



The effect of competence and work experience on employee performance in navigation district type a class ii Tanjung Emas port Semarang

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Abstract

The Navigation District is an UPT in the field of navigation that is responsible for the implementation of navigation activities to realize and maintain ship safety in the waters and port land. Therefore, navigation services must be provided by officers who are competent and experienced enough to produce satisfactory performance. The purpose of this research is to determine the influence of competence and work experience of employees of Navigation District Type A Class II Tanjung Emas Port Semarang. The study was conducted using a quantitative method on the population of all employees of Navigation District Type A Class II Tanjung Emas Port Semarang with a selected sample of 100 people. The instrument used was a questionnaire for IBM SPSS 25 data collection to analyze the data. Data analysis was carried out using multiple linear regression analysis statistical tests, T test, F test and determination coefficient. The results showed that competence had a positive and significant effect on employee performance ($\beta_1 = 0.264$; sig.= 0.000). Work experience had a positive and significant effect on employee performance ($\beta_2 = 0.211$; sig. = 0.003). Simultaneously, competence and work experience have a significant simultaneous effect on employee performance (sig. = 0.000) with a large contribution 20,9% ($R^2 = 0,209$).

Keywords: competence, work experience, employee performance

Introduction

Today's industrial competition is increasing along with the rapid development of the times and resulting in increasingly complex systems in the industry. Government agencies as regulators and implementers have the authority as well as the obligation to supervise the order of society so that it is orderly according to the purpose of enacting regulations, including in the business sector of the shipping sector. The development of the shipping sector is directly proportional to ship visits at ports. One of the main ship services at the port is navigation services.

The Navigation District is a Technical Implementation Unit in the field of navigation within the Directorate General of Sea Transportation of the Ministry of Transportation which is under and responsible to the Director General of Sea Transportation with the legal basis of implementation regulated in Peraturan Menteri Perhubungan (Permenhub) Republik Indonesia Nomor PM 19 Tahun 2022 about Organization and Work Procedures of the Navigation District. Basically, the Navigation District has the duty and responsibility to carry out navigation activities. However, there are 2 (two) classifications of Navigation Districts, namely Type A and Type B. Type A Navigation District has the same main task as Type B, but also carries out supervision of some of the navigation implementation carried out by other government agencies and business entities.

Organization and Work Procedures of the Navigation District. Basically, the Navigation District has the duty and responsibility to carry out navigation activities. However, there are 2 (two) classifications of Navigation Districts, namely Type A and Type B.

Type A Navigation District has the same main task as Type B, but also carries out supervision of some of the navigation implementation carried out by other government agencies and business entities. Jali dan Purba (2022) [2] found that competence and work experience each have a positive and significant influence on employee performance.

Employees who have competence that suits their work will find it easier to complete their tasks effectively and efficiently. Employee competence can support the implementation of the company's strategy and support change by management so that it can support the teamwork system (Jali and Purba, 2022) [2]. Competence is defined as the ability of individuals to carry out tasks, integrate knowledge, skills, attitudes and personal values (Sitio, 2022) [9]. The competence possessed by each individual must be different, this is influenced by the background of each individual (Putri, Hidayat and Pinem, 2022) [5]. The competence possessed by each individual must be different, this is influenced by the background of each individual (Yunidasari, Irfani and Assyofa, 2020) [13]. Competence is measured by skills, experience, motivation, and organizational culture (Wibowo, 2014) [11].

Work experience is something that someone has done before working at an institution or someone who has worked for a long time at an institution (Hasibuan, 2016) [1]. Employees who have experience in their work will be able to work more easily and quickly, including in solving similar problems faced. An individual who has experience in dealing with similar problems will be able to resolve the problem faster. Work experience can be a guideline for employees to put themselves according to conditions (Sutrisno, 2020) [10]. This can reflect a person's level of mastery of knowledge and skills in the job (Novelya and Karuehni, 2023) [3]. Work experience consists of interests, skills, knowledge and confidence (Rohaida *et al.*, 2022) [7].

Employee performance is the level of achievement or work of an employee from the goals that must be achieved or tasks that must be carried out within a certain period of time (Simanjuntak, 2016) [8]. This will contribute directly to the performance of the company or organization. Employee performance is very influential for the success of a company, good employee performance or performance will be directly proportional to good results in the company's business development (Paparang, 2021) [4]. Employees who have adequate knowledge, skills, and attitudes will be able to complete their tasks effectively and efficiently, thereby contributing to improving the overall performance of the company. The company will require employees or human resources to adapt to the systems that apply in the company, as well as develop themselves so that they can continue to improve their performance and productivity (Wicaksono, 2019) [12]. Employee performance can be assessed from work quality, quantity, timeliness, effectiveness and independence (Robbins, 2016) [6].

Methods

The research was conducted in the Type A Class II Navigation District of Tanjung Mas Port Semarang, Central Java, Indonesia in February – May 2024. This research is a causal associative research with a quantitative approach. The

population of this study was all employees of Navigation District Type A Class II Tanjung Emas Port Semarang as many as 132 people and a sample of 100 people was taken using a simple random sampling technique. The instruments used were questionnaires and IBM SPSS applications. The independent variables of this study are competence and job training while the dependent variable is employee performance. The data analysis techniques used are descriptive analysis and multiple linear regression analysis.

Results

Respondent Characteristics

This analysis was carried out on 100 employees of Navigation District Type A Class II Tanjung Emas Port Semarang to find out the characteristics of the research respondents including: gender, age, last education, and length of work. The results of the analysis (table 1) showed the dominant characteristics of the research respondents according to their respective categories, including: male gender (74%), age group 26-30 years (40%), last education Diploma (47%), and length of work 1-2 years (47%).

Table 1: Descriptive Analysis Result of Respondent Characteristics

Characteristics	Frequency	Percentage
Gender		
Male	74	74
Female	26	26
Total	100	100%
Age		
26-30 years old	40	40
31-35 years old	25	25
35-40 years old	23	23
>40 years old	12	12
Total	100	100%
Last Education		
SMA	35	35
Diploma	47	47
S1	18	18
Total	100	100%
Length of Work		
< 1 years	8	8
1-2 years	47	47
> 2 years	45	45
Total	100	100%

Variable Category Description

The variable category describes the respondents' responses to the research variables which are categorized into high, medium, and low. The results of the categorization (table 4) show that mostly: the competence of the respondents is moderate (85%); Respondents' work experience is moderate (82%) and employee performance is high (47%).

Table 2: Results of Descriptive Analysis of Variable Data Distribution

Variable	Min	Max	Mean	SD
Competence	3,25	4,50	4,0175	0,26887
Work Experience	3,25	4,50	3,9875	0,27838
Employee Performance	3,80	4,80	4,2720	0,20990

Table 3: Variable Categorization

Category	Interval Score	Frequent	Percentage
Competence			
High	$X > 4,28637$	6	6%
Medium	$4,28637 > X > 3,74863$	85	85%
Low	$X < 3,74863$	9	9%
Total		100	100%
Work Experience			
High	$X > 4,26588$	8	8%
Medium	$4,26588 > X > 3,70912$	82	82%
Low	$X < 3,70912$	10	10%
Total		100	100%
Employee Performance			
High	$X > 4.4819$	47	47%
Medium	$4.4819 > X > 4.0621$	30	30%
Low	$X < 4.0621$	23	23%
Total		100	100%

Analysis Prerequisite Test**1. Normality Test**

The data normality test used the Kolmogorov-Smirnov test.

The results of the data normality test (table 5) show that the significance value is 0.200 which is greater than 0.05. So it can be concluded that the data is normally distributed.

Table 4: Normality Test Result

Variable	Asymp. Sig (2-tailed)	Interpretation
Residual variable employee performance, competence, work experience	0,200	Normal

2. Linearity Test

The linearity test was carried out on a variable independent of the dependent variable. The results of the statistical test (table 6) show that the significance of each independent variable is greater than 0.05. So it can be concluded that all variables are linear independent with dependent variables.

Table 5: Linearity Test result

Variable	Significant	Interpretation
Competence	0,320	Linier
Work Experience	0,774	Linier

3. Multicollinearity Test

The Multicollinearity Test was carried out between independent variables in the study. The results of the static test (table 7) showed a tolerance value of > 0.1 and a VIF value of < 10 . Therefore, it can be concluded that there is no multicollinearity between dependent variables.

Table 6: Multicollinearity Test Result

Variable	Tolerance	VIF
Competence	0,992	1,008
Work Experience	0,992	1,008

4. Heteroscedasticity Test

The heteroscedasticity test was carried out using the Gleiser test. The results of the statistical test (table 8) show that the significance level is > 0.05 so it can be concluded that there is no variance difference from the residual of one observation to another observation in the regression model.

Table 7: Heteroscedasticity Test Result

Variable	Significant
Competence	0,768
Work Experience	0,538

Hypothesis Test

Hypothesis that was proposed in this study is:

Hypothesis I: Competence has positive and significant effect on employee performance in Navigation District Type A Class II Tanjung Emas Port Semarang

Hypothesis II: Work experience has positive and significant effect on employee performance in Navigation District Type A Class II Tanjung Emas Port Semarang

Hypothesis III: Competence dan work experience has a significant simultaneously effect on employee performance in Navigation District Type A Class II Tanjung Emas Port Semarang

The results of the regression analysis test (table 8) showed the value of the regression coefficient (β) of each variable independent of the dependent variable so that a regression equation was obtained:

$$Y = 2,371 + 0,264 X_1 + 0,211 X_2$$

The regression coefficient of competence (X_1) shows a positive number (0.264) with a significance value of $0.000 < 0.05$ which means that H_1 is accepted. The work experience regression coefficient (X_2) shows a positive number (0.211) with a significance value of $0.003 < 0.05$ which means H_2 is accepted. In the results of the regression analysis (table 8), the results of the F test were also obtained which showed a significance value of $0.000 < 0.05$ so that H_3 was accepted with the determinant coefficient (R^2) is 0.209.

Table 8: Multiple Linear Regression Analysis Results

Variable	β	t	Sig.
Constant	2,371		
Competence	0,264	3,727	0,000
Work Experience	0,211	3,088	0,003
F	12,816		0,000
R^2	0,209		

Discussions

The effect of competence on employee performance in Navigation District Type A Class II Tanjung Emas Port Semarang

Based on the results of the study, it is known that hypothesis I is acceptable so that it can be concluded that competence has a positive and significant effect on employee performance of Navigation District Type A Class II Tanjung Emas Port Semarang. This means that if competence increases, employee performance will also increase. Employees who have qualified and relevant competence will be good at doing their jobs. The process of adapting to work is also faster because they already have basic knowledge about the scope of their work, so employees only need to adapt to their environment (Wicaksono, 2019) ^[12]. This is in line with the research of Wicaksono (2019) ^[12], Yunidasari et al. (2020) ^[13] and Sitio (2022) ^[9] that competence has a significant effect on employee performance.

The effect of work experience on employee performance in Navigation District Type A Class II Tanjung Emas Port Semarang

Based on the results of the study, it is known that hypothesis II is acceptable so that it can be concluded that work experience has a positive and significant effect on employee performance of Navigation District Type A Class II Tanjung Emas Port Semarang. This means that if the work experience increases, employee performance will also increase. Employees have a good work experience so that when there is a problem, they can deal with it well and know the most appropriate solution. This will certainly speed up employees in completing their work. The more often someone does the same job, the more skilled and faster they will complete the work (Wicaksono, 2019) ^[12]. This is in line with the research of Rohaida et al (2022) ^[7] and Jali et al. (2022) ^[2] that work experience has a significant effect on employee performance.

The effect competence and work experience on employee performance in Navigation District Type A Class II Tanjung Emas Port Semarang

Based on the results of the study, it is known that hypothesis III is acceptable, so it is concluded that competence and work experience simultaneously have a significant effect on employee performance of Navigation District Type A Class II Tanjung Emas Port Semarang. Competence and work experience are effective and efficient employee capital in working so that they can produce quality and optimal performance outputs. This is in line with the research of Jali and Purba (2022) ^[2] that competence and work experience have a simultaneous effect on employee performance. This simultaneous influence contributes to 20,9% ($R^2 = 0,209$).

Conclusion

From the research that has been carried out on the influence of competence and job training with the performance of the Navigation District Type A Class II Tanjung Emas Port Semarang, it can be concluded:

1. Competence has a positive ($\beta = 0.264$) and significant (sig. $0.000 < 0.05$) influence on employee performance so that H1 was accepted. Therefore, competence has a positive and significant effect on employee performance in Navigation District Type A Class II Tanjung Emas Port Semarang.
2. Work experience has a positive ($\beta = 0.211$) and significant (sig. $0.003 < 0.05$) influence on employee performance so that H2 is accepted. Therefore, job

training has a positive and significant effect on employee performance in Navigation District Type A Class II Tanjung Emas Port Semarang.

3. Competence and work experience simultaneously have a significant 0.000 which is less than 0.05 so that H3 is accepted. Therefore, competence and job training have a significant effect simultaneously on employee performance in Navigation District Type A Class II Tanjung Emas Port Semarang. The magnitude of the influence of the two simultaneously is $20,9\%$ ($R^2 = 0,209$).
4. This research is limited to examining factors that affect performance, namely competence and work experience. Researchers can then use this study as a reference and continue the research to analyze other factors such as compensation, workload, work performance, and others as independent and intervening variations.

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