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The Effect Of Work Experience And Work Skills On The Work Productivity Of Members Of The Regional Police Traffic Directorate. Metro Jaya

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Abstract: The purpose of this study was compiled to answer the formulation of the problem that has been determined, namely analyzing the influence of work experience on the work productivity of members, To analyze the influence of work skills on the work productivity of members To analyze the influence of work experience and work skills simultaneously on the work productivity of members of the Traffic Directorate of Polda Metro Jaya. There is an influence of work experience on the work productivity of members as evidenced by the calculated t value for variable X 1 (work experience) of 5.313, while the t table value for n = 65 is 1.997 . So t count > t table or 5.313> 1.997, There is an influence work skills towards The productivity of the members' work is proven by the calculated t value for variable X 2 (work skills) of 7.073 , while the t table value for n = 65 is 1.997 . So the calculated t > t table or 7.073 > 1.997. The probability value (significance) = 0.000. So the probability of 0.000 is below 0.05. Thus, H0 is rejected and Ha is accepted. There is an influence Work experience and work skills together have an influence on the variable of work productivity of members, the value of which is proven The calculated F value is 54.112, which is greater than the F table of 2.75 with a significance level of 0.000 because 0.000 < 0.05.

Keyword: Organizational Culture, Job Satisfaction and Employee Performance.

INTRODUCTION

Police productivity is a strategic factor in ensuring smooth and safe traffic flow. This productivity is influenced by various internal factors, including the work experience and skills of Traffic Directorate personnel.

Work experience plays a crucial role in personnel's ability to navigate various situations in the field. Members with extensive experience are generally more skilled at managing traffic, handling accidents, conducting patrols, providing administrative services, and interacting with the public. However, the reality on the ground shows a disparity in experience among members.

Based on internal data (2024), approximately 37% of members of the Jakarta Metropolitan Police Traffic Directorate (Ditlantas) are new personnel with less than three years of experience. This difference in experience levels results in a mismatch in capabilities and speed in completing operational tasks. The work skills of Ditlantas members also affect their productivity in carrying out their duties. In the context of modern traffic policing, the skills required go beyond traffic management to include communication skills, situation analysis, accident handling, public service, the use of electronic ticketing technology (ETLE), and the operation of digital Polri applications.

This situation indicates that the work productivity of Traffic Directorate members is not solely influenced by organizational factors or infrastructure, but is closely related to the work experience and skills of each individual. Minimal experience can hinder members' ability to make quick decisions during congestion, accidents, or manage traffic during critical hours. Meanwhile, poor work skills can lead to procedural errors, slow administrative services, and poor communication with the public.

Manual enforcement of traffic violations also continues to fluctuate from month to month. This instability reflects the reliance on individual experience and technical skills of officers in the field. More experienced officers tend to be able to take action more quickly and accurately, while new officers often struggle to identify the type of violation, explain the violation to the violators, and even manage traffic conditions in congested situations.

Overall, the data table of this phenomenon confirms that the work productivity of members of the Traffic Directorate of the Jakarta Metropolitan Police is still influenced by two main variables, namely work experience and work skills . The imbalance between senior and junior experience causes significant differences in work quality, while uneven technical skills make some members unable to meet the service standards required by the transformation of the National Police towards a Precision Police .

Therefore, it is important to conduct research that analyzes the influence of work experience and work skills on the work productivity of members of the Traffic Directorate of the Jakarta Metropolitan Police . This research is expected to provide an empirical overview of the factors that play a significant role in increasing member productivity, thus providing a basis for policy-making in developing police human resources, preparing training programs, and evaluating more targeted performance.

Human Resource Management

According to Harries Madiistiyatno (2021) , Human Resource Management (HRM) is a process of planning, organizing, directing, and controlling the procurement, development, compensation, integration, maintenance, and termination of human resources, in order to achieve organizational goals effectively and efficiently. This definition emphasizes that HRM is not merely an administrative personnel activity, but rather a strategic managerial function that plays a direct role in achieving organizational goals.

Harries Madiistiyatno emphasized that human resources are a strategic asset Organizational management must be systematic, planned, and focused on human development. In both public and private organizations, good HRM implementation will have a direct impact on: improving employee performance, work productivity, and the quality of organizational services .

Sikula (2021 : 2) “management is generally associated with the activities of planning, organizing, controlling, placement, directing, motivating, communicating, and decision-making carried out by each organization with the aim of coordinating the various resources owned by the company so that a product or service will be produced efficiently”. Meanwhile, according to Sofyandi (2019: 6) states that “HR Management is defined as a strategy in implementing management functions, namely planning , organizing , leading and controlling , in every HR operational activity/function starting from the recruitment process, selection, training and

development, placement which includes promotion, demotion and transfer, performance appraisal, compensation, industrial relations, to termination of employment, which is shown to increase the productive contribution of the organization's HR towards achieving organizational goals more effectively and efficiently.

According to Schuler, et al. (in Sutrisno 2019:6) HRM is a recognition of the importance of an organization's workforce as a very important human resource in contributing to organizational goals, and uses several functions and activities to ensure that these human resources are used effectively and fairly for the benefit of individuals, organizations, and society. Meanwhile, according to Mangkunegara (2018:2), "HRM is a planning, organizing, coordinating, implementing, and supervising the procurement, development, remuneration, integration, and separation of labor in order to achieve organizational goals."

From the several definitions above, it can be concluded that human resource management is defined as the activity of planning, developing, maintaining and using human resources according to the right job in an effort to achieve individual or organizational goals effectively and efficiently.

Work Experience

Work Experience According to Prof. Harries is the accumulation of knowledge, skills, and work attitudes obtained by a person through direct involvement in carrying out work tasks and responsibilities over a certain period of time, thus forming an individual's ability to complete work effectively and efficiently. This definition emphasizes that work experience is not only measured by the length of service , but also by the depth of experience. understanding, practical skills, and mastery of work that develop over time

According to Marwansyah in Wariati (2015), work experience is the knowledge, skills, and abilities possessed by employees to carry out the responsibilities of their previous jobs. According to Malayu SP Hasibuan (2016, p. 55), experienced people are ready-to-use prospective employees. An applicant's work experience should be a primary consideration in the selection process. According to Manullang (2008, p. 102), experience is important in the employee selection process. Experience can indicate what a prospective employee will be able to do. Experience can indicate what a prospective employee can do when he or she applies. Expertise and experience are two qualifications that are always considered in the employee selection process. Generally, companies tend to choose experienced workers. Bangun (2012, p. 210) states that job rotation is the transfer of other jobs within the organization, so that it can increase the knowledge and experience of the workforce .

Work experience provides many acquired skills and expertise. Work experience provides many skills and expertise. Conversely, limited work experience results in a lower level of skills and expertise. Basari (2013:45). From these different statements and definitions, it can be concluded that work experience is the process of developing work methods or skills resulting from employee participation in carrying out work tasks. The more extensive a person's work experience, the more professional they are in their work and the more complete their mindset and attitude when working to achieve predetermined goals. Conversely, the shorter the work period, the less experience they gain. Work experience provides many acquired skills and expertise. Work experience is the level of mastery of knowledge and skills in work, which can be measured by the length of service and the level of knowledge and skills possessed. The more extensive a person's work experience, the more effective work results will be obtained and work productivity will increase for the employee himself.

From the opinions above, it can be concluded that work experience is the level of knowledge and skills mastery of a person in his work, which can be measured by the length of service and the level of knowledge and skills possessed. Business experience, especially work that requires a lot of expertise, skill, and initiative in responding, thus producing better products in terms of quantity and quality .

Skills

Therefore, skill is the ability to perform a specific task, both physically and mentally (Budi W. Soetjipto, 2022). Furthermore, according to (Fauzi, 2020: 7), skill can refer to specific actions performed or the nature of the skill's implementation. Many activities are considered skills, consisting of several skills, and the degree of mastery achieved by an individual reflects their skill level.

This is because it is generally accepted that one or more extended patterns of movement or behavior can be called a skill, such as writing, playing the guitar or piano, tuning a machine, walking, running, jumping, and so on. When this is used, the word "skill" is a noun. The way people view the world is influenced by a person's skilled abilities; if success occurs, it must be due to the skilled human being behind all success.

According to Singer, as quoted by Amung (2020: 61), skill is a consistent degree of success in achieving a goal effectively. (Sudarmanto, 2019; 60) Skill is the ability to perform a specific task well, both physically and mentally. Therefore, skill refers more to a person's ability to perform an activity. Meanwhile, behavior is a combination of personality and attitudes displayed when someone interacts with their environment. Skills can be used to control behavior. The following conclusions can be drawn:

Skills are the abilities a person possesses to perform activities that require thought and effort, and these abilities are always specialized in a particular field. To improve performance, an employee must continually improve their current skills. By possessing skills that can be used in their work, employees will be ready to work because they have acquired these skills .

Work Productivity

According to Harries Madiistiyatno (2021) , work productivity is the ability of an individual or group to produce optimal work output by utilizing available resources effectively and efficiently, in accordance with organizational standards and objectives. This definition emphasizes that work productivity is not only related to the quantity of work output , but also to the quality, timeliness, and efficiency of resource use.

Rohim and Irayanti (2022: 85) state that productivity is a measure of productive efficiency, a comparison between output and input. Ndruru (2022: 96) states that productivity is an employee's mental attitude that reflects their ability to perform work and the results obtained based on the resources used. Dinanda (2023: 87) states that productivity is a comparison between the results achieved (output) and the total resources required (input).

According to (Sutrisno, 2021: 55), work productivity is a mental attitude. It's a mental attitude that always seeks improvement on what already exists. It's a belief that one can do a better job today than yesterday, and that tomorrow will be better than today. Productivity is more than just science, technology, and management techniques; it encompasses a philosophical pattern and mental attitude based on a strong motivation to continuously strive for a better quality of life (Mangkunegara, 2021).

Winarsih, Veronica, and Anggraini (2020: 36) state that work productivity is a continuous result between individual workers and the environment outside of work, including the physical environment, socio-cultural environment, and psychological environment. Suprapto, Mahaputra, and Mahaputra (2023: 47) state that work productivity is an individual's success in carrying out their duties, which can be seen in terms of the dimensions of engagement, planning skills, effort in work, and overall employee work productivity.

From the definitions above, it can be concluded that productivity is a person's ability to perform their work to achieve satisfactory results, both in quality and quantity. Companies must establish productivity improvements for each function as a whole, across all areas within the company. Therefore, it is often said that productivity is essential because the benefits of productivity can be felt by all parties, both the company and employees.

T.

METHOD

Types of Research

According to Harries Madiistiyatno , types of research can be distinguished based on their objectives and approaches. For management and human resources research, Prof. Harries Madiistiyatno explains that quantitative research is research that aims to measure the relationship or influence between variables objectively through numerical data analyzed using statistical methods. In the context of this research, the type of research used is quantitative research with a causal associative approach , namely research that aims to determine the effect of work experience and work skills on work productivity.

This study uses a quantitative approach using descriptive and associative research types. The descriptive research here aims to obtain a description or overview of the Influence of Work Experience and Work Skills on the Work Productivity of Members of the Traffic Directorate of the Metro Jaya Police.

Sample Population

According to Sekaran & Bougie (2019) , a population is a collection of individuals or research objects that have qualities and characteristics that have been determined by the researcher for further research. Meanwhile, according to Sugiyono (2018 : 80), a population is "a generalization area consisting of objects/subjects that have certain qualities and characteristics determined by the researcher to be studied and then conclusions drawn." In this study, the population studied was 65 Member of the Traffic Directorate of the Jakarta Metropolitan Police. Total sampling is a sampling technique where the number of samples is equal to the population. So the number of samples in this study was 65. Member of the Traffic Directorate of Polda Metro Jaya.

Method of collecting data

Research instruments are tools used by researchers to collect the data needed to answer the problem formulation and test the research hypothesis. In this study, the main instrument used was a questionnaire compiled based on indicators of each research variable, namely Work Experience (X_1) , Work Skills (X_2) , and Work Productivity of Members. (Y) .

The data collection techniques used in this study are as follows:

Questionnaire

A questionnaire was given to respondents to determine the influence of work experience and work skills on the work productivity of members of the Traffic Directorate of Polda Metro Jaya. Assessment of a series of research questionnaire statements that have been answered by respondents using the following research norms:

A question is positive if the answer is: a) Strongly Agree Score 5, b) Agree Score 4, c) Quite Agree Score 3, d) Disagree Score 2, e) Strongly Disagree Score 1.

Likert scale . The Likert scale is used to measure an individual's or group's attitudes, opinions, and perceptions about social events or phenomena. In this research, these social phenomena have been specifically defined by the researcher, and are hereinafter referred to as research variables.

Research Instruments

Instrument The research on the variables of Work Experience (X1) , Work Skills (X2) and Work Productivity of Members (Y) at the Traffic Directorate of Polda Metro Jaya is in the form of a questionnaire with a Likert scoring model filled out by respondents on the questionnaires distributed. The Likert scale consists of 5 (five) scales, namely Strongly Agree

(SS), Agree (S), Quite Agree (CS), Disagree (TS) and Strongly Disagree (STS) with weighted values for positive and negative statements .

Analysis Method

The analysis technique used in this study was quantitative analysis using statistics. Furthermore, to obtain and expedite data input, statistical software was used to support this research. The software used to support this research was SPSS (Statistical Product and Service Solutions) version 29. In SPSS, raw data that had been processed into numbers was input into SPSS, making it easier for the author to conduct this research.

Validity Testing

$$r_{xy} = \frac{n(\sum XY) - (\sum X)(\sum Y)}{\sqrt{n(\sum X^2) - (\sum X)^2} \cdot \sqrt{n(\sum Y^2) - (\sum Y)^2}}$$

The basis for decision making in validity testing is as follows : a. If the r value is positive and the r result is > r table , then the item or variable is valid. b. If the r value is negative and r result < r table or r result is negative > r table then the item or variable is invalid.

A questionnaire is declared valid if the r value obtained from the calculation results (r xy) is greater than the table r value (5%).

Instrument Reliability Test

According to Arikunto (2020:221), reliability refers to the degree to which an instrument is sufficiently reliable to be used using the Cronbach's Alpha formula. The formula used in this reliability test is as follows:

$$r_1 = \left[\frac{k}{(k-1)}\right]\left[\frac{S_t^2 - \sum p_i q_i}{S_t^2}\right]$$

The basis for decision making in the reliability test in this study is as follows: 1) If the r alpha value is positive and r alpha > r table , then the item or variable is reliable. 2) If the r alpha value is negative and r alpha < r table or r alpha is negative > r table , then the item or variable is not reliable.

Multiple Regression Analysis

Sugiyono (2019:277) proposed multiple linear regression analysis used to make predictions, how the value of a variable changes dependent if the value of the independent variable is increased or decreased. This analysis is used by involving two or more independent variables. between the dependent variable (Y) and the independent variables (X 1 , and X 2), This method is used to determine the strength of the influence between several factors. independent variables simultaneously with the dependent variable.

$$\mu_{Y/X_1, X_2, \ldots, X_n} = A + B_1X_1 + B_2X_2 + \ldots + B_nX_n$$

Technique used in this study was multiple linear regression. The analysis was conducted computerized using the computer program Statistical Product and Service Solutions (SPSS) Version 29 for Windows .

Hypothesis

The calculations or analysis in this study utilize the SPSS computer program for Windows 2 9. The test statistics used are:

F test

The F test statistic is used to determine simultaneously (multiple) the influence between the Influence of Work Experience and Work Skills on the Work Productivity of Members of the Traffic Directorate of Polda Metro Jaya, with the test results being: 1) H o is accepted if F count < F table, 2) H o is rejected if F count > F table .

T-test

To determine the influence of the independent variable individually (partially) on the dependent variable, the decision is to use a partial test (t-test) with the test decision being: 1) H0 is accepted if t count < t table. 2) H o is rejected if t count > t table .

Then to find out the magnitude of the influence, use the partial determination coefficient (r2) . If the r 2 for each independent variable is greater , the greater its contribution to the dependent variable and if there is a dependent variable with the largest r 2 number, the smallest probability and the highest calculated r , then the dependent variable has a large relationship to the independent variable .

F test

The F test is used to determine whether there is a simultaneous influence between the independent variables on the dependent variable. The F test formula according to Sugiyono (2019:190) is as follows:

$$F = \frac{R^2 / k}{(1 - R^2) / (n - k - 1)}$$

Information: F = F value (F count), R^2 = Multiple correlation, coefficient, K = Number of independent variables, n = Sample size.

The basis for making the decision is as follows: 1) If F count < F table , then H 0 is accepted. 1) If F count > F table , then H0 is rejected .

Coefficient of Determination

The definition of the coefficient of determination according to Andi Supangat (2018:350) is: " The coefficient of determination is a quantity to show the level of strength of the relationship between two or more variables in the form of a percentage (showing how much percentage of the diversity of y can be explained by the diversity of x), or in other words how much x can contribute to y."

Mudrajad Kuncoro (20 21:100), according to him, the coefficient essentially measures the extent to which a model is able to explain variations in the dependent variable. The value of the coefficient of determination is between zero (0) and one (1). A small r2 value means that the ability of the independent variables to explain the variable's variation is very limited. If the value is close to one, it means that the independent variables provide almost all the information needed to predict variations in the dependent variable.

The magnitude of the relationship between the variables "X 1 " and "X 2 " with the variable "Y" can be determined by using the coefficient of determination analysis, which is obtained by squaring the correlation coefficient. Based on the definition above, the coefficient of determination is part of the total diversity of the dependent variable that can be calculated by the diversity of the independent variable calculated with the coefficient of determination with the basic assumption that other factors outside the variable are considered fixed or constant. To determine the value of the coefficient of determination, it can be calculated using the formula:

$$K_d = r^2 \times 100\%$$

Information:
Kd = Value of coefficient of determination
r = Correlation coefficient value.

RESULTS AND DISCUSSION

The quantitative data that has been compiled, through the distribution of questionnaires or surveys that the researcher has conducted, becomes the average value of variable X 1 (Work experience), variable X 2 (Work skills) and variable Y (Work productivity of members). and analyzed using parametric statistics with the program SPSS Release 29.00 For Windows , namely to find out whether each variable studied has a positive influence on work motivation or vice versa. The data was analyzed using the regression analysis command (option) found on the SPSS main menu . The values in each SPSS output are described as follows:

Multiple Linear Regression Test

Coefficients [a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	16,122	3,910		4.123	.000		
	Work experience (X1)	.340	.064	.425	5,313	.000	.920	1,087
	Work skills (X2)	.459	.065	.565	7,073	.000	.920	1,087

a. Dependent Variable: Work productivity of members (Y)

Based on the SPSS output results in the coefficients table in above, it can be identified that the multiple linear regression equation is as follows:

$$\mathbf{Y = 16.122 + 0.340\ X_1 + 0.459\ X_2}$$

The intercept constant value of 16.122 , states that if the Work Experience variable (X1) , Work Skills variable (X2) increases by 1 unit, then the Work Productivity variable of members (Y) will increase by 16.122. The regression coefficient value of the Work Experience variable (X 1) against the Work Productivity variable of members (Y) is 0.3 40.

This means that if the Work Experience variable (X 1) increases by 1 unit, it will increase the Work Productivity variable of members (Y) by 0.3 40 , assuming the Work Experience variable (X 1) is considered constant. The regression coefficient value of the Work Skills

variable (X 2) against the Work Productivity variable of members (Y) is 0.459 . This means that if the Work Skills variable (X 2) increases by 1 unit , it will increase the Work Productivity variable of members (Y) by 0.459 with the assumption that the Work Skills variable (X 2) is considered constant.

The influence of work experience (X1) on the work productivity of members (Y) .

calculated t value for variable X 1 (Work experience) is 5.313 , while the t table value for n = 65 is 1.997 . So the calculated t > t table or 5.313 > 1.997 , it can be concluded that partially the work experience variable has an effect on employee performance.

The Influence of Work Skills (X2) on Member work productivity (Y) .

calculated t value for variable X2 (Work skills) is 7.073 , while the t table value for n = 65 is 1.997 . So the calculated t > t table or 7.073 > 1.997 , it can be concluded that partially the work skills variable has an effect on employee performance.

F test

From the test results ANOVA obtained ANOVA test or F test or F count obtained a value of 54.112 which is greater than the F table of 2.75 with a significance level of 0.000 because 0.000 < 0.05, so it can be said that the work experience variable (X 1) and the work skills variable (X 2) together have an effect on the work productivity variable of members (Y) .

Coefficient of Determination

The result of the Adjusted R Square value is 0.624 . This shows that 62.4 % of work experience and work skills simultaneously (together) influence the work productivity of members while the remaining 37.6 % is influenced by other factors not examined in this study.

CONCLUSION

There is an influence of work experience on the work productivity of members as evidenced by the calculated t value for variable X 1 (work experience) of 5.313, while the t table value for n = 65 is 1.997 . So the calculated t > t table or 5.313 > 1.997 . The probability value (significance) = 0.000. So the probability of 0.000 is below 0.05. Thus, H 0 is rejected and Ha is accepted .

There is an influence work skills towards The productivity of the members' work is proven by the calculated t value for variable X 2 (work skills) of 7.073 , while the t table value for n = 65 is 1.997 . So the calculated t > t table or 7.073 > 1.997 ,. The probability value (significance) = 0.000. So the probability of 0.000 is below 0.05. Thus, H0 is rejected and Ha is accepted . There is an influence Work experience and work skills together have an influence on the variable of work productivity of members, the value of which is proven The calculated F value is 54.112, which is greater than the F table of 2.75 with a significance level of 0.000 because 0.000 < 0.05. While the value The Adjusted R Square value is 0.624 . This shows that 6.24 % of work experience and work skills simultaneously (together) influence the work productivity of members, while the remaining 37.6 % is influenced by other factors not examined in this study.

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