

The Influence of Work Experience, Supervision and Work Discipline on Employee Performance on CV. Star Nine

Danny Mahendra Widya Putra¹, Abid Muhtarom², Mohammad Yaskun³

Master of Management Study Program, Postgraduate, Lamongan Islamic University

Email: dannyamahendrawidyaputra1@unisla.ac.id, abid@unisla.ac.id, m.yaskun@unisla.ac.id

Article Info	ABSTRACT
Keywords: Work experience, supervision, work discipline, employee performance, convection business	Convection business is a very popular type of business in Indonesia. The popularity of convection business is mainly due to two things. First, because the products produced by the convection industry, namely clothing, are one of the basic human needs, the market for the convection business will always exist. Convection market share. Secondly, the convection business has become popular because the entry barrier to starting this business is not too big. This research method uses a type of quantitative research with data taken from CV employees. Star Nine Lamongan with a total of 60 people. This study uses multiple linear regression test, determination coefficient test, ujit and f test. This study found that there is a significant influence between work experience, supervision, and work discipline on employee performance both simultaneously and partially, with work experience as the most dominant variable.
This is an open access article under the CC BY-NC license 	Corresponding Author: Danny Mahendra Widya Putra Master of Management Study Program, Postgraduate, Lamongan Islamic University dannyamahendrawidyaputra1@unisla.ac.id

INTRODUCTION

Convection business is one of the most popular types of businesses in Indonesia. The popularity of convection business is mainly due to two things. First, because the products produced by the convection industry, namely clothing, are one of the basic human needs, the market for the convection business will always exist. Convection market share. Secondly, the convection business has become popular because the entry barrier to starting this business is not too big. A person can start a convection business with only two or three sewing machines. And sewing machine, is one of the cheapest production machines.

Human resources are a very important asset for companies to achieve their respective goals. Every organization that has a high level of competence will refer to the company to maintain the continuity of the company by paying attention to the human resource aspect. So that humans can be seen as a determining factor because it is in their hands that all innovations will be realized properly in order to realize the company's goals.

Human resources are a very important asset for companies to achieve their respective goals. Every organization that has a high level of competence will refer to the company to maintain the continuity of the company by paying attention to the human resource aspect. So

that humans can be seen as a determining factor because it is in their hands that all innovations will be realized properly in order to realize the company's goals.

Based on this background, the author intends to propose a research with the title "The Influence of Work Experience, Supervision and Work Discipline on Employee Performance on Cv. Star Nine"

Research conducted by Mohammad Yaskun and Diah Ayu Novitasari (2017) shows that *relationship marketing* has a positive influence on customer loyalty. A good relationship between a company and customers can increase trust and retain consumers in the long run. The results of the study show that a marketing strategy that is oriented towards customer relationships can be one way to increase business competitiveness.

Furthermore, research by Yunni Rusmawati Dwi Jayanti and Bhiartzika Ristyanadi (2018) found that brand image and customer satisfaction affect consumer loyalty. A strong brand image can create a positive perception of the product, thereby increasing customer satisfaction and loyalty. These findings show that brand management is an important part of a business's marketing strategy.

Research by Ratna Handayati (2016) explains that prices and promotions are factors that affect the level of consumer satisfaction. Prices that match product quality as well as effective promotions can increase customer interest and satisfaction. Therefore, companies need to pay attention to promotional strategies as an effort to increase the attractiveness of products in the market.

In addition, research by Yunni Rusmawati DJ (2017) shows that the application of market segmentation, product positioning, and SWOT analysis can increase company sales. By identifying strengths, weaknesses, opportunities, and threats, companies can formulate marketing strategies that are more targeted and in accordance with market needs.

Based on the results of the previous research, it can be concluded that an effective marketing strategy is influenced by various factors, such as customer relationships, brand image, promotion, market segmentation, and product positioning. Therefore, research on the Marketing Strategy of Gunung Coffee (KUB Putra Bumi Nusantara) in Sawo Village, Dukun District, Gresik Regency is important to identify the right marketing strategy in increasing competitiveness and developing local coffee businesses.

METHODS

This research method uses a type of quantitative research with data taken from CV employees. Star Nine Lamongan with a total of 60 people. This study uses multiple linear regression test, determination coefficient test, t test and f test.

RESULTS AND DISCUSSION

Multiple Linear Regression Test

Table 1. Multiple Linear Regression Test Results

Models	B	Std. Error
(Constant)	,616	1,568
Work experience	,440	,112

Models	B	Std. Error
Maintenance	,237	,095
Work discipline	,415	,090

Source: Processed SPSS data (2022)

- $a = 0.616$ indicates the magnitude of the employee performance-bound variable (Y) of 0.616 assuming other variables that affect are considered constant.
- $b_1 = 0.440$ means that if the work experience is increased by 1 unit or 1 unit, then employee performance will increase by 0.440 assuming other variables that affect are considered constant
- $b_2 = 0.237$ indicates that an increase in the supervision variable (X2) can result in an increase in employee performance or in other words, if supervision (X2) is increased by 1 unit, employee performance will increase by 0.237. Assuming other influencing variables are considered constant.
- $b_3 = 0.415$ indicates that an increase in the variable of work discipline (X3) can result in an increase in employee performance or in other words, if work discipline (X3) is increased by 1 unit, employee performance will increase by 0.404. Assuming other influencing variables are considered constant.
- Based on the linear regression equation, it can be seen that the most influential independent variable is the work experience variable with a coefficient value of 0.440 and the least influential is the supervision variable of 0.237.

Multiple Correlation Test

Table 2. Multiple Correlation Test Results

Model	R
1	,825a

Source: Processed SPSS data (2022)

Based on the multiple correlation test in table 5.8 shows a coefficient (R) of 0.852 indicating that there is a very strong relationship between work experience, supervision, work discipline and employee performance. The higher the correlation value of work experience, supervision, and work discipline, the higher the employee performance

Coefficient Determination Test

Table 3. Determination Coefficient Test Results

Model	R Square
1	,680

Source: Processed SPSS data (2022)

It can be seen that the coefficient of determination is shown by *R square*, which is 0.680 or 68%. From the *R square*, it can be concluded that the variables of work experience, supervision and work discipline from the variables tied to employee performance contributed 68% while the remaining 32% were influenced by independent variables other than work experience, supervision and work discipline

Partial Test (T Test)

Table 4. Partial Test Results

Model	T	Sig
(Constant)	,393	,696
Work experience	3,931	,000
Maintenance	2,502	,015
Work discipline	4,601	,000

Source: Processed SPSS data (2022)

- The value of the work experience $t_{cal} (X_1) = 3.931$ thus the $t_{count} (3.931) > t_{of\ the\ table} (2.004)$ and the significance value of $0.000 < 0.05$ so that H_0 is rejected and H_1 is accepted. This shows that partial work experience has a significant influence on employee performance in CVs. Star Nine Lamongan.
- The value of the supervision $t_{count} (X_2) = 2.502$ thus the $t_{count} (2.502) > t_{of\ the\ table} (2.004)$ and the significance value of $0.015 < 0.05$ so that H_0 is rejected and H_1 is accepted. This shows that partial supervision has a positive and significant effect on employee performance in CV. Star Nine Lamongan.
- The value of the work discipline calculation $(X_3) = 4.601$ thus the calculation $(4.601) > t_{table} (2.004)$ and the significance value of $0.000 < 0.050$ so that H_0 is rejected and H_1 is accepted. This shows that partial work discipline has a significant influence on employee performance in CVs. Star Nine Lamongan.

Simultaneous Test (F Test)

Table 5. Simultaneous Test Results

Models	F	Sig
Regression	39,638	,000b
Residual		
Total		

Source: Processed SPSS data (2022)

From the results of the calculation, F_{count} is obtained of 39.683 which means that $F_{count} (39.683) > F_{table} (2.78)$ so H_0 is rejected and H_1 is accepted. It can be concluded that simultaneously the variables of free work experience (X_1), supervision (X_2) and work discipline (X_3) simultaneously affect employee performance. So the hypothesis that states that the variables of work experience (X_1), supervision (X_2) and work discipline (X_3) together have a significant effect on employee performance on CVs. Star Nine Lamongan.

Discussion

- The value of work experience calculation $(X_1) = 3.931$ thus the calculation $(3.931) > t_{table} (2.004)$ and the significance value of $0.000 < 0.05$ so that H_0 is rejected and H_1 is accepted. This shows that partial work experience has a significant influence on employee performance in CVs. Star Nine Lamongan.

2. The value of the supervision tcal (X_2) = 2.502 thus the tcount (2.502) > ttable (2.004) and the significance value of $0.015 < 0.05$ so that H_0 is rejected and H_1 is accepted. This shows that partial supervision has a positive and significant effect on employee performance in CV. Star Nine Lamongan.
3. The value of the work discipline calculation (X_3) = 4.601 thus the tcount (4.601) > ttable (2.004) and the significance value of $0.000 < 0.050$ so that H_0 is rejected and H_1 is accepted. This shows that partial work discipline has a significant influence on employee performance in CVs. Star Nine Lamongan.
4. From the results obtained, it can be concluded that simultaneously the variables independent of work experience (X_1), supervision (X_2) and work discipline (X_3) have a simultaneous effect on employee performance. So the hypothesis that states that the variables of work experience (X_1), supervision (X_2) and work discipline (X_3) together have a significant effect on employee performance on CVs. Star Nine Lamongan.
5. Based on the linear regression equation, it can be seen that the most influential independent variable is the work experience variable with a coefficient value of 0.440

CONCLUSION

1. The variables of work experience, supervision and work discipline have a partial effect on employee performance on CVs. Star Nine Lamongan.
2. The variables of work experience, supervision and work discipline have a simultaneous effect on employee performance on CVs. Star Nine Lamongan.
3. The most dominant work experience variable affects the performance of employees on CVs. Star Nine Lamongan. Based on the results of linear regression analysis, the value of $Y = 0.616 + 0.440X_1 + 0.237X_2 + 0.415X_3$. The result of the work experience variable (X_1) = 0.440 was greater than the supervision variable (X_2) = 0.237, and the work discipline variable (X_3) = 0.415.

REFERENCE

- Arisandy, M. R. (2015). *The Influence of Skills and Work Experience on Employee Career Development at the Donggala Regency Education Office*. e-Journal Catalog , Vol.3. No.8. pp.149-156.
- Chris, F. P. Laoh, B. T. (2016). *The Influence of Knowledge Management, Skills, and Work Attitudes on Employee Performance (Case Study on PT. National Nobu Bank Area Manado)*. Journal of Scientific Efficiency , Vol. 16. No. 04.
- Komara Eka Putri, M. A. (2014). *The Effect of the Implementation of E-Performance and Awards (Rewards) on the Performance of Financial Management Apparatus in the Banda Aceh City Government*. Journal of Master of Accounting, Vol.3 No.4 ISSN 2302-0164.
- Kreitner, R. 2003. *Organizational Behavior*. Publisher : Jakarta, Selemba Empat: 1
- Levianti Rondonuwu, P. A. (2016). *The Relationship Between Work Motivation and Work Productivity in Freelance Daily Workers at the Environmental Management Agency*. Scientific Journal of Pharmacy-UNSRAT , Vol.5 No.2 ISSN 2302-2493.

- Novitasari, D. A., & Yaskun, M. (2017). *The Influence of Relationship Marketing on Lyly Bakery Lamongan Customer Loyalty*. *JPIM (Journal of Management Science Research)*, 2(3). <https://doi.org/10.30736/jpim.v2i3.55>
- Wardani, N. K. (2017). *The Influence of Ability, Training and Work Motivation on the Performance of Office Employees of PT. Smart Tbk*. *Journal of Management Science and Research*, ISSN: 2461-0593.
- Rachmawati, F. (2014). *The Influence of Work Environment, Job Skills, and Career Path on Employee Performance*. *Journal of Management Science & Research*, Vol.3 No.8.
- Rahmawati, D. (2013). *The Effect of Motivation on the Work Productivity of PR Employees. Fajar Berlian Tulungagung*. *Journal of Tulungagung BONOROWO University*, Vol. 1. No.1.
- Rendra Maulana Suryadilaga, M. A. (2016). *The Effect of Reward and Punishment on Performance (Study on Employees of PT. Telkom Indonesia Witel South Java Malang)*. *Journal of Business Administration (JAB)*, Vol.39 No.1.
- Ristyanadi, B., & Dwi Jayanti, Y. R. (2018). *The influence of brand image and customer satisfaction on consumer loyalty (A case study of consumer behavior of Lyly Bakery Bakery)*. *JPIM (Journal of Management Science Research)*, 3(2), 690–702. <https://doi.org/10.30736/jpim.v3i2.184>
- Rusmawati DJ, Y. (2017). *The application of market segmentation and product positioning strategies with a SWOT analysis approach to increase sales in UD. Surya Gemilang Motor in Surabaya*. *Ekbis Journal*, 17(1). <https://doi.org/10.30736/ekbis.v17i1.74>
- Setiawan, J. (2015). *The Effect of Gender and Work Skill Differences on Productivity at PT. PILBARA INSULATION SOUTHEAST ASIA*. *Journal of AKMENBIS Akademi Akuntansi Permata Harapan*, Vol IV, No 01 ISSN : 2302-6847. Pg. 64-79.
- Setiawan, K. C. (2015). *The Effect of Work Motivation on Employee Performance at the Executive Level in the Operations Division of PT. Pusri Palembang*. *PSIKIS-Journal of Islamic Psychology*, Vol.1 No.2, 43-53.
- Silfia Febrianti, M. A. (2014). *The Effect of Reward and Punishment on Work Motivation and Its Impact on Performance (Study on Employees of PT. Panin Bank Tbk. Jombang Micro Area)*. *Journal of Business Administration (JAB)*, Vol.12 No.1.
- Sofyang, A. R. (2017). *The Influence of Motivation, Work Environment, and Skills on Employee Performance at the Soppeng Regency Regional Financial and Asset Management Revenue Office*. *Mirai Management Journal*, Vol.2. No.1.
- Handayati, R. (2016). *Analysis of factors that affect the level of consumer satisfaction at Pong-Pong Cafe Lamongan*. *Journal of Economic and Accounting Research (JPENSI)*, 1(3).
- Novitasari, D. A., & Yaskun, M. (2017). *The Influence of Relationship Marketing on Lyly Bakery Lamongan Customer Loyalty*. *JPIM (Journal of Management Science Research)*, 2(3). <https://doi.org/10.30736/jpim.v2i3.55>