



## THE EFFECT OF EDUCATION, WORK EXPERIENCE AND CERTIFICATION OF COMPETENCE ON WORK SKILL (STUDY OF LITERATURE REVIEW HUMAN RESOURCES)

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**Abstract:** The Literature Review article on the Effect of Education, Work Experience and Competency Certification on Work Skills (Study Literature Review of Human Resources) is a scientific article that aims to build a research hypothesis on the influence between variables that will be used in further research, within the scope of Human Resource Management. The method of writing this Literature Review article is the library research method, which is sourced from online media such as Google Scholar, Mendeley and other academic online media. The results of this Literature Review article are that: 1) Education has an effect on Work Skills; 2) Work Experience has an effect on Work Skills; and 3) Competency Certification has an effect on Work Skills. Apart from these 3 exogenous variables that affect the endogenous variable Work Skills, there are still many other factors including the variables of Motivation, Communication and Teamwork.

**Keywords:** Education, Work Experience, Certification of Competence, Work Skill

### INTRODUCTION

In facing the world of work, of course, every individual must be ready in all things, be it mental, scientific and health. Not everyone can meet the criteria that the company needs. Currently, most companies only accept workers with sufficient flying hours and qualified expertise. However, for fresh graduates, this becomes an obstacle for them in pursuing a career. Because they do not have enough work experience and flight hours. Based on this, activities are held to hone skills and even be recognized professionally or commonly called Competency Certification. Competency Certification covers many fields that can be adapted to the expertise you have so that your abilities will be recognized professionally.

Based on the background of the problem above, the researcher determines the formulation of the problem as follows:

1. Does Education affect Work Skills ?
2. Does Work Experience affect Work Skills ?
3. Does Certification of Competency affect Work Skills ?

## LITERATURE REVIEW

### Work Skill

Work skills are the capacity needed to carry out tasks which are self-development from the results of training and experience (Dunnette, 1976). Work expertise is an ability to interpret knowledge into practice until the desired goal is achieved (Amirullah & Budiyo, 2014). Work skills are part of knowledge management which is a set of practices that aim to determine and utilize intellectual resources within the organization (Bateman & Snell, 2012). Job skills indicators include: 1) Technical skills; 2) Management skills; 3) Entrepreneurship skills; and 4) Personal maturity skills (Irawan, A & Mulyadi, 2016).

Work Skills have been widely studied by previous researchers, including: (T. Widodo & Qurniawati, 2016), (Jadmiko, 2018), (Fitri et al., 2019), (Martha & Febriyanto, 2019), (Nadiya & Ishak, 2022).

### Education

Education is a continuous process that never stops so that it can produce sustainable relationships, which are shown to humans in the future and are guided by cultural values and Pancasila (Sujana, 2019). Education is an important process in social and national life (Soeprapto, 2013). Education is an effort to humanize humans as an effort to help humans to be able to live in accordance with their human dignity (Wahyudin, 2009). Education indicators include: 1) Formal education and 2) Informal education (Lestari, 2016).

Education has been widely studied by previous researchers, including: (F. Saputra & Saputra, 2021), (Veri, J., Ridwan, M., & Lasman, 2019), (Zaitul et al., 2018), (Ridwan, 2020), (Hermawan, 2022).

### Work Experience

Work experience is the knowledge, skills and abilities possessed by workers in carrying out the responsibilities of their previous work (Marwansyah, 2015). Work experience is the mastery of knowledge and skills of employees as measured by length of service, level of knowledge Work experience indicators include: 1) Length of time working; 2) Level of knowledge and skills; and 3) Mastery of work and equipment (Foster, 2015).

Work Experience has been widely studied by previous researchers, among others: (Lestari et al., 2016), (Nadiya & Ishak, 2022), (Anas, 2019), (Montjai, O., Tewal, B., & Lengkong, 2014).

### Certification of Competency

Competency certification is one of the tools that can help someone to be recognized for their competence and said to be professional (Rohmah, 2019). Competency certification is a process of providing competency certificates that are carried out systematically and objectively through competency tests by referring to work competency standards, both specific, national and international (Thayeb & Santosa, 2021). A certificate of competence that shows evidence of a competent person will be given in accordance with the specifications of his work attitude, knowledge and expertise (Ricadson Purba, 2021).

Competency Certification has been widely studied by previous researchers, including: (Desmiwerita & Saputra, 2019), (E. B. Saputra, 2022), (Zulhendra & Nofrialdi, 2022), (E. B. Saputra et al., 2019), (Nofrialdi, 2022), (Werita & Nofrialdi, 2021), (Masruhin et al., 2021), (Rohmah, 2019), (Ricadson Purba, 2021), (Thayeb & Santosa, 2021).

**Table 1: Relevant Previous Research Results**

No	Author (year)	Previous Research Results	Similarities with this article	Difference with this article
1	(Rajab, 2021)	Factors Affecting Career Planning : Skill and Experience (Literature Review of Human Resources Management)	Discussing about Experience	There are differences in the Career Planning and Skill variables
2	(Munawar & Mahaputra, 2022)	the Youth Interest To Invest in Stocks: Education, Advertising and Motivation	Discussing about Education	There are differences in the Youth Interest to Invest, Advertising and Motivation variables
3	(Dhyan Parashakti et al., 2019)	The Effect of Workload, Work Environment, Career Development on Employee Job Satisfaction on PT. Sari Coffee Indonesia, Tbk	Discussing about Education	There is a research locus, namely PT Sari Coffee Indonesia Tbk
4	(Fahmi & Ali, 2022)	Determination of Career Planning and Decision Making: Analysis of Communication Skills, Motivation and Experience	Discussing about Experience	There are differences in the variables of Career Planning, Decision Making, Communication Skills and Motivation
5	(Kasman & Ali, 2022)	Literature Review Factors Affecting Decision Making and Career Planning : Environment , Experience And Skill	Discussing about Experience	There are differences in the Decision Making, Career Planning, Environment and Skill variables
6	(Ricadson Purba, 2021)	The Effect of Treasurer Competency Certification on Improving the Quality of State Financial Management	Discussing about Competency Certification	There is a difference in the variable of Improving the Quality of State Financial Management
7	(Thayeb & Santosa, 2021)	The Influence of Competency Certification, Training Intensity and Teaching Experience on Professional Training Center Instructors	Discussing about Competency Certification	There are differences in the variables of Training Intensity, Teaching Experience and Instructor Professionalism

## RESEARCH METHODS

In this study, researchers used descriptive qualitative methods and library research. By reviewing based on previous research that is influential or relevant to this research. Researchers collected data sourced from the Google Scholar application and used Mendeley as a bibliography reference. Qualitative research articles must use consistent methodological assumptions, so as not to raise questions by the reader. One of the reasons for conducting this research is that it is exploratory (Ali, H., & Limakrisna, 2013).

## FINDINGS AND DISCUSSION

Based on the literature review that is relevant to previous research, the discussion in this literature review article is as follows:

### 1. The Effect of Education on Work Skills

If a person can apply and carry out his education properly according to the indicators, namely: 1) Formal education and 2) Informal education, it will affect work skills. An

educated person will get used to completing his work and always carry out his responsibilities while studying. In addition, educational people will have broad knowledge or more so that they have the ability to solve problems that will be faced in the world of work.

Education has an effect on Work Skills, this is in line with research conducted by: (Ali et al., 2022), (Sudiantini, 2020a), (Sudiantini & Narpati, 2022), (Bukhari et al., 2021), (Narpati, B., & Meutia, 2018), (Meutia et al., 2021).

## 2. The Effect of Work Experience on Work Skills

If someone has good work experience in accordance with the indicators, namely: 1) Length of time working; 2) Level of knowledge and skills; and 3) Mastery of work and equipment, it will affect work skills. Someone who has a lot of work experience will understand how to handle work situations and know how to solve a problem. Experienced people have a way of getting things done and in making decisions.

Work Experience has an effect on Work Skills, this is in line with research conducted by: (F. Saputra & Mahaputra, 2022b), (Bukhari et al., 2020), (Narpati, 2017), (F. Saputra, 2022a).

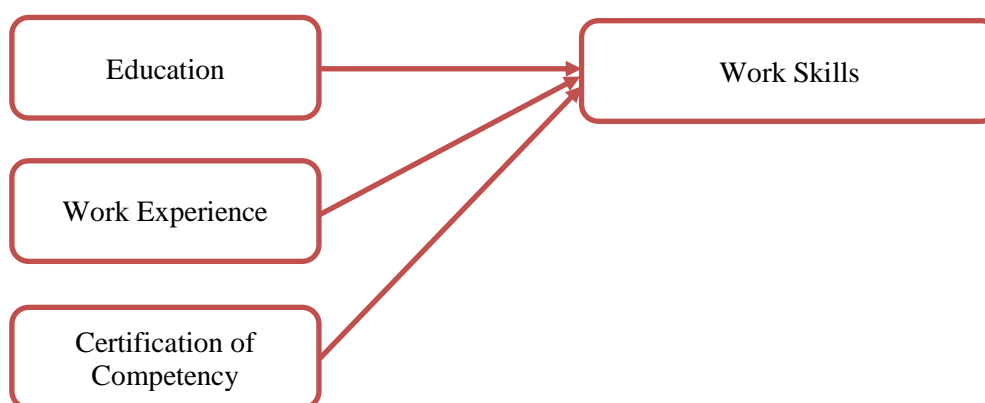
## 3. The Effect of Certification of Competency on Work Skills

If someone who has a competency certificate can apply his expertise according to his field, it will affect work skills. A certificate of competence will be obtained by someone if he is declared an expert or competent in a field. To obtain the certificate, one needs to follow various training schemes according to their chosen field. If they are declared to have passed the schemes, then a competency certificate will be given. With this competency certificate, a person's expertise has been recognized professionally and can be used as an added value in applying for a job or work.

Certification of Competency has an effect on Work Skills, this is in line with research conducted by: (Mahaputra & Saputra, 2022), (Pasaribu et al., 2022), (Sumar, S., Soehardi, S., Rony, Z. T., & Nurbaiti, 2020), (Rony, 2015), (Sudiantini, 2020b).

### Conceptual Framework

Based on the literature review and the discussion above, the researcher determines the framework of thinking as follows:



Picture 1. Conceptual Framework

This article discusses the Influence of Education, Work Experience and Competency Certification on Work Skills. There are other factors that affect Work Skills, including:

- 1) Motivation: (Faeni et al., 2019), (F. Saputra & Ali, 2022), (Arfian et al., 2020), (Mahaputra & Saputra, 2021a), (Sudiantini & Saputra, 2022), (Mahaputra, 2022b),

- (Alexander & Lestari, 2017), (Bukhari, 2021), (Ramadhan & Bukhari, 2020), (Octavia et al., 2020), (M. A. Saputra et al., 2019), (F. Saputra & Mahaputra, 2022a), (Octavia, A., & Patricia, 2017), (Octavia et al., 2019), (Elmi et al., 2016), (Sanusi Silitonga, 2022), (Elmi & Ali, 2017).
- 2) Communication: (Dwinarko, D., Sulistyanto, A., Widodo, A., & Mujab, 2021), (F. Saputra & Mahaputra, 2022c), (Merida & Fitriyana, 2019), (Nugraha & Bangun, 2022), (A. Widodo et al., 2018), (Kurniadi & Mahaputra, 2021), (Istianingsih & Utami, 2009).
  - 3) Teamwork: (Mahaputra & Saputra, 2021b), (Merida, Febrieta, et al., 2021), (Kawi, 2018), (F. Saputra, 2022b), (Havidz & Mahaputra, 2020), (Puspitasari et al., 2020), (Mansur & Ali, 2017), (Suharyono & Ali, 2015), (Mukhtar et al., 2017), (Masruri et al., 2021).
  - 4) Training: (Eprianto et al., 2021), (F. Saputra & Ali, 2021), (Sulistyanto et al., 2022), (Finanto Ario Bangun et al., 2021), (F. Saputra, 2021), (Ilhamalimy & Mahaputra, 2021), (Husadha et al., 2019), (Hidayat, 2020), (Hadita, 2019), (Mahaputra, 2022a), (Sudiarso, 2022), (Sanusi Silitonga, 2022), (Mamangkey, 2013).
  - 5) Problem Solving: (Merida, Fitriyana, et al., 2021), (F. Saputra, 2022c), (Mahaputra & Saputra, 2021c), (Sudiantini et al., 2022), (A. Widodo, 2019), (Purnomo et al., 2019), (Hadi et al., 2020), (Elmi et al., 2020), (Assagaf & Ali, 2017), (Darwisyah et al., 2021).

## CONCLUSION AND RECOMMENDATION

### Conclusion

Based on the theory, relevant previous research and the above discussion, a hypothesis can be formulated for further research:

1. Education affects Work Skills.
2. Work Experience has an effect on Work Skills.
3. Certification of Competency affects Work Skills.

### Recommendation

Based on the conclusions above, there are many other factors that affect Work Skills, besides Education, Experience and Competency Certification that can be used in further research, namely: Communication, Motivation, Teamwork, Training and Problem Solving.

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