Work experience and special skill in growing employee work effectiveness at PT Deli steel

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Abstract: *This study examines the effect of work experience and special skills on the work effectiveness of employees at PT Deli Steel. The data analysis technique used is multiple linear regression with SPSS version 24.0 analysis tool. The sample in this study were 47 respondents. Primary data collection using a questionnaire. The study found that work experience had a positive and significant effect on the work effectiveness of employees at PT Deli Steel. Special skills have a positive but not significant effect on the work effectiveness of employees at PT Deli Steel. Work experience and special skills simultaneously have a positive and significant effect on the work effectiveness of employees at PT Deli Steel.*

Key Words: *Work experience, Special Skill, Work Effectiveness.*

1. INTRODUCTION:

In the current era of globalization, companies that want to progress and develop will of course always try so that every employee involved in it can achieve work effectiveness. The success of the company to achieve its goals starts from the success of each employee concerned. In other words, the effectiveness of a company can be achieved if each employee can precisely achieve the desired target. A job is said to be effective if it can achieve the goals as planned by using all the resources that have been planned.

Likewise with PT Deli Steel where the company engaged in the iron distributor certainly wants to achieve the work effectiveness of its employees. However, currently, employees or human resources in the company still lack the enthusiasm to achieve work effectiveness. So the company should be more selective when recruiting human resources who want to join the company whether they meet the criteria to fill the required position. Because a company is able to compete and survive in the competition, of course it must be supported by competent human resources in their fields and willing to work together to achieve work effectiveness within the company. And to achieve work effectiveness, of course, it is supported by various factors or criteria on human resources themselves. Among them are work experience and special skills possessed by human resources, because these things are also an assessment in recruiting employees in the company and as a support in achieving work effectiveness.

2. LITERATURE REVIEW:

Work effectiveness is a condition that shows the level of success of management activities in achieving goals including quantity of work, quality of work, and timeliness in completing work (Handoko, 2003). Meanwhile, Siagian (1994) provides an understanding that work effectiveness means the completion of work on time. This means using the right time to complete the job.

An employee who already has previous work experience can be a factor that affects the employee's work effectiveness. Because employees already have the ability and mastery at work. The lack of work experience can also cause a decrease in employee performance in achieving work effectiveness, Husaini (2011) states that the higher the employee's work experience, the higher the performance displayed. This is supported by the results of empirical research conducted by Zakso (2010) that work experience has a positive and significant effect on employee performance. This means that the more work experience an employee has, the higher the employee's performance will be. On the other hand, the less experience the employee has, the lower the employee's performance.

Experience is a process of learning and increasing the potential for behavior development from both formal and non-formal education or can be interpreted as a process that leads a person to a higher pattern of behavior. A learning also includes a relatively appropriate change of behavior resulting from experience, understanding and practice (Knoers

& Haditono, 1999). Asih (2006) concludes that an employee who has high work experience will have advantages in several ways including: detecting errors, understanding errors, and looking for causes of errors. 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 (Puspaningsih, 2004). Murphy and Wrigth (2006) in Sularso and Naim (2009) provide empirical evidence that someone who is experienced in a substantive field has more things stored in his memory.

In addition to work experience, special expertise possessed by an employee is also a factor that allows it to be influential in growing effectiveness at work. This skill itself is an interest or talent that must be possessed by a person, with the expertise he has it is possible to be able to carry out and complete tasks well with maximum results. A person's expertise can be obtained from formal and non-formal education which must be continuously improved. One source of skill enhancement can come from experiences in a particular field. This experience can be obtained through a gradual process, such as carrying out tasks, training or other activities related to developing one's expertise.

Expertise is an interest or talent that must be possessed by a person, with the expertise he has it is possible to be able to carry out and complete tasks well with maximum results. one source of increasing expertise can come from experiences in certain fields (Wardani & Herunata 2010). Based on the article above, it can be concluded that the presence of human resource expertise can improve employee performance. Hasibuan (2009) states that expertise must receive the main attention of selection qualifications. This will determine whether or not someone is able to complete the work assigned to him. These skills include technical-skills, human-skills, conceptual-skills, the ability to take advantage of opportunities and the accurate use of equipment owned by the organization in achieving goals.

As Hasibuan (2009) states that expertise must receive the main attention of selection qualifications. This will determine whether or not someone is able to complete the work assigned to him. That is, someone who has special skills can be an important point when recruiting employees. And adjusted whether the expertise he has is related to the position needed. For example, PT Deli Steel needs a sales or telemarketing person in its company. Of course, applicants who have skills in communication and are good at convincing their customers will be accepted by the company. Because by accepting those who have expertise, it is considered that they can help the company in achieving work effectiveness together.

3. METHOD:

This study uses a quantitative research approach with path analysis techniques. Based on data on the number of employees of PT. Deli Steel, the population of this study amounted to 47 people. Because the total population is less than 100, the entire population is used as a research sample with a sampling technique, namely census sampling. The data collection technique used a questionnaire with a Likert scale of 1-5. The analysis tool used in SPSS 24.0. Data analysis techniques used data quality tests (validity and reliability tests), classical assumption tests (normality test, heteroscedasticity test, and multicollinearity test), conformity test (multiple linear regression test, t-test, and F test), and determination coefficient tests.

4. RESEARCH RESULTS & DISCUSSION:
a. Characteristics of Respondents

Based on the analysis, from a total of 47 respondents, 22 respondents (46.8%) were men and 25 respondents (53.2%) were women. The majority of respondents in this study were female because many of the employees at the Deli Steel office were female. There is 1 respondent (2.1%) of whom are less than 21 years old, 27 respondents (57.4%) of whom are aged between 21-25 years, and the remaining 19 respondents (40.4%) of whom are aged between 26-30 years. The majority of respondents in this study were aged between 21-25 years. This is because PT Deli Steel accepts many employees who are still fresh graduates or young so that most employees are 21-25 years old. Out of a total of 47 respondents, 22 respondents (46.8%) of whom last graduated from high school, and 25 respondents (53.2%) of whom last had bachelor's degree. The majority of the respondents in this study had the latest bachelor's degree in education. Furthermore, there are 10 respondents (21.2%) who have work experience of less than 1 year, 3 respondents (6.4%) have work experience for 1 year, 8 respondents (17.1%) have work experience for 2 years. , 8 respondents (17.0%) have work experience for 3 years, and the remaining 18 respondents (38.3%) have work experience above 4 years. The majority of respondents in this study had work experience of more than 4 years. This is because PT. Deli Steel recruits many employees who already have a lot of work experience. Then there are 31 respondents (66.0%) have special skills, and the remaining 16 respondents (34.0%) do not have special skills. The majority of respondents in this study have

special skills. This is because when recruiting employees, PT. Deli Steel also chooses those who have special skills in work.

b. Data Quality Test

The results of the analysis show that the number of research samples with n = 47, the calculated r-value are greater than 0.30. Therefore, all of the research indicators are declared valid and can be used to measure the variables in this study. The results of the SPSS output show that the Cronbach Alpha value of all the research variables are reliable.

c. Classic assumption test
1) Normality test

The results of data normality testing using the PP Plot image show that the scattered data points are around the diagonal line so that the data is normally distributed. Here's a graphic image:
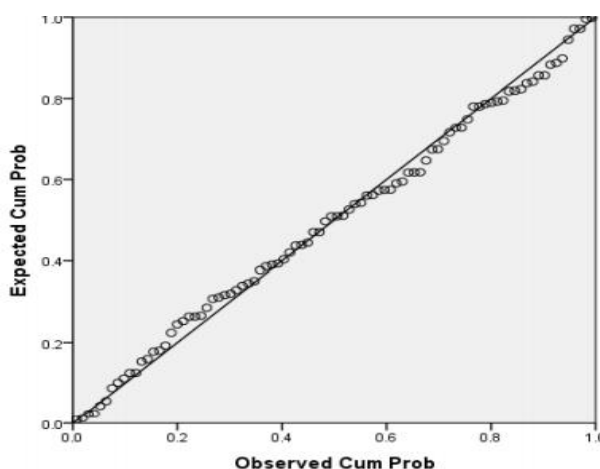
Fig 1. PP-Plot Grafik

Furthermore, by using the Kolmogorov Smirnov test, it can also be seen that the data is normally distributed with a significance value greater than 0.05 (p = 0.200 <0.05).

Table 1. Kolmogorov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		88
Normal Parameters[a,b]	Mean	31.8409091
	Std. Deviation	1.78527359
Most Extreme Differences	Absolute	.071
	Positive	.060
	Negative	-.071
Test Statistic		.071
Asymp. Sig. (2-tailed)		.200[c,d]

1) Test distribution is Normal.

2) Calculated from data.

3)   Lilliefors Significance Correction.

4) This is a lower bound of the true significance.

2) Heteroscedasticity Test

In this study, the method used to detect heteroscedasticity symptoms was by looking at the scatterplot graph between the predictive value of the dependent variable (ZPRED) and its residual (SRESID). Here's the picture:
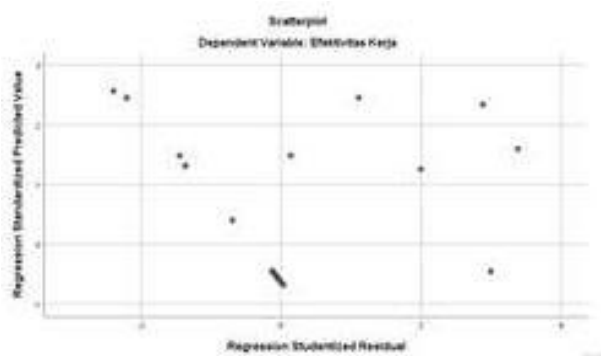
Fig 2. Scatterplot Graph

The scatterplot image shows that the dots are randomly distributed and do not form a particular pattern or trend line. The results of this test indicate that this regression model is free from heteroscedasticity problems.

3) Multicollinearity Test

Tolerance and VIF values for the independent variables are as follows:
a) The work experience variable (X_1) has a Tolerance value = 0.872 and a VIF value = 1.147.
b) The special skill variable (X_2) has a Tolerance value = 0.981 and a VIF value = 1.020.

It can be seen that work experience and special skill have a Tolerance value> 0.1 and a VIF value> 10, so it can be concluded that there is no multicollinearity symptom (between independent variables has no correlation).

c. Data Analysis Results

1) Multiple Linear Regression Test

Multiple linear regression aims to calculate the influence of two or more independent variables on one dependent variable and predict the dependent variable using two or more independent variables. Based on this analysis, the multiple linear regression equation is obtained as follows:

$Y = 2,109 + 0,417X_1 + 0,061X_2$

2) Hypothesis testing

a. Partial Test (t test)

A partial test is conducted to determine the influence of the independent variable on the dependent variable. The variables here are Work Experience (X_1) and Special Skill (X_2).

Table 2 Uji t
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,109	,742		2,841	,001
	Work Experience (X_1)	,417	,096	,550	4,361	,000
	Special Skill (X_2)	,061	,174	,044	,350	,728
a. *Dependent Variable*: Work Effectiveness (Y)						

t_{table} of the regression model can be searched using the t_{table} or Ms. Excel where the regression model has a df value of 44. By typing =tinv (0.05;44) in Ms. Excel then obtained a t_{table} of 2.015. Decision making from the results of the t test above can be seen as follows:
a) The results of the t-test indicate that the t_{count} for the Work Experience variable (X_1) is 4.361, with a t_{table} value of 2.015, it is known that the $t_{count} > t_{table}$. The significant value t of the Work Experience (X_1) variable is 0.000, where this value is much smaller than the significant threshold of 0.05. So it can be concluded that there is a significant effect of Work Experience (X_1) on Work Effectiveness (Y) partially
b) The results of the t-test indicate that the t_{count} for the Special Skills variable (X2) is 0.350, with a t_{table} value of 2.015, it is known that the $t_{count} < t_{table}$. The significant value of t of the Special Skills variable (X_2) is 0.728, where this value is greater than the significant threshold of 0.05. So it can be concluded that there is no significant effect of Special Skills (X_2) on Work Effectiveness (Y) partially.

b. Simultaneous Test (Test F)

A simultaneous test is carried out to determine the size of the joint effect of the independent variable to the dependent variable.

Table 3 Uji F

Model		Sum of Squares	Df	Mean Square	F	Sig.

ANOVAᵃ

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	0,532	2	0,266	**9,908**	**0,000ᵇ**
	Residual	1,181	44	0,027		
	Total	1,713	46			
a. Dependent Variable: Work Effectiveness (Y)						
b. Predictors: (Constant), Special Skill (X_2), Work Experience (X_1)						

The results of the F test from the table above show that the Fcount obtained is 9.908. This Fcount value is much greater than the Ftable value which is 3,209. Then accept Ha and reject Ho. So based on the F test it can be concluded that the regression model in this study, namely Work Experience (X_1) and Special Skills (X_2) simultaneously has a significant effect on Work Effectiveness (Y).

c. Coefficient of Determination

Following are the results of the determination test:

Table 4 Coefficient of Determination

Model Summaryᵇ

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,944ᵃ	,890	,885	1,31710
a. Predictors: (Constant), Special Skill (X_2), Work Experience (X_1)				
b. Dependent Variable: Work Effectiveness (Y)				

From the results of the determination test, it is known that the adjusted R Square value obtained is 0.885 which can be called the coefficient of determination, this indicates that 88.5% of work effectiveness can be obtained and explained by work experience and special skills. While the remaining 11.5% can be explained by other factors or variables outside the model.

5. CONCLUSION:
a) Work experience has a positive and significant effect on the work effectiveness of employees at PT Deli Steel.
b) Special skills have a positive but not significant effect on the work effectiveness of employees at PT Deli Steel.
c) Work experience and special skills simultaneously have a positive and significant effect on the work effectiveness of employees at PT Deli Steel.

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