



The Effect of Work Experience and Job Satisfaction on The Work Productivity of Civil Servants (PNS) At The Trade Office of Padang City

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Abstract. The purpose of this study was to determine how much influence work experience and job satisfaction have on the work productivity of Civil Servants (PNS) at the Padang City Trade Office. The method used in this research is quantitative. The sampling technique used is total sampling with a sample of 92 respondents. The data collection method used is observation, questionnaires, and literature study. The data analysis technique used in this research is multiple linear regression, t-test, F test, and coefficient of determination. Based on the results of multiple linear regression analysis, obtained $Y = 8.848 + 0.385 X_1 + 0.639 X_2 + e$. From the results of the t-test variable research, it was found that the work experience variable had a positive and significant effect on the work productivity of Civil Servants (PNS) at the Padang City Trade Office with $t_{count} > t_{table}$ ($2.459 > 1.662$) and work satisfaction variable with $t_{count} > t_{table}$ ($7.478 > 1.662$). From the F test, it is proven that the variables of work experience and job satisfaction together have a significant effect on the work productivity of Civil Servants (PNS) at the Padang City Trade Office. This can be proven by $F_{count} > F_{table}$, which is $167.901 > 3.10$. At the same time, the coefficient results Determination found that the variables of work experience and job satisfaction contributed to the work productivity of employees by 78.6%. The remaining 21.4% was explained by other variables not discussed in this study.

Keywords: *Work Experience, Job Satisfaction, Employee Work Productivity.*

1 Introduction

In every organization, both government and private organizations or companies must have hope to be able to achieve the goals that have been set. To achieve maximum results, high work productivity is needed so that the continuity of the organization can be guaranteed in the future. In the current era of globalization, no matter how sophisticated technology or equipment is, if it is not carried out by human labor, it is still an inanimate object that will not function if there is no driver, namely human resources that function to increase productivity in supporting organizations to be more competitive in achieving their goals.

Work experience is one of the variables that affect work productivity. Indicators of a person's work experience are the length of time or tenure, level of knowledge and

skills, and mastery of work and equipment. Based on the results of observations at the Padang City Trade Office, there are still many employees who have long experience but cannot work well and have not been able to improve their abilities and skills.

Employee job satisfaction also affects the increase in employee work productivity in the company based on observations that employees tend to be less satisfied or less happy with their work, usually due to the work or position that is not in accordance with their wishes. Based on research at the Padang City Trade Office, problems that occur in work experience and job satisfaction can affect the employee's work productivity. The Padang City Trade Office needs to improve work experience and job satisfaction in order to increase employee work productivity and obtain maximum results in accordance with what the organization wants.

2 Methods

The type of research used in this study is quantitative research. Population and sample The population study from this study are all employees at the **Padang City Trade Office, totaling** 92 employees. The sampling technique in this study is to use the total sampling method. The data analysis technique used is multiple linear regression, t-test, F-test, and coefficient determination.

3 Results and Discussion

Based on data analysis regarding the effect of work experience variables (X_1) and job satisfaction (X_2) individually and simultaneously on work productivity (Y) of Padang City Trade Office employees, the implications in this study are as follows:

3.1 Work experience variable on work productivity

Based on the results of data analysis, it can be seen that the work experience variable (X_1) has a positive and significant effect on the work productivity of Padang City Trade Office employees with a regression value of 0.385 units and can also be seen with the highest TCR value on the work experience variable contained in a statement [6], namely "I can master the work equipment provided by the company to support the given work activities" With a TCR of 86.5%. Based on the highest TCR value, it can be concluded that the employees of the Padang City Trade Office have good work experience because they can master the work equipment provided by the agency and support them in carrying out the work that the agency has provided.

The lowest variable of work experience is in a statement [4], namely, "I always carry out work according to procedures and responsibilities correctly," with a TCR value of 82.0% with suitable criteria. Based on the lowest TCR value, it can be concluded that the work experience of the Padang City Trade Office employees has been realized. However, a small percentage of them still need work experience in carrying out their work.

3.2 Job Satisfaction Variables on Work Productivity

Based on the results of data analysis, it can be seen that the job satisfaction variable (X2) has a positive and significant effect on the work productivity of the Padang City Trade Office employees with a regression value of 0.639 units and can also be seen with the highest TCR value on the satisfaction variable contained in the statement no. Complete the work assigned by the organization on time" with a TCR of 84.8%. Based on the highest TCR value, it can be concluded that the Padang City Trade Office employees are satisfied with carrying out their work because employees can complete the work given by the agency on time, which has implications for increasing work productivity at the Padang City Trade Office.

The lowest variable of job satisfaction is in a statement [3], namely, "I am loyal in doing the work given by the organization," with a TCR of 80.0% in the excellent category. Based on the lowest TCR value, it can be concluded that the employees of the Padang City Trade Office are satisfied with the work given by the agency.

3.3 Work Productivity Variables

The highest assessment on the work productivity variable is in a statement [4], namely, "I have a better work result than before," with a TCR value of 85.7% in the excellent category. From these results, it can be concluded that the Padang City Trade Office employees can improve the results of their work better than before.

The lowest assessment on the work productivity variable is in a statement [8], "I like challenges at work," with a TCR value of 81.7% in the excellent category. Based on this assessment, employees can complete and overcome challenges in carrying out their work.

4 Conclusion

Based on the results of research conducted at the Padang City Trade Office, the following conclusions can be drawn:

The work experience variable has a significant effect on the work productivity of the Padang City Trade Office employees. This can be seen from the value of $t_{count} > t_{table}$ ($2.459 > 1.662$) and a significant value of $0.000 < 0.05$.

Job satisfaction has a significant effect on the work productivity of the Padang City Trade Office employees. This is known from the value of $t_{count} > t_{table}$ ($7.478 > 1.662$) and a significant value of $0.000 < 0.05$.

Simultaneously there is a significant effect between work experience and job satisfaction variables on the work productivity of Padang City Trade Office employees with a value of $F_{count} > F_{table}$ or $167.901 > 3.10$, with a significant value of $0.000 < 0.05$, with an adjusted R square value of 0.786. This means that the contribution of the independent variable in explaining the dependent variable is 78.6%. The rest is explained by other variables not discussed in this study.

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