THE INFLUENCE OF WORK EXPERIENCE AND COMPETENCE ON EMPLOYEE'S PERFORMANCE
(A case study: Usaha Bersama Bangun Persada Ltd.)

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Abstrack
Tujuan dari penelitian ini adalah untuk mengetahui pengaruh pengalaman kerja dan kompetensi terhadap kinerja karyawan PT. Usaha Bersama Bangun Persada ", baik sebagian maupun bersamaan. Teknik pengumpulan data dengan metode survei dan kuesioner. Pengujian instrumen menggunakan uji validitas dan uji reliabilitas dengan Alpha Cronbach. Sedangkan metode analisis datanya menggunakan regresi linier berganda dengan uji F dan uji t. Populasi dalam penelitian ini adalah seluruh karyawan yang memenuhi persyaratan PT. Usaha Bersama Bangun Perkasa yang berjumlah 40 karyawan. Hasil penelitian menunjukkan: Pengalaman Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan, dengan nilai thitung 3,541> ttabel 2,026 dan nilai probabilitas 0,001 <0,05. Kompetensi berpengaruh positif dan signifikan terhadap Kinerja Karyawan, dengan nilai thitung 2,904> ttabel 2,026 dan nilai probabilitas 0,006 <0,05. Pengalaman Kerja dan Kompetensi secara simultan berpengaruh signifikan terhadap Kinerja Karyawan, dengan nilai Fhitung 16,515> Ftabel 3,24. Besarnya koefisien determinasi R2 pada kedua variabel tersebut sebesar 0,472. Kontribusi pengaruh pengalaman kerja dan kompetensi berpengaruh positif terhadap kinerja karyawan sebesar 47%, sedangkan sisanya dipengaruhi oleh faktor lain yang tidak diteliti dalam penelitian ini.
Kata Kunci: Pengalaman Kerja, Kompetensi, Kinerja Karyawan.

Abstract
*The objective of this research was to find out the impact of work experience and competence on employee's performance of "PT. Usaha Bersama Bangun Persada", either partially or simultaneously. Data collection techniques with the survey method and questionnaires. Instrument testing uses validity test and reliability test with Alpha Cronbach. While the method of data analysis uses multiple linear regression with the F test and t test. The population in this study **was** all employees who fulfill the requirements of PT. Usaha Bersama Bangun Perkasa, amounting to 40 employees. The result of this research showed: Work Experience had positive influence and significant to Employee's Performance, with a value of t_{count} 3,541 > t_{table} 2,026 and probability value of 0,001 < 0,05. Competence had positive influence and significant to Employee's Performance, with a value of t_{count} 2,904 > t_{table} 2,026 and probability value of 0,006 < 0,05. The Work Experience and Competence simultaneously had a significant influence on Employee's Performance, with a value of F_{count} 16,515 > F_{table} 3,24. The magnitude of the coefficient of determination R^2 on both variables **was** 0,472. Contribution of influence of work experience and competence positively influenced employee's performance of 47%, while the rest was influenced by other factors which was not investigated in this research.*
Keywords: Work Experience, Competence, Employee's Performance.

INTRODUCTION

Human resources are still a major part of the company; because, human resources play an important role for the company. Without humen, all resources will not develop and grow, because in reality human resources are the main element capable of driving, developing, and determining the smooth running of a company's activities. Humen are not only a means of production, but a power resource that is most important in achieving corporate organizational goals.

Therefore, many companies are required to optimize the performance of their employees. Employee performance is a measurable indicator that can improve overall company performance. In this context, the company must be able to analyze the factors that affect employee performance. Companies must understand how to satisfy their employees with measurable methods. More than that, employee satisfaction is one of the driving factors for the creation of high quality employees, and will provide good performance for the company.

According to Mangkunegara (2016), performance is the result of work in quality and quantity achieved by an employee in carrying out his duties with the responsibilities assigned to him. And, Edison (2016) said that performance is the result of a process that is referenced and measured over a certain period of time, based on predetermined terms or agreements. So it can be concluded that performance is the form and results of work achieved by individuals who are tailored to the roles and tasks of individuals in a corporate organization, which are associated with a measure of certain values or standards in the company employees work.

Employee performance is a very important factor for a company. Performance as a manifestation of an employee's work behavior which is displayed as work performance in accordance with its role in a company for a certain period of time. This is because employee performance is a determining factor for the success and survival of the company.

There are various factors that work together to improve employee performance, one of which is work experience. Work experience is a basic factor in which an employee can position himself appropriate to work and work conditions. Employees are expected to dare to take risks, be able to face challenges with full responsibility, and be able to communicate well, apply interpersonal communication skills to various parties to maintain productivity, performance and produce competent individuals in their fields.

According to Marwansyah (Wariati, 2015) work experience is the knowledge, skills and abilities that employees have to carry out responsibilities from previous jobs. The higher the work experience, the higher the skill level of the employee. With work experience, an employee

is able to understand the duties of the job and will perform them well. The company will retain competent employees to keep working for the company.

Competence is another basic character of a person, which indicates how to behave, think and conduct, which applies in a wide range of situations and lasts for the long term. Competence refers to the characteristics that underlie behavior and describe the motives, personal characteristics, self-concept, values, knowledge, or skills that a superior performer carries in the workplace. Some experts usually use the term competence as the ability to perform. Wibowo (2016) explains that competence is the ability to carry out a job that is based on skills and knowledge and is supported by the work attitude required by the job. Thus, competence shows skills or knowledge characterized by professionalism in a particular field as the most important thing. With globalization, developments in the business world in various sectors are progressing quite rapidly. This shows that there are new companies emerging in various fields. These existing companies always try to get favorable positions or conditions. With this condition, it will cause intense competition between companies.

Usaha Bersama Bangun Persada Ltd. is a company engaged in a special distributor of engineering tools and hydraulic hoses located on Jalan Pangeran Jayakarta complex 141 block III F4 Mangga Dua Selatan Sawah Besar, Central Jakarta. PT. Usaha Bersama Bangun Persada has a total of 40 employees who are divided in the fields of management, finance and distribution. Usaha Bersama Bangun Persada Ltd. implements performance appraisals by giving trust to employees to be responsible in accordance with their field of work (job descriptions).

This shows that Usaha Bersama Bangun Persada Ltd. is one company that has work experience and work competence as an effort to improve employee performance. From this, researchers want to know how the impact of work experience and work competence on employee performance. Based on the background described above, researchers are interested in conducting further research with the title "The Effect of Work Experience and Competence on Employee's Performance of Usaha Bersama Bangun Persada Ltd.".

FORMULATION OF THE PROBLEM.

Based on the background described, the problem formulation is as follows:

1) Is there an effect of work experience on employee performance?

2) Is there an effect of competence on employee performance?

3) Is there a simultaneous influence of work experience and competence on
   employee performance?

RESEARCH PUPOSES.

This thesis research activity is an activity that must be taken by every student at STIE Tri Bhakti. The objectives to be achieved in this research are:

1) Analyze the effect of work experience on employee performance.

2) Analyze the influence of competence on employee performance.

3) Analyze the effect of work experience and competence simultaneously on employee performance.

THEORETICAL BASIS

Definition of Performance

According to Wicaksono (2017) performance is a result of work achieved by an employee in carrying out the tasks assigned to him, which is based on skills, experience, and sincerity and time. Wilson added (Lubis, 2017) performance is the result of work achieved by a person based on job requirements (job requirements). A job has certain requirements to be carried out in order to achieve the goals known as job standards.

According to Sutrisno (Lubis, 2017) states that performance is a person's success in carrying out tasks, work results that can be achieved by individuals or groups of people in an organization according to their respective authority and responsibilities or about how someone is expected to carry out their functions and behave accordingly. with the tasks that have been assigned to him and the quantity, quality and time used in carrying out the task.

It can be concluded that performance is the work achieved by an individual that is tailored to the role or task of the individual in an organization which is associated with a certain value measure or standard of the organization where the individual works.

Dimensions and Performance Indicators

The performance dimensions according to Wirawan (Resvina, 2018) are elements in work that show performance. To measure performance, performance dimensions are developed into performance indicators. Performance indicators are used to develop performance evaluation instruments which are then used to measure employee performance.

In general, the performance dimensions can be grouped into three types, namely (1) work output, which includes: (a) quantity of production, (b) quality of production, (c) timeliness of work, (d) accuracy in carrying out profession. (2) work behavior, which includes: (a) work discipline, (b) accuracy in work, (c) cooperation. and (3) work-related personal traits, and include: (a) skills, (b) honesty, (c) initiative, and (d) attitudes toward work.

According to Gorda (Resvina, 2018), the dimensions that can be used to assess employee performance are as follows: (1) Quality of work, is a standard requirement that must be met so that employees can carry out their jobs properly. (2) Quantity of work is the amount of work performed in a certain period. (3) Responsibility, means assuming all obligations and workloads in accordance with the limits in the job description. (4) Understanding of duties, is understanding and understanding of all duties and jobs that are assigned to the superior so that they are able to work effectively according to their understanding. (5) Discipline, is a condition that is created and formed through a process of a series of behaviors that show the values of obedience, loyalty, order and order.

Factors that affect employee performance according to Mangkunegara (2016) factors that affect employee performance, namely: (1) Effectiveness and Efficiency, in relation to organizational performance, the measure of good and bad performance is effectiveness and efficiency. The problem is how the process of organizational efficiency and effectiveness occurs. It is said that it is effectiveness when it reaches the goal, it is said to be efficient if it is satisfying as a driving force to achieve the goal. (2) Authority and Responsibility, in a good organization, authority and responsibility have been properly delegated, without any overlapping tasks. Each employee in the organization knows what their rights and responsibilities are in order to achieve organizational goals. (3) Discipline in general, discipline that shows a condition or attitude of respect that exists in employees towards company rules and regulations. Organizational performance will achieve if individual and group performance is improved; which includes one's initiative related to thinking power, creativity in the form of ideas to plan something related to organizational goals. In other words, employee initiatives within the organization are the driving force for progress which will ultimately affect performance.

Work experience. The definition of work experience is the number of years of work that a person has taken to do a job given to him and the results obtained are skills and knowledge that are getting better for the job. And it is assessed that work experience becomes a person's benchmark for understanding and analyzing tasks to encourage time and energy efficiency in dealing with a job.

According to Malayu S.P Hasibuan (2016), an experienced person is a prospective employee who is ready to use. An applicant's work experience should receive primary consideration in the selection process. And according to Handoko (2017) work experience is the mastery of employee knowledge and skills as measured by the length of service period, the level of knowledge and skills possessed by employees. Experience can only be obtained

through the workplace. Experience in all activities is very necessary, because experience is the best teacher, experience is the best teacher.

The point of this is that a person learns from the experiences he has had. Experience can bring out one's potential. Its full potential will emerge gradually over time in response to various experiences. So actually what is important to pay attention to in this relationship is a person's ability to learn from his experiences, both sweet and bitter experiences. From some of the opinions above, it can be concluded that work experience is the level of mastery of knowledge and skills that a person has while doing his job.

Factors Affecting Work Experience. According to Handoko (2017) includes: (1) Personal background, including education, courses, training, work, is to show what someone has done in the past. (2) Talent and interest, to estimate a person's interest and capacity or ability. (3) Attitudes and needs to predict a person's responsibility and authority. (4) Analytical and manipulative abilities to learn assessment and analysis skills.

Technical skills and abilities, to assess the ability in technical aspects of work. Work Experience Indicator. According to Foster (Sartika, 2015), work experience indicators are as follows: (1) Length of time / work period. A measure of the length of time or years of work that a person has taken so that he can understand the duties of a job and have done it well. (2) The level of knowledge and skills possessed.

Knowledge refers to concepts, principles, procedures, policies or other information required by employees. Knowledge also includes the ability to understand and apply information to job responsibilities. Meanwhile, skills refer to the physical abilities needed to achieve or carry out a task or job. (1) Mastery of work and equipment. The level of one's mastery in the implementation of technical aspects of the equipment and work techniques.

Gaining Work Experience. According to Syukur (Adrian, 2016), states that ways that can be done to gain work experience are education, task implementation, information media, upgrading, association, and observation. The explanation of how to obtain work experience is as follows: (1) Education. Education carried out by someone, then that person can get more work experience than before. (2) Implementation of tasks

By carrying out tasks in accordance with their abilities, a person will gain more work experience. (1) Information media. The use of various information media will support a person to gain a lot of work experience. (2) Upgrading Through upgrading activities and the like, a person will gain work experience to be applied according to his abilities. (3) Associations, Through association in everyday life, a person will gain work experience to be applied according to his abilities.

Competence. Definition of Competence, according to Fahmi (2016), competence is an ability possessed by an individual who has a selling value and it is applied from the results of the resulting creativity and innovation. According to Marwansyah (Mahribi, 2016), competence is the guidance of knowledge, skills, attitudes and other personal characteristics needed to achieve success in a job, which can be measured using agreed standards, and which can be improved through training and development.

According to Sudarmano (Riyanda, 2019), competence is knowledge of the skills, abilities, or personal characteristics of an individual that directly affects job performance. It can be concluded that competence is the ability at work by integrating knowledge, skills, abilities and personal values based on experience and learning in order to carry out tasks professionally, effectively and efficiently.

Competency Characteristics. There are five competency characteristics according to Spencer and Spencer (Rahayuningsih, 2017), namely as follows: (1) Motives (Motives); Motives are things a person thinks / wants consistently that gives rise to action. (1) Character (Traits), character is a physical characteristic and a consistent response to situations and information. For example, self-confidence (self-confidence), self-control (self-control), fortitude or endurance (stress resistance or hardiness). (2) Self Concept.

Self-concept includes attitudes and values that a person has. For example, a person's confidence and belief that he or she can be effective in any situation is part of that person's concept of himself. (1) Knowledge, (2) Knowledge is information that a person has for a particular field. (3) Skills (Skills), skills are the ability to carry out a certain task both physically and mentally.

Competence Dimensions. The competency dimension is the aspects that explain more specifically about competence. The following are the dimensions of competence according to Spencer and Spencer (Rahayuningsih, 2017), namely: (1) Cognitive Competence, (2) Cognitive competence is the ability to think and analyze information and situations, which lead or lead to superior effectiveness or performance. (3) Emotional Intelligence Competencies. (4) Competence of emotional intelligence is the ability to recognize, understand and use emotional information about oneself, which guides or causes superior effectiveness or performance. (5) Social Intelligence Competencies

Social intelligence competence is the ability to recognize, understand, and use emotional information about other people, which guides or causes the effectiveness or superior performance of their work.

Competency Indicators. According to Romber (Novriyanti, 2019), work competency indicators are as follows: (1) Work Experience, Work experience is a basis or reference for an employee to put himself in the right conditions, dare to take risks, be able to face challenges with full responsibility responsible and able to communicate well with various parties to maintain productivity, performance and produce competent individuals in their fields. (2) Education (Education). (3) Education is an activity to increase the mastery of theory and skills in deciding on issues related to activities in order to achieve goals. (4) Knowledge, (5) Knowledge or information of a person in certain specific fields. (6) Skills, skills are skills to carry out certain physical or mental tasks.

Factors Affecting Competence. According to Michael Zwell (Wibowo, 2016) reveals several factors that influence competence, namely as follows: (1) Beliefs and Values, People's beliefs about themselves and others will greatly influence behavior. If people believe that they are not creative and innovative, they will not try to think about new or different ways of doing things. For that, everyone must think positively both about himself and towards others and show the characteristics of people who think ahead. (2) Skills.

Skills play a role in most competencies. Public speaking is a skill that can be learned, practiced and improved. Writing skills can also be improved with instruction, practice and feedback. (1) Experience. The expertise of many competencies requires experience in organizing people, communicating with groups, solving problems, and so on. (2) Personality Characteristics. Personality can affect the skills of managers and workers in a number of competencies, including in conflict resolution, showing interpersonal care, the ability to work in teams, influence and build relationships. and Applications for HR and Dynamic Organizations. Jakarta: Gramedia. (3) Motivation, by providing encouragement, appreciation of subordinates' work, giving recognition and individual attention from superiors can have a positive influence on the motivation of a subordinate. (4) Emotional Issues, Feelings of authority can affect communication skills and resolve conflicts with managers. People may have difficulty listening to others if they don't feel heard. (5) Intellectual Ability, Competence depends on cognitive thinking such as conceptual thinking and analytical thinking. It is impossible to improve every intervention that an organization embodies. (6) Organizational Culture.

Organizational culture affects the competence of human resources in the following activities: (1) Recruitment and selection practices. (2) The reward system communicates to workers. (3) Decision making practice. (5) The organization's philosophy, mission, vision, and values relate to all competencies. (6) Habits and procedures provide information to workers

about how many competencies are expected. (7) Commitment to training and development communicates to employees the importance of competencies regarding leadership.

Preliminary Research.

In this study, the authors used previous research as a benchmark or reference for completing it, previous research made it easier for the author to determine systematic steps for the preparation of research in terms of theory or concept.

The following is previous research in the form of several journals related to this research. (1) Sri Rahayuningsih (2017), Stikubank University, Semarang; with the title: The Effect of Competence, Compensation and Career Development on Employee Performance (Study at Pt. Aquafarm Nusantara Semarang). Research results: compensation and career development have a positive and significant effect on employee performance at PT. Aquafarm Nusantara Semarang. (2) Radian Danu Saputra (2017), University of Lampung, with the title: The Effect of Employee Competence and Work Environment on Employee Performance of Pt Pln (Persero) Lampung Distribution. Research Results: Employee competence and work environment together have a positive and significant effect on the employee performance of PT PLN (Persero) Distribution Lampung. (3) Via Anggraini, Susanto (2018) Faculty of Economics, University of Semarang (USM), with the title: The Effect of Training, Work Experience and Social Competence on Employee Performance at Pt. Coca-Cola Bottling Indonesia Tbk (Case Study Sales Employees). Research Results: There is a significant effect of Training, Work Experience and Social Competence on Employee Performance at Pt. Coca-Cola Bottling Indonesia Tbk (Case Study Sales Employees). (4) Otolince Tekege Victor P.K. Lengkong Irvan Trang (2018), Sam Ratulangi University Manado. With the title: The Influence of Personality, Work Experience, Competence, and Education Level on Employee Performance at PT. Pos Indonesia (Persero) in Nabire Regency. The results of the research: The results of the study state that the variables of personality, work experience, competence have a significant and positive effect on the employee performance of PT. Pos Indonesia (Persero), while the Education variable has no significant effect on the Employee Performance of PT. Pos Indonesia (Persero) in Nabire Regency. (5) Maria Fransisca, I Gede Adiputra (2019) Management Study Program, Faculty of Economics, Tarumanagara University, Jakarta; with the title: The Effect of Work Experience and Competence on Employee Performance at PT. Ocean Dragon. Research Results: There is a significant influence of Work Experience and Competence on Employee Performance at PT. Ocean Dragon.

Framework.

Based on literature review and previous research, the framework developed in this study is described in the research model as follows:
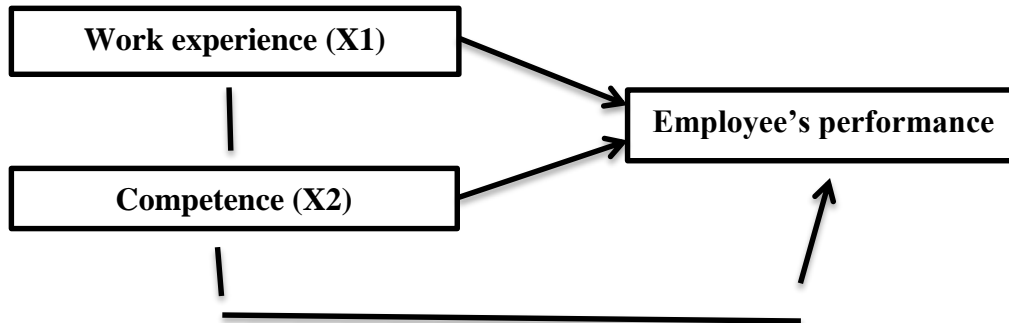
Influence between variables.

The Effect of Work Experience on Employee Performance

According to Handoko (2017) work experience is the mastery of employee knowledge and skills as measured by the length of service, the level of knowledge and skills possessed by employees. Experience can only be obtained through the workplace. Work experience is one of the determining factors for the success of employee performance. If the employee has a high level of experience, the employee's performance level will also be high. Therefore, work experience will determine good or bad employee performance.

Effect of Competence on Employee Performance.

According to Prawironegoro and Utari (Jufri, 2018), they explain that competence is a combination of skills, knowledge, creativity, and a positive attitude towards certain jobs that are manifested in the organization. Competence is also an important factor in improving employee performance to achieve company goals. Employees who do not have competence will have an impact on poor performance and vice versa, employees who have good competencies will have high performance.

The Effect of Work Experience and Work Competence on Employee Performance. According to Foster (Khairunnisa, 2019), work experience is a unit of measure about the length of time or length of work that a person has taken in understanding a job assignment and has carried it out. Meanwhile, according to Moeheriono (Fransisca and Adiputra, 2018), competence is a characteristic that underlies a person related to the effectiveness of individual performance in their work or the basic characteristics of individuals who have casual or causal relationships with criteria that are used as references, are effective or have excellent performance in place. work or in certain situations.

Therefore, the level of work experience an employee has makes him have great competencies so that employee performance will increase. With good employee performance, the goals and survival of the company will be achieved.

Research Hypothesis.

The hypothesis is a temporary answer, because it still has to be proven. The hypothesis in this study is as follows:

Ha1: There is a positive effect of work experience on employee performance

Ha2: There is a positive influence of competence on karwayan performance.

Ha3: There is a positive influence on work experience and work competence simultaneous to employee performance.

RESEARCH METHODOLOGY

Research design.

Types of research.

According to Sugiyono (2018) the research method is basically a scientific way to get data with specific purposes and uses. The research method used in this research is quantitative research methods. The quantitative approach is a research method based on the philosophy of potivism, which is used to examine specific populations and samples. Quantitative research is numerical analysis using statistics that measure and obtain research results through questionnaires. The data that has been obtained will be processed using the SPSS 24 application.

Variable Definitions

The operational definition of a variable is the definition of a variable (which is expressed in the concept definition), operationally, in practice, in real terms within the scope of the research object/object under study. The variables used in this study are the independent variables and the dependent variable.

Independent Variable

According to Sugiyono (2018) the independent variable (Independent Variable) is a variable that affects or causes changes or the emergence of the dependent variable (dependent variable), which is symbolized by the symbol (X). In this study, the independent variable (independent variable) is work experience (X1) and competence (X2).

Time and place of research

Research time.

In this research, it will start from April 2020 to June 2020.

Research Place.

The location of this research was conducted at Usaha Bersama Bangun Perkasa Ltd. which is located at Jl. Prince Jayakarta No. 141, Blok III F4, Central Jakarta 10730.

Operationalization of Variables.

In this study, there are three variables studied, namely Work Experience (X1), Competence (X2), and Employee Performance (Y). Where there are indicators that will be measured using a Likert scale.

Measurement Scale.

According to Sugiyono (2018), the measurement scale is an agreement that is used as a reference for determining the length and shortness of the intervals in the measuring instrument, so that the measuring tool when used in measurement will produce quantitative data. The measurement scale that can be used for this research is the interval scale.

The interval scale is used to measure attitudes, opinions, and perceptions of a person or group of people about social phenomena. This research has been specifically determined by the researcher, hereinafter referred to as the research variable. With an interval scale, the variables to be measured are translated into variable indicators. Then the indicator is used as a starting point for arranging instrument items which can be statements or questions. For the purposes of quantitative analysis, the answers are scored as in the table below:

The research instrument used on the Likert scale can be made in the form of a checklist or multiple choice sign. After the questionnaire is arranged based on the research grid, then the normality test, validity test and respondent test are carried out. Then the respondents' answers were processed using the SPSS (Statistic Program For Social Social Sciences) program.

Population and Sample.

Population.

Population is a generalization area consisting of: objects / subjects that have certain qualities and characteristics that are determined by researchers to study and then draw conclusions (Sugiyono, 2018). In this study the population is all employees of Usaha Bersama Bangun Perkasa Ltd. with 40 employees.

Census.

A census is a method of collecting data when all elements of the population are investigated one by one. Data obtained as a result of census processing is called true value data, or often called parameters. The entire population is used as respondents so it is called a census and does not use sampling techniques. Respondents who are the object of research are employees of PT. Usaha Bersama Bangun Perkasa; so that the respondents who can be researched are as many as 40 employees.

Jenis Dan Sumber Data

Type of Data.

The type of data used is quantitative data. Quantitative data is data in the form of numbers (Sugiyono, 2018). Quantitative data can be divided into two, namely discrete data and continuum data. Discrete data is data obtained from calculating results. Meanwhile, continuum data is data obtained from measurement results.

This quantitative data comes from employees of Usaha Bersama Bangun Perkasa Ltd. and from the results of the questionnaires.

Data source.

Sources of research data are divided into two, namely primary data and secondary data. (a) Primary data is a data source that directly provides data to data collectors. Primary data sources in this study were employees of PT. Usaha Bersama Bangun Perkasa. (b) Secondary data is a data source that does not directly provide data to data collectors. Secondary data used in this study is data about work experience and competence on employee performance. Sources of data in this study are the result of filling out a questionnaire by employees of PT. Usaha Bersama Bangun Perkasa.

Method of collecting data.

The data collection stages carried out by researchers in this study are: (a) The questionnaire is a data collection technique that is carried out by giving a set of questions or written statements to the respondent to answer (Sugiyono, 2018). (b) Interview is a conversation with a specific purpose carried out by two parties, namely the interviewer (interview) who asks the question and the interviewee (interviewe) to provide answers to the questions given (Sugiyono, 2018).

Methods and Data Analysis.

Descriptive Analysis.

According to Sugiyono (2016) descriptive analysis is a statistical analysis used to analyze data by describing or describing the data that has been collected as it is without intending to make general conclusions or generalizations. In the research, the writer used descriptive analysis of the independent and dependent variables, which was then carried out by classifying the total score of the respondents.

Statistic analysis.

Validity test.

The validity test is a tool to measure whether a questionnaire is valid or not. A questionnaire is said to be valid if the questions on the questionnaire are able to reveal something that will be measured by the questionnaire. If validity wants to measure whether the questions in the questionnaire that we have made can actually measure what we want to measure (Ghozali, 2016).

Reliability Test.

Reliability test is a tool for measuring a questionnaire which is an indicator of a variable or construct. A questionnaire is said to be reliable or reliable if a person's answer to a statement is consistent or stable over time, the extent to which the results of a measurement can be trusted (Ghozali, 2016). The purpose of testing the reliability of the questionnaire is to test whether the questionnaire distributed by respondents is truly reliable as a measuring tool.

Classic assumption test.

The classical assumption test is used to determine whether the results of the analysis used are free from deviations from classical assumptions which include the normality test, multicollinearity test, and heteroscedasticity test.

Normality test.

According to Ghozali (2016), the normality test aims to test whether in the regression model, confounding or residual variables have a normal distribution. It is known that the t and f tests assume that the residual value follows a normal distribution. There are two ways to detect whether the residuals are normally distributed or not, namely by graphic analysis or statistical tests.

The normality test used is the Kolmogorov-Smirnov test. Data is said to be accepted, if the significant value is greater than 0.05 (P> 0.05). Conversely, if the significant value is less than 0.05 at (P <0.05), then the data is said to be rejected.

Multicollinearity Test.

According to Ghozali (2016), the Multicollinearity Test aims to test the regression model, it is found that there is a correlation between independent variables. A good regression model should not have a correlation between the independent variables. If in the regression model that is formed there is a high or perfect correlation between the independent variables, the regression model is declared to contain multicollinear symptoms.

To determine the presence or absence of symptoms of multicollinearity in the regression model, this study can be done by looking at the tolerance value, namely if the tolerance value ≤ 0.10 or equal to the VIF value ≥ 10 indicates multicollinearity. If the tolerance value ≥ 0.10 or equal to the VIF value ≤ 10, it indicates that multicollinearity does not occur (Ghozali, 2016).

Heteroscedasticity Test.

According to Ghozali (2016), the heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residuals of one observation to another. There are several ways that can be done to perform the heteroscedasticity test, namely the plot graph test, Park test, Glejser test, and white test.

Autocorrelation Test.

The autocorrelation test conducted by this study aims to determine whether in a linear regression model there is a correlation between the confounding error in the t-1 period (previous). if there is a correlation, it is called an autocorrelation problem. Of course, a good regression model is between regressions that are free from autocorrelation (Ghozali, 2016).

Multiple Linear Regression Analysis.

Multiple linear regression is basically an extension of simple linear regression, which is to increase the number of independent variables that previously only became two or more independent variables.

Multiple linear regression equation as follows: $Y = a + bx1 + bx2$.

Information:

Y = dependent variable (employee performance)

α = Constant (Y value if X1 X2 = 0)

b = independent variable regression coefficient

X1 = Independent variable (Work Experience)

X2 = independent variable (competency)

Hypothesis testing.

According to Sugiyono (2018) Hypothesis is an assumption or conjecture about something that is made to explain it which is often required to check it. Hypothesis testing is meant in this study to determine whether or not the effect of work experience (X1) and competence (X2) on employee performance (Y) either simultaneously or partially.

Partial Test (t).

Partial test (t) is used to determine the effect of independent variables individually (partially) on the dependent variable. This is to determine the extent to which the influence of one independent variable explains the dependent variable. The test criteria, namely, t table is calculated using the assumption $\alpha = 0.05$. (1) If the significant value t < 0.05 or F count < F table then H0 is rejected, Ha is accepted. (2) If the significant value t > 0.05 or F count > F table then H0 is accepted, Ha is rejected.

Simultaneous Test (F).

The F test is used to determine the effect of the independent variables simultaneously (together) on the dependent variable. This determines the extent to which the independent variables explain the dependent variable. F count using the assumption $\alpha = 0.05$. (1) If the significant value F < 0.05 or tcount <ttable then H0 is rejected, Ha is accepted. (2) If the significant value F > 0.05 or tcount > t table then H0 is accepted, Ha is rejected.

Determinant Coefficient Test (R2).

The coefficient of determination R2 is often called the multiple coefficient of determination which is almost the same as the coefficient of r2. R is also almost the same as r, but they are different in functions except simple linear regression (Sanusi, 2016).

Multicollinearity Test.

Multicollinearity test aims to test whether the regression model found a correlation between the independent variables (independent variable). The following are the results of the calculation of the multicollinearity test using SPSS 24 as follows:

Table 1.

Multicollinearity

Coefficients[a]							
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	5.160	4.141		1.246	.221		
Work experience	.527	.149	.455	3.541	.001	.864	1.157
Work competence	.384	.132	.373	2.904	.006	.864	1.157
a. Dependent Variable: Employee Performance.							

Referred to : Data SPSS 24

Based on the data above, it can be concluded that there is a tolerance value for each variable. Work experience variable (X1) is 0.864 and work competency variable (X2) is 0.864. This states that the two tolerance values are > 0.10, meaning that there is no multicollinearity test.

It is also known that the VIF (Variance Inflation Factor) value for work experience is 1.157 and for work competence is 1.157. This indicates that the VIF value <10.00 means that there is no multi-collinearity test.

Auto correlation Test.

The auto correlation test conducted by this study aims to test whether in a linear regression model there is a correlation between the error in period t with the error in period t-1 (previous).

1) If d < dl or d > 4-dl then there is auto correlation

2) If du < d < 4-du then there is no auto correlation

3) If dl <d <du or 4-du <d <4-dl then there is no conclusion

The following is the auto correlation test processed by SPSS 24.

Table 2.

Result test of Autocorrelation

Model Summaryᵇ					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.687ᵃ	.472	.443	3.03813	1.813
a. Predictors: (Constant), Competence, work experience.					
b. Dependent Variable: Employee performance.					

Referred to : Data SPSS 24

Based on the results above, it can be seen that the Durbin-Watson value is 1.813. Where the du value is $1.391 < d$ is 1.813, this research does not occur autocorrelation.

Uji Hipotesis.

Uji Regresi Linear Berganda.

Table 3.

Result Test Multiple Regression.

Coefficientsᵃ					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	5.160	4.141		1.246	.221
Pengalaman Kerja	.527	.149	.455	3.541	.001
Kompetensi Kerja	.384	.132	.373	2.904	.006
a. Dependent Variable: Employee Performance.					

referred to : Data SPSS 24

Based on the results of the table above, to create a multiple regression equation can be done by looking at the value of the beta coefficient (Unstandardized Coefficients B), so that the following multiple linear equations are produced:

From the table above shows that the regression equation obtained from the results of the analysis is: Y = 5.160 + 0.527 X1 + 0.384 X2.

The equation is as follows: (1) The constant coefficient is 5,260, meaning that if the work experience and competency variables are assumed to be 0, then the employee's performance will increase by 5,160 or considered constant. (2) The regression coefficient together with work experience is 0.527, which states that each increase in the work experience variable is 1, then the employee performance value is 0.527. A positive coefficient means that it has a positive relationship between work experience and employee performance, the greater the work experience variable, the higher the employee's performance. (3) The coefficient of regression together with competence is 0.384, which states that each increase in the competency variable is 1, then the employee performance value is 0.384. A positive coefficient means that it has a positive relationship between work competence and employee performance, the greater the work competency variable, the employee's performance will increase.

Partial test (Uji t)

Table 4.

Result of Partial Test (t Test).

Coefficients^a					
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	5.160	4.141		1.246	.221
Pengalaman Kerja	.527	.149	.455	3.541	.001
Kompetensi Kerja	.384	.132	.373	2.904	.006
a. Dependent Variable: Employee Performacne.					

referred to : Data SPSS 24

Based on the results of SPSS 24 in the table above, it shows that the test partially produces a significance probability value of 0.001 smaller than $\alpha = 0.05$ or with the t count obtained for work experience of 3.541, and a significance probability value of 0.006 is smaller than $\alpha = 0.05$ or with the tcount value obtained for work competence of 2.904.

t table = t (α / 2; n-k-1) = t (0.05/2; 40-2-1) = t (0.025; 37) = 2.026.

Then the t table is 2.026, so it is known that 3.541 < 2.026. This shows that work experience has a positive influence on employee performance. Work competence with tcount 2.904 > ttable 2.026. This shows that job competence has a positive influence on employee performance.

Simultaneous testing (F Test).

Simultaneous test is used to determine whether all independent variables have the same effect on the dependent variable. The test is carried out using the F test. If Fcount> Ftable then rejects the null hypothesis (H0) and accepts the alternative hypothesis (Ha), which means that all independent variables jointly have an influence on the dependent variable. In this hypothesis what will be tested is whether work experience and work competence variables as follows:

Table 5.

Symultaneous Result Test (F Test)

ANOVA[a]					
Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	304.882	2	152.441	16.515	.000[b]
Residual	341.518	37	9.230		
Total	646.400	39			
a. Dependent Variable: Kinerja Karyawan					
b. Predictors: (Constant), Work competence, Work experience					

referred to : Data SPSS 24

The test results are based on the Anova test or the F test, this shows that the value of Fcount> Ftable is 16.515> 3.24 and the sig value is 0.000 <0.05.

So it can be concluded that work experience and competence simultaneously have a positive effect on employee performance.

Note:

T table = (k; n - k), (2; 40 - 2), (2; 38) = 3,24

Information :

k: number of independent variables.

n: the number of research samples.

Coefficient of Determination (R2).

The coefficient of determination is carried out to determine how much the ability of all independent variables to explain the variance and the dependent variable. From the results of calculations through the SPSS 24 statistical measurement tool, the coefficient of determination is obtained as follows:

Table 6.

Determinant Result Test.

Model Summary[b]				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.687[a]	.472	.443	3.03813
a. Predictors: (Constant), Work Competence, Work experience.				
b. Dependent Variable: Employee Performance.				

referred to : Data SPSS 24.

From the table above, it can be seen that the coefficient of determination denoted in numbers (R square) is 0.47 2, which means that it has the effect of the independent variables (work experience and competence) on the dependent variable (employee performance) is 0.472. This shows that the contribution of work experience and work competence variables in an effort to explain employee performance variables is 47%, while the remaining 53% is influenced by other factors that are not included in this study. Analysis and Discussion of Research Results. This study aims to determine the effect of work experience and competence on employee performance at Usaha Bersama Bangun Perkasa Ltd.

(1) Effect of Work Experience on Employee Performance.

The results of this study indicate that there is a positive and significant influence between work experience on the performance of employees of Usaha Bersama Bangun Perkasa Ltd. with a beta value (β) of 0.527 and tcount 3.541 > t table 2.026 with a significant probability value of 0.001 < 0.05. The results of this study are reinforced by the opinion expressed by Handoko (2017) that work experience is the mastery of employee knowledge and skills as measured by the length of service, the level of knowledge and skills possessed by employees. Experience can only be obtained through the workplace.

The effect of work experience on employee performance can be explained by several factors. The length of employment indicator shows that the employee's work experience is something that the company needs to pay attention to. Because the length of work has a very important role and greatly affects employee performance. When employees work longer in their fields, employees will understand their duties better faster. This also affects the skill level indicator where new employees will tend to have difficulty understanding their work. Employees who have a longer work experience and sufficient skills will help new employees and the tools used in the work. Using work time efficiently and effectively can assist employees in completing their tasks and obligations on time. So that the length of work will affect the level of production delays in work.

(2) The Effect of Competence on Employee Performance.

The results of this study indicate that competence has a positive and significant effect with the beta coefficient (β) of 0.384 and tcount 2.904> ttable 2.026 with a significant probability value of 0.006 <0.05. The results of this study are in accordance with the opinion expressed by Wibowo (2016) competence is the ability to carry out a job that is based on skills and knowledge and is supported by the work attitude required by the job. The influence of competence on employee performance can be explained by contribution of several factors. Educational indicators are one of the determinants for companies. Employees who have higher education tend to have good attitudes. Attitude becomes one of the characteristics of a person, which will be assessed for good or for bad. Another indicator is knowledge. Knowledgeable employees tend to have logical reasoning and are able to analyze a situation. This will greatly assist the company in solving problems that occur at work.

(3) The Effect of Work Experience & Competence on Employee   Performance.

The results of this study indicate that work experience and competence have a positive effect on the performance of employees of Usaha Bersama Bangun Perkasa Ltd. with a value of Fcount 16.515 > Ftable 3.24 with a significant value of 0.000 < 0.05. While the contribution of work experience and competence to explain employee performance with a coefficient of determination of 0.472 (47%). Performance is an important factor in work. According to Mangkunegara (2016) performance is the result of work in quality and quantity achieved by an employee in carrying out his duties with the responsibilities given to him.

Work experience is directly a factor that affects performance. Work experience of PT. Bangun Perkasa Joint Efforts are at most for 3-5 years. The length of time working is enough to help an employee in overcoming difficulties at work.

Competence for employees is an important factor for employee performance. Because with high employee competence, employee performance will increase. Meanwhile, low employee competency will cause a decrease in employee performance which will affect the company. This also supports that employees have low competence, so there will be a delay in work productivity.

Employee performance is influenced by work experience and competence at Usaha Bersama Bangun Perkasa Ltd. Employees who have high work

experience and competence will show less effective and efficient performance followed by high work targets so that it will cause job completion not to be achieved. Conversely, employees who have high work experience and competence tend to show maximum employee performance. This will help employees to be aware of completing their work tasks effectively and efficiently as well as achieving targets as expected by the company.

CONCLUSIONS AND SUGGESTIONS.

Conclusion.

Based on the data obtained from the research results, the following conclusions are obtained: (1) Work experience has a significant and significant effect on employee performance. This can be proven by the value of the beta coefficient (β) of 0.527 and tcount 3.541> ttable 2.026 with a significant probability value of 0.001 <0.05. (2) Competence has a significant and significant effect on employee performance. This can be proven by the value of the beta coefficient (β) of 0.384 and tcount 2.904> ttable 2.026 with a significant probability value of 0.006 <0.05. (3) Work experience and competence have a significant and significant effect on employee performance. This can be proven by the value of Fcount 16.515> Ftable 3.24 with a significant value of 0.000 <0.05, and the coefficient of determination denoted by a number (R square) is 0.472, this shows that the contribution of work experience and competence variables in an effort to explain The employee performance variable is 47%, while the remaining 53% is influenced by other factors not included in this study.

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