



Influence of Work Experience on Employee Performance at Selayar Islands Disaster Management Agency

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Abstract. This investigation seeks to explore the relationship between work experience and employee performance within the Regional Disaster Management Agency Office of Selayar Islands Regency. The methodological framework employed in this study is a quantitative paradigm. Data were collected utilizing a questionnaire technique, and the research implemented an interactive model engaging with respondents. The data provided by the respondents were subsequently processed employing data analysis techniques, specifically utilizing SPSS. Upon analyzing the acquired data, the t-value for Variable X is determined to be 5.095, with a significance value of 0.000. Given that the t-value of 5.095 exceeds the t-table value of 2.00958, and the significance value of 0.000 is less than 0.05, based on the criteria for decision-making in the t-test, it can be inferred that the hypothesis is validated. This indicates that the findings of the research regarding the impact of work experience on employee performance at the Regional Disaster Management Agency Office of Selayar Islands Regency reveal that work experience exerts a positive and statistically significant influence on employee performance at the office.

Keywords: Work Experience, Selayar Island, Employee Performance

1 Introduction

Human Resources can be characterized as a pivotal resource that significantly influences the efficacy or ineffectiveness of an organization. Organizations must adeptly and accurately manage their Human Resources to foster organizational advancement. Consequently, the efficacy of an organization's operational procedures is contingent upon the caliber of its human resources. To elevate staff effectiveness, firms demand human capital that showcases expertise and potential in harmony with the organization's aims and mission. Human resources exhibiting high performance will consequently enhance overall employee effectiveness. Hence, it is imperative that work standards function as benchmarks for evaluating completed tasks against desired outcomes.

The role of employee performance is essential in achieving the goals of an organization, thus providing a platform for employees to fulfill their obligations in their respective fields. Employees are required to complete their tasks accurately and

effectively, so the organization's goals can be achieved without compromising the quality and quantity of services provided to the public.

As required by the company, and how these qualifications can be maintained, improved, and developed over time, Human Resource Management becomes a continuous process. Along with the company's operational processes, attention to Human Resources has a special place within the company's organizational structure. In medium and large companies, aside from the chief executive officer, the department responsible for managing human resource affairs is the Human Resources Department, commonly referred to as the Personnel Department.

Arifudin states that a well-growing organization will emphasize human resources to optimally fulfill its functions, especially in dealing with the dynamic environmental changes [2]. According to Bayangkarana, given the critical role and function of human resources in a company's success, it is necessary to assess whether human resources are contributing optimally to the company. According to Wildan, this includes the fulfillment of Human Resource Management (HRM) that meets the company's qualifications [16]. The HRM process should be carried out properly, reasonably, and objectively. Empowering human resource management becomes the core aspect of HR management, and employee job satisfaction becomes part of the company's success.

The resources owned by the company will not deliver the best results without the support of human resources performing at their best. Employee performance refers to the actions taken by employees in carrying out specific tasks.

Wildan states that the main factor determining the success of an organization is employee performance, which is closely tied to the success of the company [16]. Employee performance and company success are intertwined, influencing other resources within the company.

Henry Simamora explains that performance is an interaction between opportunity, motivation, and ability, followed by performance evaluation based on the employee's role in the company or organization over a certain period. The function of performance or activities mentioned here refers to the outcome of individual or group activities, for which they are responsible and have authority within the company. However, the success of satisfactory performance is influenced by both internal and external factors. These internal and external factors also affect work experience, which in turn impacts employee performance.

Manullang states that work experience is the development of skills and knowledge, which involves a process based on the length of time a person has been involved in a job within a company [10]. It can be concluded that the longer a person works for a company, the better they can perform similar tasks at another company. Hence, the broader the work experience, the more skilled the person becomes in their field.

The Regional Disaster Management Agency is an institution under the local government, specifically in the Selayar Islands Regency, where this institution has significant responsibilities and roles within a region. The duties and authorities of the Regional Disaster Management Agency include: establishing local policies in the field of disaster management, supervising and fostering the implementation of disaster management in a region, and facilitating and coordinating disaster management efforts.

In consideration of the previously discussed framework, the researcher intends to conduct a study titled *The Impact of Professional Experience on Employee Efficacy at the Regional Disaster Management Agency of Selayar Islands Regency*.

2 Literature Review

2.1 Human Resource Management

There are three main perspectives on the definition of Human Resource Management: international, national/macro, and micro. Human Resource Management is defined as a process to develop, motivate, recruit, and evaluate all human resources.

Human resources refer to productive individuals who work as drivers in a company or organization, whether within a company or institution, and play an important role that must be developed and trained. Micro human resources have a narrow definition, referring to individuals who work solely within an institution or company, while macro human resources encompass the population of productive age in a certain region or area.

Human resource management involves the activities related to planning, carrying out, training, advancing careers, and recruiting, all focused on nurturing the progress of human capital within a company or organization. Additionally, the oversight of human resources is deeply connected to the proficient assignment of personnel in the workforce to maximize both productivity and success in the realization of personal and corporate aspirations.

As posited by Edy Sutrisno, Human Resource Management constitutes a strategic domain within an organization [4]. It should be perceived as an evolution of the conventional methodologies for effectively managing personnel, necessitating an understanding of human behavior and the competency to manage it appropriately. Given that human resources are regarded as an ongoing asset, they occupy a distinctive role within the organizational framework of the enterprise.

Dessler states that Human Resource Management is a form of policy in selecting individuals to carry out processes within an institution through evaluation, recruitment, training, and filtering methods [4].

Schuler et al. contend that Human Resource Management (HRM) embodies the acknowledgment of the workforce's significance within an organization as an essential asset that considerably aids in achieving the organization's objectives [4]. HRM employs a variety of functions and activities to guarantee that human resources are utilized efficiently for the advantage of the organization, society, or individuals. As noted by Edwin B. Flippo, Human Resource Management encompasses the organization, direction, planning, and oversight of the processes related to compensation, maintenance, recruitment, and termination of personnel to fulfill the company's vision and mission [15].

HRM is related to the utilization of human resources in performing tasks to achieve company objectives, which also impacts employees and society.

2.2 Work Experience

Work experience refers to a person's ability to perform a job, where the individual has been trained in their field due to prior training or similar experiences in their previous workplace. The longer someone works at a company, the more skilled and trained they become in executing all the tasks they are responsible for. According to the Indonesian Dictionary (Kamus Besar Bahasa Indonesia), work experience is a learning process and a growth of potential within a person, facilitated by prior training, with the aim of enabling the individual to perform tasks more effectively and efficiently.

Cempaka states that experience is a lesson learned from events that someone has gone through, whether those events happened a long time ago or recently, and these experiences play an important role in future occurrences.

Marwansyah explains that work experience is the skill, ability, and knowledge possessed by a worker to carry out responsibilities from previous jobs.

Meanwhile, according to Handoko, work experience refers to the knowledge, mastery, and skills a person has in the workplace, measured by the level of knowledge, skills, and length of time someone has worked.

Hafiar adds that experience is something that is lived through and contains certain information or messages. This information is processed into knowledge, which subsequently increases an individual's understanding.

2.3 Employee Performance

The term "performance" is no longer unfamiliar in management, where it is defined as work results and achievements. Mangkunegara stated that performance is the actual work achievement or accomplishment attained by a person in carrying out tasks according to the responsibilities given to them. Performance can also be understood as an achievement.

Henry Simamora said that performance is a function of the interaction between ability, motivation, and opportunity. Performance evaluation is the process used by organizations to evaluate the work execution of individual employees. According to Veithzal Rivai, performance evaluation refers to the work results that can be achieved by an individual or group within an organization, in accordance with their respective responsibilities and authority, with the aim of achieving the company's goals legally, without violating ethics or applicable laws.

Rivai explained that performance is crucial for managing a company's success in achieving its main goals [12]. In a company, each person has their respective roles, which are interconnected, with various responsibilities and tasks. It is also important for everyone to constantly evaluate their performance, as this can serve as input for improvement and enhancement. According to Tika, performance is the outcome of job functions or activities performed by individuals or groups within an organization, influenced by various factors, to achieve organizational goals within a specific time frame. Performance can also be measured by the success or achievements within an organization.

Munawir stated that performance is a depiction of the level of achievement in carrying out activities or tasks within a company to realize the objectives, goals,

mission, and vision of the organization, which have already been outlined in the company's strategy.

Simanjuntak noted that individual performance is the level of achievement or work result attained by a person based on targets that have been set, whereas organizational performance, according to Sinambela, is the ability of an employee to perform specific skills. Employee performance significantly affects the continuity of an organization, so it must be given due attention. Therefore, it is necessary to establish clear, measurable, and jointly determined criteria as a reference for performance evaluation.

3 Research Method

This investigation utilizes a quantitative research methodology, wherein the data is sourced from the organization in the form of employee counts and additional pertinent information relevant to the discourse. The selection of the quantitative approach is justified, as the data collected is numeric in nature and subjected to statistical analysis to evaluate the established hypothesis.

The study was executed at the Regional Disaster Management Agency (BPBD) Office of Selayar Islands Regency, situated at Jl. Moh. Karaeng Banto No. 30, Banteng, Banteng District, Selayar Islands Regency.

The data utilized in this research includes both quantitative and qualitative datasets. Quantitative data, represented in numerical form, is evaluated through the application of statistical methods, whereas qualitative data, which lacks numerical representation, is analyzed using descriptive techniques. The primary data sources for this investigation are derived from questionnaires disseminated to participants to garner systematic responses.

The population under examination includes all BPBD employees in the Selayar Islands Regency, amounting to 106 individuals. The sample selected for this research comprises both permanent and non-permanent staff, determined using the Slovin formula. The resultant calculations indicate that the sample size comprises 51 individuals.

The methodologies for data collection implemented in this investigation encompass observation, questionnaires, and analysis of documentation. Observational techniques were utilized for direct field assessment, while questionnaires served as a means to gather information from respondents. Documentation analysis was performed to enhance the data through the acquisition of images, photographs, or sketches relevant to the study site.

The operational definitions of the variables within this investigation comprise two essential components: the independent variable and the dependent variable. The independent variable is characterized as work experience, evaluated through indicators such as duration of employment, levels of knowledge and skills, and proficiency in job responsibilities and associated tools. On the flip side, the variable that relies on others is defined as how employees perform, which is assessed via indicators that reflect quality, quantity, timeliness, effectiveness, and personal agency. Using a Likert scale allowed us to measure these variables, where participants rated statements from total agreement to total disagreement.

The assembled data was subjected to both descriptive and inferential analytical methods. The analysis was intended to clarify the traits of participants concerning the research variables. A validity examination was carried out to verify the soundness of the questionnaire items, whereas a reliability examination was executed to affirm the stability of the employed measurement tool.

We carried out hypothesis testing by employing a straightforward regression analysis to clarify the link between the work experience variable (independent) and employee performance (dependent). The equation for simple regression utilized is $Y = a + Bx + e$, where Y represents employee performance. Furthermore, the coefficient of determination (R^2) was employed to evaluate the overall contribution of the independent variable to the dependent variable. The T-test was utilized to ascertain the significance of the relationship between the variables in a partial context.

4 **Research Results**

The findings of this investigation align with the initial hypothesis. The research demonstrates that work experience exerts a positive and statistically significant influence on employee performance at the Regional Disaster Management Agency Office of Selayar Islands Regency. According to the model summary, an R value of 0.588 is reported, signifying a robust correlation between performance and work experience, the independent variable. The R-squared statistic stands at 0.346, or 34.6%, indicating that the independent variable (work experience) considerably influences the dependent variable (performance) by 34.6%, with the remaining 65.4% being ascribed to various other variables within the study.

This assertion is further corroborated by the T-test results, where Variable X presents a value of 5.095 alongside a significance level of 0.000. Considering that the calculated t-value of 5.095 surpasses the critical t-table value of 2.00958, and with a significance level of 0.000, which is beneath the threshold of 0.05, it can be deduced from the decision-making criteria of the T-test that the hypothesis is sustained. This indicates that the work experience variable positively and significantly influences the dependent variable (performance).

This finding is supported by research conducted by Neneng Lela, titled "The Effect of Work Experience on Employee Performance at the Banjaran District Office," which explains that employee performance is positively and significantly influenced by work experience. The greater the work experience, the more knowledge employees have and the more skilled they are at organizing that knowledge. This has a positive impact on improving employee performance, particularly at the Banjaran District Office.

5 **Conclusion**

The findings of this research indicate that professional experience exerts a positive and statistically significant influence on employee performance within the Regional Disaster Management Agency Office of Selayar Islands Regency. This suggests that

an increase in employees' work experience correlates with enhanced and fortified performance outcomes.

Analyzing the SPSS results reveals that the t-value for Variable X stands at 5.095, accompanied by a significance level of 0.000. Given that the t-value of 5.095 surpasses the t-table value of 2.00958, and the significance level of 0.000 falls below the threshold of 0.05, the decision-making criteria for the t-test lead to the acceptance of the hypothesis. Thus, it can be inferred that the variable of work experience positively and significantly affects Variable Y, which represents performance.

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