not extra than 10, then multicollinearity occurs. This can be seen from:

Table 1. Multicollinearity test

Model	Unstandardized Coefficients		Standardized Coefficients		T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta				Tolerance	VIF
1 (Constant)	9,025	3,739			2,414	,020		
Tingkat Pendidikan	,502	,105	,490		4,762	,000	,620	1,612
Pengalaman Kerja	,438	,101	,448		4,354	,000	,620	1,612

a. Dependent Variable: Kinerja

primarily based on the outcomes of the calculations inside the desk above, the tolerance value shows that none of the independent variables has a VIF value of more

than 10 and the tolerance value has no value less than 0.1. so it can be concluded that there is no multicollinearity between the level of education and work experience.

Heteroscedasticity Test

Heteroscedasticity is a condition where the variance of the confounding error is not constant for all values of the independent variables, where this test aims to test whether in the regression model there is an inequality of variance from the residual or one other observation. To detect it, look at the points that spread above and below the number 0 on the axis of the Scatterplot graph. The following are the results of the heteroscedasticity test observations

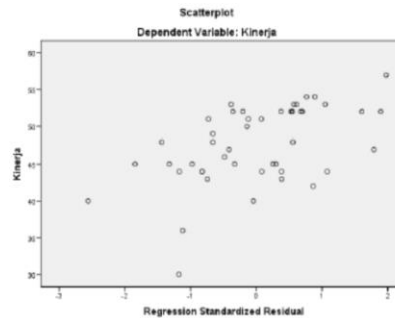


Figure 2. heteroscedasticity test results

From the results of the heteroscedasticity test, it shows that the distribution of residual data does not form a certain pattern and spreads below and above zero on the axis of the scatterplot graph, thus the model is free from heteroscedasticity symptoms.

Multiple Linear Regression Analysis

The analytical version used on this have a look at is a couple of regression evaluation. more than one regression analysis serves to determine the effect of the level of schooling and paintings revel in on employee overall performance at Bandung branch of BRI Syariah bank.

Table 3. Multiple Regression output

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	9,025	3,739		2,414	,020
Tingkat Pendidikan	,502	,105	,490	4,762	,000
Pengalaman Kerja	,438	,101	,448	4,354	,000

a. Dependent Variable: Kinerja

Based totally on the effects shown within the table above, the a couple of regression equation model is obtained as follows:

$$\hat{Y} = 9.025 + 0.502X_1 + 0.438 X_2 + e$$

Coefficient of Determination

The coefficient of determination (R²) generated from the structural equation model to express the magnitude of the influence given to the dependent variable from the independent variables associated with the respective influence paths shows the following results.

Table 4. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,843 ^a	,711	,698	2,897

a. Predictors: (Constant), Pengalaman Kerja, Tingkat Pendidikan

b. Dependent Variable: Kinerja

Source: Processed primary data

The results of the above calculation show that in this model the variables of education level and work experience together have an effect on employee overall performance of 84.3%. This means that the proportion of influence given by exogenous variables to endogenous variables in this study contributes to the influence of 84.3% while the final 15.3% is prompted by way of other factors.

F Model Testing

According to Ghozali (2011), the goodness of match take a look at is performed to measure the accuracy of the pattern regression feature in estimating the actual cost statistically. The goodness of match version may be measured from the statistical cost of F which shows whether or not all the independent variables protected in the model have a joint affect on the established variable.

Table 5. Anova

ANOVA ^a					
Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	908,899	2	454,449	54,143	,000 ^b
Residual	369,314	44	8,393		
Total	1278,213	46			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Pengalaman Kerja, Tingkat Pendidikan

primarily based on the ANOVA table above, a significance of 0.000 can be obtained where the number is <0.05, so that the hypothesis is popular, because of this it shows that the test model is feasible to be used in research.

T Uji test

The t-test was conducted to determine the effect of schooling degree and work level in in part on employee overall performance, which was tested at a significant level of 0.05 with the basis for making decisions by looking at the comparison value between $t_{test} > t_{table}$ so that the hypothesis can be accepted.

Table 6. coefficients

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	9,025	3,739		2,414	,020
Tingkat Pendidikan	,502	,105	,490	4,762	,000
Pengalaman Kerja	,438	,101	,448	4,354	,000

a. Dependent Variable: Kinerja

based totally at the effects above, the training level has a t matter of four.762 which is more than a t desk of one.680 so it may be concluded that the speculation is regular, which means that the level of training has a giant high-quality impact on

employee performance, as well as work experience has a $t_{\text{test}} \text{ of } 4,354 > t_{\text{table}} \text{ of } 1,680$ so it could be concluded that the hypothesis is commonplace, meaning that paintings enjoy has a vast fine effect on worker overall performance.

The effect of education level on employee performance

Based totally at the results of the observe, it is recognized that the have an impact on among the extent of education has ($p = 0.000 < 0.05$) then H_0 is rejected and H_a is widespread, which means that there may be a high-quality impact between the extent of training on employee performance. In this case, it can be seen that the employees of the BRI sharia bank in Bandung branch have a majority education level of Bachelor (S1), this of course provides good benefits for the company, of course, the basic concept of education in my opinion (Adibatin, 2016; Za'im, 2016) training as a interest means an attempt this is consciously designed to assist a person or organization of humans in developing knowledge, outlook on lifestyles, attitude to existence, and lifestyles talents each in my view. and socially.

Type of education is education that is grouped according to the nature and specificity of its objectives. The styles of education included inside the college training pathway encompass general schooling, vocational schooling, special training, reputable education, religious education, instructional education and professional schooling (Eliyanto & Wibowo, 2013). This finding supports the theory of Muttaqin (2013), which states that a person's level of education will affect employee performance. Soekidjo (2003) also states that a high level of education of employees will affect the ability to achieve optimal performance. Empirical studies that also support the findings of this study are the results of research conducted by Mamahit (2013) which states that the level of education has a significant effect on employee performance.

Effect of work experience on employee performance

based on the consequences of the observe, it's far recognised that the impact among work experience and worker overall performance has a price ($p = 0.000 < 0.05$), then H_0 is rejected and H_a is accepted, meaning that there may be a positive affect among work revel in and worker performance. Work experience is a huge potential to do work effectively, because a person does not have sufficient educational background or

the skills he has also determine the ability of each person to adapt to differences and environmental changes, both internally and externally (Janah & Winarno, 2015); (Kodyawati & Dewi, 2019). Work experience is usually in the form of knowledge and skills that take place within a certain time where a person is involved in an activity. Work experience that forms work skills is very dependent on a person's willingness to have the skills so that a job can be completed on time and with quality.

The outcomes of this examine are in accordance with the idea of Robbins and Timothy (2008: 68) which states that if employees have knowledge and skills that are in accordance with their work, the employee's performance will be higher. The longer the work experience possessed by the employee, the higher the work results to be achieved. The outcomes of this observe are in accordance with an empirical have a look at from Sartika (2015) which states that work enjoy has a sizable impact on employee overall performance.

CONCLUSIONS AND SUGGESTIONS

13 Conclusion

Based on the results of the observe, it is able to be concluded that the level of education and work experience in part has a fantastic have an impact on on employee performance at the Bandung branch of BRI Syariah bank, and both simultaneously have an effect of 84.3%. This shows empirically the level of education and work experience are factors that need to be developed in achieving a company goal.

Suggestion

The recommendations that researchers can specific in this examine are:

The Bandung branch of BRI sharia bank, it can develop employee performance through the level of education by providing opportunities for employees to be able to continue to a higher level of education by balancing the position, work experience and compensation that will be obtained. In addition, it appears that there are other factors (independent variables) outside of this study, so it will be more accurate and give a positive value if other relevant variables are added.

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