EFFECT OF EDUCATION LEVEL AND WORK EXPERIENCE ON EMPLOYEE PERFORMANCE
BRI Syariah Bandung Branch

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Abstract

Every company always expects its employees to have achievements, because having employees who excel will make an optimal contribution to the company. In addition, by having employees who excel the company can improve the company's performance. The purpose of this study was to determine the effect of education level on employee performance and work experience on employee performance at the Bandung branch of BRI Syariah bank. The sampling method used is a saturated sample so that the sample used is 47 respondents. The statistical method used is multiple regression analysis. The results showed that the level of education and work experience partially had a significant effect on employee performance, and was able to contribute to

employee performance by 84.3% while the rest was influenced by other variables not examined in this study.

Keywords: education level, work experience, employee performance

INTRODUCTION

Every company requires maximum profit, in achieving maximum results the company requires high productivity and loyalty from the elements engaged in it, thus the continuity of the company can be guaranteed and can develop all forms of business. Every organisation constantly expects its employees to have achievements, because having personnel who excel will make an optimal contribution to the enterprise. further, by way of having personnel who excel the company can enhance the enterprise's performance. In different phrases, the continuity of a company is decided via the overall performance of its personnel. in keeping with [1]overall performance is a function of motivation and ability to complete a mission or process a person ought to have a certain degree of willingness and level of potential. Efforts to improve employee performance, including by paying attention to the level of education. In carrying out the work, employees also are inseparable from the extent of education they have. in addition, work experience is also very important for personnel to enhance their performance. According to [2]. "Work experience is the length of time an employee has worked in the workplace from the time he was accepted into the workplace until now.

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

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

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

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

1. How is the effect of education level on employee performance at BRI Syariah Bandung branch?

    2.   How does work experience affect employee performance at BRI Syariah Bandung branch?

LITERATURE REVIEW

Level of education

[3] education level is the stage of continuous education, which is determined based on the level of development of students, the level of complexity of teaching materials and the way in which teaching materials are presented. In line with the opinion of [4] states that the level of education is an activity of a person in developing abilities, attitudes, and forms of behavior, both for life in the future where through certain organizations or not organized. according to [5], the dimensions of the level of education are (1) formal education with indicators of education obtained at school, and (2) non-formal education with indicators of training that has been attended by workers. In line with this view, [6]explains the dimensions and indicators of education level include (1) the dimension of formal education with the indicator being the last education completed by each worker which includes elementary, junior high, high school and college, and (2) the dimension of informal education. with indicators of attitude and personality formed from family and environment. [7]. "Work experience is the length of time an employee has worked in the workplace from the time he was accepted into the workplace until now". Agree with [8, 9] stated as follows. "Work experience is the period of time or length of time a person works in an organization". Referring to the opinion of [8], work experience is based on the period of service or the length of time the employee has worked. [10, 11]states that the dimensions of work experience can be seen from the length of time or tenure, the level of knowledge and skills possessed, and the type of work.

Work experience

A person's work experience shows the types of work that a person has done and provides a great opportunity for someone to do a better job. The wider a person's work experience, the more skilled he is at doing the work and the more perfect the pattern of thinking and attitude in acting to achieve the goals that have been set [12]. An applicant's work experience should be the main consideration in the selection process. Experienced people are prospective employees who are ready to use [13]. According to [13] explains there are several things to determine whether employees are experienced or not and as well as an indicator of work experience is the length of time or hours of work, level of intellect and skills, mastery of work and equipment.

Performance

Performance appraisal plays a very important role in increasing work motivation in the workplace. Employees want and need feedback regarding their performance and appraisals provide an opportunity to provide them with feedback. If the employee's performance is not up to standard, then the assessment provides an opportunity to review the employee's progress and to develop an employee performance improvement plan. According to performance appraisal is an attempt to plan and control the work management process so that it can be carried out according to the goals that have been set, work performance appraisal is also a process of evaluating and assessing employee performance in the past or to predict future work performance in an organization [14].

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

The research hypotheses are:

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

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

RESEARCH METHODOLOGY

The research method to be carried out is quantitative. Where research is based on the philosophy of positivism, which is used to examine certain populations or samples with random sampling techniques, for data collection using research instruments, namely questionnaires, while data analysis is quantitative/statistical which aims to test predetermined hypotheses [15]. The type of research used is an associative explanatory research. Where the research aims to determine the relationship between two or more variables. While the unit of analysis in this study is the employees of Bank BRI Syariah Bandung Branch.

The population included in this study were 47 employees. While the sampling technique of this research is the saturated sample technique, that is, all the population is sampled. So the number of samples is the same as the research population of 47 employees. The collection of data that has been taken is based on sources, namely there are primary sources and secondary sources [16, 17]. Primary sources are taken from the data taken which has been obtained through observations, questionnaires, and interviews. The secondary data sources were obtained but not taken directly through media related to the company or other parties [18, 19]. statistical processing method using multiple linear regression method using software (SPSS). Data processing with SPSS application produces outputs in the form of normality, correlation, linearity, multiple linear regression values.

RESULTS AND DISCUSSION

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

Data Normality Test

Normality test is used in statistics to determine whether a population is normally distributed or not. Data that is considered normal if the data is in a curve with a slope of the left and right sides, and is not skewed to the left or right, but to the center with a bell-like shape with close to zero. Based on the results of processing on SPSS on the data obtained, it can be seen as shown below:
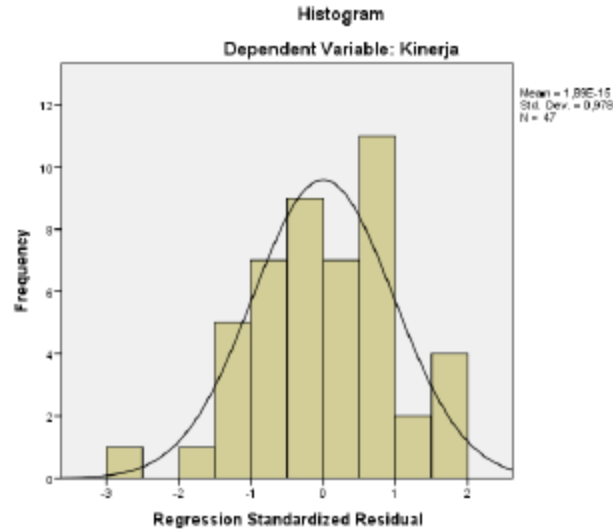
Figure 1. Histogram to test the normality of the data
Source: SPSS Version 23.0 data processing; 2021

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

Multicollinearity Test

Multicollinearity test was conducted to determine whether there was a correlation or relationship between independent variables in the regression model. To find out whether or not there is multicollinearity, that is by looking at the Variance Inflation Factor (VIF). If the VIF value is not more than 10, then multicollinearity occurs. This can be seen from:

Table 1

Multicollinearity test

Model 1	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Zero order	Partial
Constant	9.025	3.739		2.414	.020		
Tingkat pandidikan	.502	.105	.490	4.762	.000	.620	1.612
Pengalaman kerja	.438	.101	.448	4.354	.000	.620	1.612

Based on the results of the calculations in the table above, the tolerance value shows that none of the independent variables has a VIF value of more than 10 and the tolerance value has no value less than 0.1. so it can be concluded that there is no multicollinearity between the level of education and work experience.

Heteroscedasticity Test

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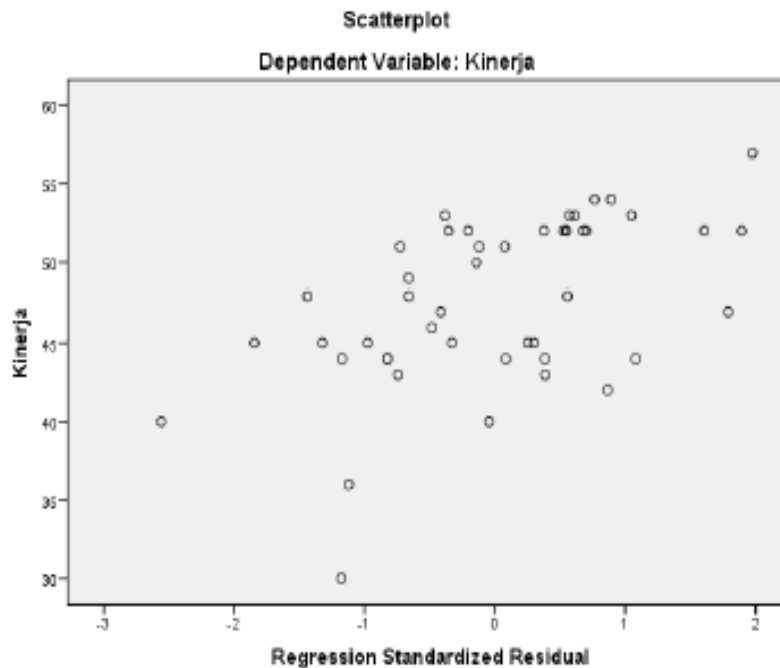

Figure 1. heteroscedasticity test results

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

Multiple Linear Regression Analysis

The analytical model used in this study is multiple regression analysis. Multiple regression analysis serves to determine the effect of the level of education and work experience on employee performance at the Bandung branch of BRI Syariah bank.

Multiple Regression output

Model 1	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
Constant	9.025	3.739		2.414	.020
Tingkat pandidikan	.502	.105	.490	4.762	.000
Pengalaman kerja	.438	.101	.448	4.354	.000

Based on the results shown in the table above, the multiple regression equation model is obtained as follows:

Y = 9.025 + 0.502X1 + 0.438 X2 + e

Coefficient of Determination

The coefficient of determination (R^2) generated from the structural equation model to express the magnitude of the influence given to the dependent variable from the independent variables associated with the respective influence paths shows the following results.

Model Summary

Model	R	R Square	Adjusted R square	Std. Error of the Estimate
1	.843	.711	.698	2.897

Source: Processed primary data

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

F Model Testing

According to [20, 21]the goodness of fit test is carried out to measure the accuracy of the sample regression function in estimating the actual value statistically. The goodness of fit model can be measured from the statistical value of F which indicates whether all the independent variables included in the model have a joint influence on the dependent variable.

Table 4

Anova

Model 1	Sum of Square	df	Mean Square	F	Sig.
Regression	908,899	2	454,449	54.143	0.000b
Residual	369,314	44	.8,393		
Total	1278,213	46			

Based on the ANOVA table above, a significance of 0.000 can be obtained where the number is <0.05, so that the hypothesis is accepted, which means it shows that the test model is feasible to be used in research.

T Uji test

The t-test was conducted to determine the effect of education level and work experience partially on employee performance, which was tested at a significant level of 0.05 with the basis for making decisions by looking at the comparison value between t_test > t_table so that the hypothesis can be accepted.

Table 5

coefficients

Model 1	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
Constant	9.025	3.739		2.414	.020
Tingkat pandidikan	.502	.105	.490	4.762	.000
kerja Pengalaman	.438	.101	.448	4.354	.000

Based on the results above, the education level has a t count of 4.762 which is greater than a t table of 1,680 so it can be concluded that the hypothesis is accepted, meaning that the level of education has a significant positive effect on employee performance, as well as work experience has a t_test of 4,354 > t_table of 1,680 so it can be concluded that the hypothesis is accepted, meaning that work experience has a significant positive effect on employee performance.

The effect of education level on employee performance

Based on the results of the study, it is known that the influence between the level of education has (p = 0.000<0.05) then Ho is rejected and Ha is accepted, meaning that there is a positive influence between the level of education on employee performance. In this case, it can be seen that the employees of the BRI sharia bank in Bandung branch have a majority education level of Bachelor (S1), this of course provides good benefits for the company, of course, the basic concept of education in my opinion [22, 23] education as a activity means an effort that is consciously designed to help a person or group of people in developing knowledge, outlook on life, attitude to life, and life skills

both individually. and socially.

Type of education is education that is grouped according to the nature and specificity of its objectives. The types of education included in the school education pathway consist of general education, vocational education, special education, official education, religious education, academic education and professional education [24]. This finding supports the theory of [25]which states that a person's level of education will affect employee performance. [26]also states that a high level of education of employees will affect the ability to achieve optimal performance. Empirical studies that also support the findings of this study are the results of research conducted by [27, 28] which states that the level of education has a significant effect on employee performance.

Effect of work experience on employee performance

Based on the results of the study, it is known that the influence between work experience and employee performance has a value ($p = 0.000 < 0.05$), then Ho is rejected and Ha is accepted, meaning that there is a positive influence between work experience and employee performance. Work experience is a huge potential to do work effectively, because a person does not have sufficient educational background or the skills he has also determine the ability of each person to adapt to differences and environmental changes, both internally and externally [29]. Work experience is usually in the form of knowledge and skills that take place within a certain time where a person is involved in an activity. Work experience that forms work skills is very dependent on a person's willingness to have the skills so that a job can be completed on time and with quality.

The results of this study are in accordance with the theory of [30] which states that if employees have knowledge and skills that are in accordance with their work, the employee's performance will be higher. The longer the work experience possessed by the employee, the higher the work results to be achieved. The results of this study are in accordance with an empirical study from [29] which states that work experience has a significant influence on employee performance.

CONCLUSIONS AND SUGGESTIONS

Conclusion

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

Suggestion

The suggestions that researchers can express in this study are:

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

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