



EFFECT OF WORK SKILLS ON EMPLOYEE PERFORMANCE CV. OSANO SCREEN PRINTING AND EMBROIDERY THROUGH WORK EXPERIENCE

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Abstract: This study aims to determine employee performance is influenced by work skills directly or indirectly through work experience as an intervening variable in CV Osano Sablon and Embroidery. The method used in this research is a quantitative approach method carried out through surveys, observations, and interviews. The results in research and analysis based on the intervening or mediation test show that the value of the indirect effect through work experience is greater than the value of the direct influence of work skills on employees' performance. With these results, it can be concluded that the work experience variable can be a variable that mediates the effect of work skills on employee performance in CV. Osano Screen Printing and Embroidery.

Keywords: Work skills, work experience, employee performance

INTRODUCTION

The development of today's business world is increasingly human-centered (human-centered business); it causes an individual to be the essential factor in business activities run by a company. Therefore, individual development is essential to note so that these businesses can compete in the current era of globalization. In achieving its goals, a company often faces poor employee performance. In determining the company's success, the main factor that needs to be considered is performance. In improving the performance of employees, the company does all kinds of ways. For example, the good and bad of a company are determined by positive or negative employee performance.

According to Mangkunegara (2015), employee performance results from work in quality and quantity achieved by an employee in carrying out his duties following the responsibilities given to him. This means that work is not an activity to earn a living. However, work is part of the definition of individuals introducing themselves to other parties to increase their self-actualization.

The performance of employees will determine the progress of the company and the performance of employees owned by Osano Screen Printing & Embroidery.

CV. Osano Screen Printing & Embroidery is one of the businesses engaged in the printing sector that requires individuals who have good performance in running their business, but CV. Osano Sablon & Embroidery always loses to competing companies due to several aspects, namely price competition, speed of the production process, stock conditions that are always not available, invoice values that are different from the purchase order value, and financial records that are still very simple, making it very risky to happen. Errors in recording cause the company to suffer losses or no profit.

To produce a good performance, a person must have good skills. Employee skills are one of the factors to achieve the success of achieving organizational goals. The purpose of work skills is to facilitate a job in completing each job effectively and efficiently without any difficulties so that it will produce a good employee performance. For example, Amirullah and Budiyo (2014) explain that skill or skill is an ability to translate knowledge into practice to achieve the desired goal. Sufficient work experience can also affect how fast and good an employee's performance is because a person's skills in carrying out tasks and activities are obtained along with the period of work occupied. For example, an employee's success in achieving a performance may have work experience from the employee himself. Marwansyah (2014) argues that work experience is one of the factors that can affect performance in the organization through the skills and abilities possessed by employees to carry out responsibilities from their previous work because work experience plays a significant role in the organization. This study aimed to determine the performance of employees' CVs. Skills influence Osano Screen Printing and Embroidery through work experience.

LITERATURE REVIEW

Employee Performance

Employee performance is not just information for promotion or salary determination for the company. However, the company can motivate employees and develop a plan to remedy the slump can be avoided. In addition, employee performance needs an assessment to provide employees with a good opportunity for their career plans in terms of strengths and weaknesses so that companies can determine salaries, provide promotions, and see employee behavior. According to Mangkunegara (2015), understanding employee performance results from work in quality and quantity achieved by an employee in carrying out his duties following the responsibilities given to him. According to Mangkunegara (2014), performance indicators consist of a quantity of work, quality of work, responsibility, cooperation, and initiative.

Work Skills

Employee skills are one of the factors to achieve the success of achieving organizational goals. The purpose of work skills is to facilitate a job in completing each job effectively and

efficiently without any difficulties so that it will produce a good employee performance. According to Amirullah and Budiyo (2014), skill or skill is an ability to translate knowledge into practice so that the desired goal is achieved. Indicators of work skills presented by Amirullah and Budiyo (2014) include: skills and personality.

Work Experience

People who are experienced in work have better work skills than people who have just entered the world of work because they have learned from the activities and problems that arise in their work. With work experience, there has been a process of adding knowledge, skills, and attitudes to a person to support themselves in developing themselves with existing changes. An employee's experience has a precious value for the benefit of his career in the future. Marwansyah (2014) argues that work experience is one of the factors that can affect performance in the organization through the skills and abilities possessed by employees to carry out responsibilities from their previous work. Indicators of work experience, according to Marwansyah (2014), consist of a length of work, level of knowledge, mastery of work & equipment, and knowledge possessed.

Hypothesis

Based on the theoretical framework above, the hypotheses to be tested in this study are:

H1: Employee performance CV. Job skills positively and significantly influence Osano Screen Printing and Embroidery.

H2: Employee performance CV. Osano Screen Printing and Embroidery is positively and significantly influenced by work experience.

H3: Work experience of employees CV. Job skills positively and significantly influence Osano Screen Printing and Embroidery.

H4: Employee performance CV. Osano Screen Printing and Embroidery Work skills influence through work experience in a positive and significant way.

RESEARCH METHODS

This study uses one dependent variable (Y), namely employee performance, one independent variable (X1), namely work skills, and one mediating variable (X2), namely work experience. In this study, the instrument used primary data from the results of questionnaires conducted on employees of CV Osano Sablon and Embroidery. The test model used in this research is path analysis. Before testing the model, it is first tested test instrument data. (Sugiyono, 2017).

FINDINGS AND DISCUSSION

Validity and reliability test results

Testing the validity of the data on the employee performance variable obtained all items, namely as many as 20 statements, were declared valid because they had a Pearson correlation value of more than 0.30. While the results of the reliability test show that the Cronbach alpha value of

the employee performance variable is more significant than 0.6, which means that the questionnaire used is taken from the indicators of the variable is reliable or reliable. Where the employee performance variable Cronbach alpha value is 0.944.

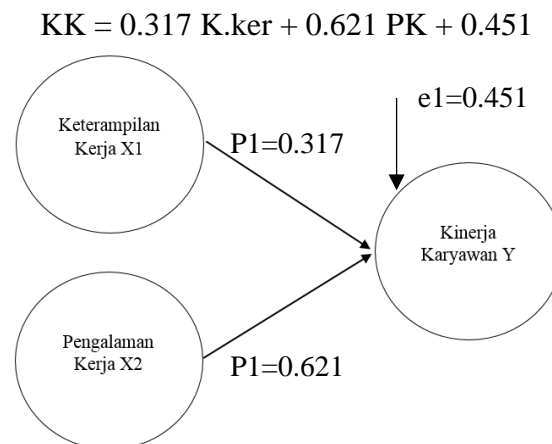
Testing the validity of the data on the work skills variable, obtained all items, namely as many as 20 statements, were declared valid because they had a Pearson correlation value of more than 0.30. While the results of the reliability test show that the Cronbach alpha value of the work skills variable is more significant than 0.6, which means that the questionnaire used is taken from the indicators of the variable is reliable or reliable. Where the work skills variable Cronbach alpha value is 0.961.

Testing the validity of the data on the work experience variable obtained all items, namely 15 statements, were declared valid because they had a Pearson correlation value of more than 0.30. While the results of the reliability test show that the Cronbach alpha value of the work experience variable is more significant than 0.6, which means that the questionnaire used is taken from the indicators of the variable is reliable or reliable. Where the work experience variable Cronbach alpha value is 0.922.

Model Test

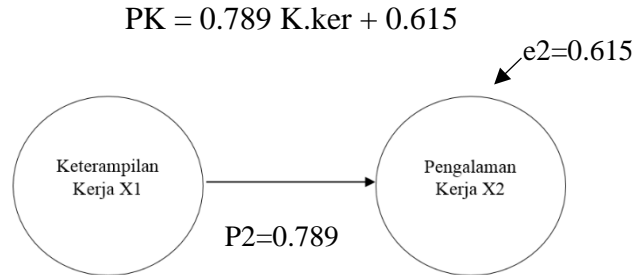
Model I

Based on the results of the path value (standardized beta coefficients) obtained for the work skills variable of 0.317 and work experience of 0.621 and the value of e_1 is $(1 - 0.797) = 0.451$. So that the results of the regression equation and calculations from the summary model are obtained as follows:



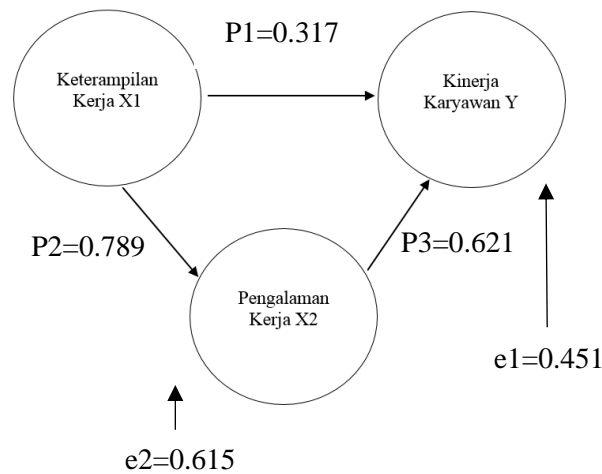
Model II

Based on the results of the path value (standardized coefficients beta) obtained for the work skills variable of 0.789 and the value of e2 of (1 – 0.622) = 0.615. So that the results of the regression equation and calculations from the model summary are as follows:



Model III

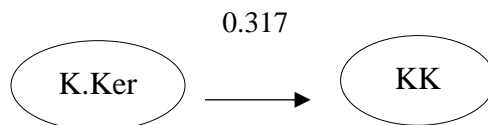
The results of this path analysis are based on the results of the output of the two regressions to obtain the beta coefficient and find a direct and indirect relationship which the following model explains:



Hypothesis testing

Hypothesis 1

Work Skills have a positive and significant effect on employee performance on a CV. Osano Screen Printing & Embroidery. This hypothesis will be tested using:

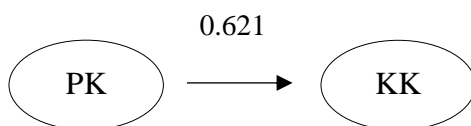


Based on the picture of hypothesis 1, the results are interpreted as follows: A simple linear regression analysis between work skills and employee performance obtained a regression equation,

$Y = 0.317 \text{ K.Ker} + 0.451$. Work skills have a regression value of 0.317, meaning that if the value of work skills has increased by one time, the employee performance variable will increase by 0.317 units. The regression coefficient of work skills is 0.317, and the value of e_1 is 0.451, so that the total result is 0.768. This means, with the addition of work skills of 0.317, the employee performance variable will increase to 0.768. Based on the results of the t-test that has been shown, it can be seen that the work skills variable has a count of 2.165, while the t table is 2,059, thus $t \text{ table} < t \text{ count}$ ($2,059 < 2,165$) so it can be concluded that H_a is accepted and H_o is rejected, meaning that there is an influence between work skills on employee performance.

Hypothesis 2

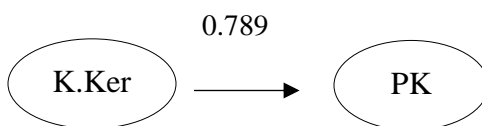
Work experience has a positive and significant effect on employee performance on a CV. Osano Screen Printing & Embroidery. This hypothesis will be tested using:



Based on the picture of hypothesis 2, the results are interpreted as follows: A simple linear regression analysis between work experience and employee performance obtained a regression equation, $Y = 0.621 \text{ PK} + 0.451$. Work experience has a regression value of 0.621, meaning that if the value of work experience has increased by one time, the employee's performance will increase by 0.621 units. The coefficient of work experience is 0.621, and the value of e_1 is 0.451, so that the total result is 1.072. meaning, with the addition of work experience of 0.621, the employee's performance will increase to 1.072. Based on the results of the t-test that has been shown, it can be seen that work experience has a count of 4.231. While the t table is 2,059, thus $t \text{ table} < t \text{ count}$ ($2,059 < 4,231$) so it can be concluded that H_a is accepted and H_o is rejected, meaning that there is an influence between work experience on employee performance.

Hypothesis 3

Work skills have a positive and significant effect on work experience on the CV. Osano Screen Printing & Embroidery. This hypothesis will be tested using:

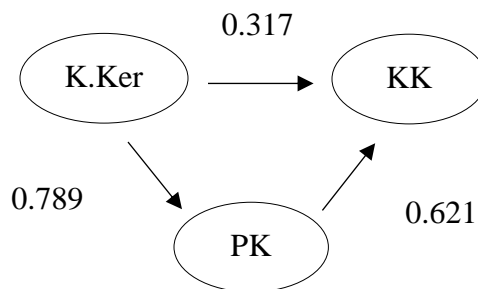


Based on the test results, the results are interpreted as follows: A simple linear regression analysis between work skills and work experience obtained a regression equation, $X_2 = 0.789 X_1 + 0.615$. Work skills have a regression coefficient value of 0.789, meaning that if the value of work skills has increased by one time, work experience will increase by 0.789 units. The regression

coefficient of work skills is 0.789, and the value of e_2 is 0.615, so that the total result is 1.404. meaning, with the addition of work skills of 0.615, work experience will increase to 1.404. Based on the results of the t-test that has been shown, it can be seen that work skills have a count of 6.543, while the t table is 2,059, thus $t \text{ table} < t \text{ count}$ ($2,059 < 6,543$) so it can be concluded that H_a is accepted and H_o is rejected, meaning that there is an influence between work skills on work experience.

Hypothesis 4

The following are the test results of the effect of work experience mediation on work skills with employee performance which is shown in the image below.



From the picture of hypothesis 4, it can be explained that the magnitude of the direct influence given by work skills on employee performance is 0.317. Meanwhile, the indirect influence given through work experience is $0.789 \times 0.621 = 0.490$. The results obtained showed $0.317 < 0.490$. Moreover, the total value as a mediation of the total value of work skills is $0.789 + 0.621 = 1.410$. This means 1.410 is bigger than 0.317. With these results, it can be concluded that work experience can be a variable that mediates the effect of work skills on employee performance in CV. Osano Screen Printing & Embroidery.

Discussion

The Effect of Work Skills on Employee Performance

The first hypothesis (H1) shows that work skills have a positive and significant effect on employee performance on a CV. Osano Screen Printing & Embroidery. Employee performance at the company can be influenced by increasing the work skills of employees who have experience in their work, work confidently, complete work well, work following their abilities, do a good job, focus and be careful and thorough, patient in their work. Dealing with superiors and co-workers can control emotions, be patient in dealing with consumers, solve problems at work, and work under pressure. The research results that the researcher has done show that the first hypothesis is accepted. Jantje and Dotulong. (2016), as well as Mubarok and Putra (2018) and Lengkong et al. (2019), show that job skills have a positive and significant influence on employee performance.

The Effect of Work Experience on Employee Performance

Based on the second hypothesis (H2) results, it shows that work experience has a positive and significant effect on employee performance at CV. Osano Screen Printing & Embroidery. The results show that the more work experience that is created, it will have a positive influence on employee performance. However, the work experience that employees get is very supportive of the job placement process, the work being done currently requires work experience, work experience can reduce errors when providing services to buyers, employees have skills in carrying out tasks, understand work procedures, work based on what is known and learned, does not wasting work time, mastering the work equipment provided, being able to complete work with the abilities possessed, high knowledge is very helpful in doing the job. The research results that researchers have carried out show that the second hypothesis is accepted, where work experience influences employee performance. These results follow previous research conducted by Josep and Lukmanah (2019), Lengkong et al. (2019), Sinabarib et al. (2018), which shows that work experience has a positive and significant effect on employee performance.

There is an Influence of Work Skills on Work Experience

Based on research results, the third hypothesis (H3) shows that work skills have a positive and significant effect on work experience. This shows that if the work skills provided by employees to the company are higher, it will increase the employee's work experience. In addition, work skills are provided as compensation for employee contributions to the company. Moreover, having good work skills will undoubtedly increase the employee's work experience. In addition, employees will work with good job skills if they have long work experience. The results of research that researchers have carried out show that the third hypothesis is accepted, namely that there is a positive and significant influence on work skills on work experience. This shows that work skills affect employees' work experience.

Work Experience Able to Mediate Work Skills on Employee Performance

The research results on the fourth hypothesis (H4) indicate that work experience in this study can mediate the relationship between work skills and employee performance at CV. Osano Screen Printing & Embroidery. This is indicated by the coefficient value of the direct influence of the work skills variable is smaller than the coefficient of the indirect effect of the work skills variable on employee performance mediated by the work experience variable. The work skills variable can affect employee performance directly without going through work experience. Based on the results of research that researchers have done, it shows that the fourth hypothesis is accepted, where work skills directly affect employee performance through work experience as an intervening variable. The explanation states that the work skill variable affects the employee's performance directly without going through the work experience variable. Because the value of the direct influence of work skills on employee performance is smaller than the indirect effect. The results of this study

do not follow previous research conducted by Lengkong et al. (2019) that shows that work skills indirectly have a significant effect on employee performance through work experience.

CONCLUSIONS

Conclusion

1. Work Skills have a positive effect on the performance of employees in CV. Osano Screen Printing & Embroidery. Judging from the test results, it can be explained that the better the work skills possessed by employees will further improve the performance of company employees and vice versa.
2. Work Experience has a positive effect on the performance of employees in CV. Osano Screen Printing & Embroidery. Judging from the test results, it can be explained that the better the work experience possessed by employees, the better the performance of company employees and vice versa.
3. Job Skills have a positive effect on existing work experience on the CV. Osano Screen Printing & Embroidery. Judging from the test results, it can be explained that the better the work skills possessed by employees, the better the work experience of employees and vice versa.
4. Based on the intervening or mediation test results, it shows that the value of the indirect influence through work experience is greater than the value of the direct influence of work skills on employee performance. With these results, it can be concluded that the work experience variable can be a variable that mediates the effect of work skills on employee performance in CV. Osano Screen Printing & Embroidery.

Suggestion

1. The study results show that work skills affect the performance of employees at CV Osano Sablon and Embroidery. Thus, it is suggested to the company to pay attention to the work skills of employees to improve the performance of these employees.
2. The study results show that work experience affects the performance of employees at CV Osano Sablon and Embroidery. Thus, it is suggested to the company to pay attention to the employee's work experience to improve the employee's performance.
3. The study results show that work skills affect work experience in CV Osano Sablon and Embroidery. Thus it is suggested to the company to pay attention to the work skills of the employee in order to improve the employee's work experience.
4. The study results indicate that work skills affect employee performance through work experience in CV Osano Sablon and Embroidery. Thus, it is suggested to the company to pay attention to the work skills and work experience of the employee to improve the employee's performance. In addition, because work skills, work experience, and employee performance are interrelated, the company needs to improve supervision to minimize errors among employees and be encouraged to always double-check in their work activities.

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