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**The Influence of Job Description, Job Training and Work Experience on Employee Productivity PT XYZ**

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**Abstract:** This study aims to test and analyze the effect of job description, job training and work experience on the work productivity of employees of PT XYZ partially or simultaneously. The data collection method used is interview techniques and distributing questionnaires to respondents. The sample in this study was Non Probability Sampling. The data analysis technique used is multiple linear regression with the SPSS program. Based on the partial test results, job description has a negative and significant effect while job training and work experience have a positive and significant effect on the work productivity of employees of PT XYZ. In simultaneous testing, job description, job training and work experience together have a positive and significant effect on the work productivity of employees of PT XYZ. The coefficient of determination shows that job description, job training and work experience are able to explain the contribution of the influence of job description, job training and work experience on the work productivity of employees of PT XYZ, which is 70.8%, while the remaining 29.2% is influenced by other variables not examined.

**Keywords:** Job Description, Training, Experience, Productivity.

**INTRODUCTION**

The rapid development of technology in the current era of globalization requires a company to keep up with existing developments. The era of globalization is characterized by the creation of an increasingly competitive business environment, increasingly complex needs, so that the right business strategy is needed and has a competitive advantage so that the company can survive in the competition. (Tribunews, 2022)

Given that human resources are very important, then by improving the quality of human resources in facing every development of the company. Human resources are required to be improved to develop science, insight, and technology to be able to compete in the face of changes and developments in this era of globalization. In an effort to run a business, every company must have goals that must be achieved, for that the company will increasingly depend on the quality of its human resources. This means that achieving success can be realized by managing quality human resources is one of the strengths possessed by a company to achieve goals, one of which is to increase employee productivity.

Every company must want the productivity of each employee to increase, human resources become the foundation for the company which primarily maintains the work productivity of the employees themselves. According to Sutrisno (2019: 100) "productivity is generally defined as the relationship between output (goods or services) and input (labor, materials, money)." productivity is a measure of the comparison of the quality and quantity of a worker in a unit of time to achieve a result or work performance effectively and efficiently with the resources used.

One of the factors that can influence employee work productivity is job description, job training and work experience. According to Hasibuan (2017: 33) job description is written information that describes the duties and responsibilities, job conditions, work relationships and aspects of work in a position in a company. Because the clearer the job description given, the more focused and directed it will be for employees in carrying out their duties so that it has an impact on company productivity.

In addition to job description, training is one factor that can affect work productivity, training is one way to be able to develop and improve employee work productivity. Training is very important for an organization to build quality human resources. According to Mangkunegara (2017: 44), training is a short educational process that uses a controlled and methodical process to help non-managerial employees develop technical knowledge and skills in the context of limited goals. In addition to job description and training, work experience also affects work productivity. A long period of work shows more experience than someone with other coworkers. According to Sedarmayanti (2016: 75), work experience is knowledge or skills that have been known and mastered by someone as a result of actions or work that has been carried out for a certain amount of time.

Furthermore, based on productivity data sourced from PT XYZ in 2021, 2022 and 2023, the achievement of targets often does not achieve 100% optimal results, this shows that the productivity of employees has not been maximally achieved in the last 3 periods. Based on the description above, the researcher is interested in making a research material with the title "The Influence of Job Description, Job Training and Work Experience on Employee Productivity of PT XYZ".

Based on this background, the following research problems can be formulated: 1. How is employee work productivity at PT XYZ? 2. How is the job description at PT XYZ? 3. How is job training at PT XYZ? 4. How is work experience at PT XYZ? 5. How does job description influence employee productivity at PT XYZ? 6. How does job training influence employee productivity at PT XYZ? 7. How does work experience influence employee productivity at PT XYZ? 8. How does job description, job training and work experience influence employee productivity at PT XYZ?

**METHOD**

The data collection method in this study is through a questionnaire, which is a method of collecting data by making a list of questions to be submitted to consumers in order to obtain information or explanations related to the problem being studied. The reason for using this technique is so that respondents do not need to provide lengthy explanations and are also very practical, firm, economical and efficient in revealing the core of the problem. In addition, field research techniques were also carried out, namely direct observation of the company under study to obtain primary data. The activities carried out were interviews and literature studies to obtain data through reference sources of books and articles related to the topic under study.

The research method used in this research is quantitative method with descriptive and verification approaches. According to Sugiyono (2019: 17) quantitative methods are research methods based on the philosophy of positivism, used to research on certain populations or samples, data collection using research instruments, data analysis is quantitative / statistical, with the aim of testing predetermined hypotheses. Descriptive in this study is to analyze job description variables, job training and work experience. While verification in this study is to analyze the effect of job description, job training and work experience on the work productivity of employees of PT XYZ.

The population in this study were 30 employees of PT XYZ located in Purwakarta Regency. Because the number of respondents is relatively small, the sampling technique that will be used in this study is a sampling technique using non-probability sampling technique with saturated sampling method, where all members of the population are used as research samples, namely 30 employees of PT XYZ.

**RESULT AND DISCUSSION**

**Results**

Multiple Linear Regression Analysis Results

 Multiple linear regression analysis is used to see the effect of job description, job training and work experience on employee productivity of PT XYZ as shown in the following table:

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| --- |
| **Table 1. Multiple Linear Regression Analysis Coefficient Resultsa** |
| **Unstandardized Coefficients** | **Standardized Coefficients** | **t** | **Sig.** |
| **B** | **Std. Error** | **Beta** |
|  | 10,744 |  | 0,882 | 0,386 |
| -0,100 | 0,147 | -0,083 | -0,679 | 0,503 |
| 0,517 | 0,131 | 0,527 | 3,943 | 0,001 |
| 0,461 | 0,151 | 0,448 | 3,063 | 0,005 |
| **a. Dependent Variable: Productivity****Source: Primary data 2023** |

 Based on table 1, a multiple linear regression equation can be created as follows: Y=a + b1 X1 + b2 X2 + b3 X3 + e

Y= 10,744 + 0,147X1 + 0,131X2 + 0,151X3 + e

From the equation above, several things can be interpreted, as follows:

1. A constant of 10.744 means that if there is no job description, job training and work experience (X1 = X2 =X3 = 0), then the Employee Productivity of PT XYZ is constant at 10.744 units.
2. The regression coefficient for job description is 0.147. This coefficient is positive, it can be concluded that the job description has a positive effect on the work productivity of employees of PT XYZ. If the job description is increased by one unit, it will increase the work productivity of employees of PT XYZ by 0.147 units.
3. The regression coefficient for job training is 0.131. This coefficient is positive, it can be concluded that job training has a positive effect on the work productivity of employees of PT XYZ. If job training is increased by one unit, it will increase the work productivity of employees of PT XYZ by 0.131 units.
4. The regression coefficient for work experience is 0.151. This coefficient is positive, it can be concluded that work experience has a positive effect on the work productivity of employees of PT XYZ. If work experience is increased by one unit, it will increase the work productivity of employees of PT XYZ by 0.151 units.

**Coefficient of Determination**

 The coefficient of determination is used to determine how much the contribution of job description, job training and work experience to the work productivity of employees of PT XYZ. The results of the coefficient of determination analysis can be seen in table 2:

|  |
| --- |
| **Tabel 2. R Square Test****Model Summaryb** |
| **Model** | **R** | **R Square** | **Adjusted R Square** | **Std. Error of the Estimate** | **Change Statistics** |
| **R Square Change** | **F Change** | **df1** | **df2** | **Sig. F Change** |
| 1 | 0,841a | 0,708 | 0,674 | 3,312 | 0,708 | 21,026 | 3 | 26 | 0,000 |
| a. Predictors: (Constant), Job Description, Job Training, Work Experience |
| b. Dependent Variable: Productivity Source : Primary Data 2023 |

 Based on the results of the R square test in table 2, the coefficient of determination of Employee Productivity of PT XYZ is shown as the R square value of 0.708. This means that the magnitude of the contribution of the influence of job description, job training and work experience on the work productivity of employees of PT XYZ is 70.8% while the remaining 29.2% is influenced by other variables not examined.

**T test**

The t test is used to see the effect separately between the independent variables on the dependent variable. With the help of the SPSS version 26 program, it is known that the t-count values in table 3 are as follows:

|  |
| --- |
| **Tabel 3. Test Results t****Coefficients ta** |
| **Unstandardized Coefficients** | **Standardized Coefficients** | **t** | **Sig.** |
| **B** | **Std. Error** | **Beta** |
| 9,474 | 10,744 |  | 0,882 | 0,386 |
| -0,100 | 0,147 | -0,083 | -0,679 | 0,503 |
| 0,517 | 0,131 | 0,527 | 3,943 | 0,001 |
| 0,461 | 0,151 | 0,448 | 3,063 | 0,005 |
| a. Dependent Variable: ProductivitySource : Primary Data 2023 |

 By using a significance level of 0.05 (α = 5%) and at a significance of 0.05, a two-way test is carried out with degrees of freedom df = n-k-1 = 30-3-1 = 26 (n is the number of respondents and k is the number of independent variables), the t table value is 1.706. Based on the SPSS output from table 3 above, it is known as follows:

1. The t value of the job description variable is -0.679 which is smaller than the t table value of 2.055 So t count < t table and the calculated sig value obtained is 0.005 = 0.05.

0.05 so Ho is accepted and Ha is rejected. Thus, it can be concluded that the job description has no significant effect on the work productivity of employees of PT XYZ.

1. The calculated t value of the job training variable is 3.943 which is greater than the t table value of 2.055 So t count> t table and the calculated sig value obtained is 0.001 <0.05.

0.05 so Ho is rejected and Ha is accepted. Thus, it can be concluded that job training has a significant effect on the work productivity of employees of PT XYZ.

1. The calculated t value of the work experience variable is 3.063 which is greater than the t table value of 2.055. So t count> t table and the calculated sig value obtained is 0.005 = 0.05.

0.05 so Ho is rejected and Ha is accepted. Thus, it can be concluded that work experience has a significant effect on the work productivity of employees of PT XYZ.

**F test**

The F test is used to see the joint influence of the independent variables on the dependent variable. With the help of the SPSS version 26 program, the calculated F value in the table is as follows:

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| --- |
| **Tabel 4. Hasil Uji F****ANOVAa** |
| **Model** | **Sum of Squares** | **df** | **Mean Square** | **F** | **Sig.** |
| 1 | Regression | 691,809 | 3 | 230,603 | 21,026 | 0,000b |
| Residual | 285,158 | 26 | 10,968 |  |  |
| Total | 976,967 | 29 |  |  |  |
| a. Dependent Variable: Productivity |
| b. Predictors: (Constant), Job Description, Job Training, Work Experience Source : Primary Data 2023 |

Based on the F test, it is known that the calculated F value is 21.026> F table 2,98 with a significance value of 0.000 (p <0.05) so that the test decision is Ho rejected and Ha accepted. This shows that job description, job training and work experience simultaneously have a significant effect on employee productivity of PT XYZ.

**Discussion**

**The Influence of the Job Description on Employee Productivity**

The results of the regression analysis show that there is a significant negative influence between the job description variable on the work productivity of employees of PT XYZ. This shows that any increase in job description does not really have an impact on increasing the work productivity of employees of PT XYZ.

The results of this study are in line with previous research conducted by Nidyawati (2022) which found that job description has no significant effect on work productivity at PT Bumi Palma Lestari Persada Enok District.

**The Influence of the Job Training on Employee Productivity**

The results of regression analysis show that there is a positive and significant influence between job training variables on employee productivity of PT XYZ. This shows that any increase in job training will have an impact on increasing the work productivity of employees of PT XYZ.

The results of this study are in line with previous research conducted by Fadilah (2020) which found that job training has a significant effect on the work productivity of employees of PT Maan Ghodaqo Shiddiq Lestari (Maaqo) Jombang. In addition, it is also supported by the results of research by Harahap and Sijabat (2022) which found that job training has a significant effect and contributes positively to the variable work productivity of Nitra Jaya Konveksi employees.

**The Influence of the Work Experience on Employee Productivity**

The results of the regression analysis show that there is a positive and significant influence between the work experience variable on the work productivity of employees of PT XYZ. This shows that any increase in work experience will have an impact on increasing the work productivity of employees of PT XYZ.

The results of this study are in line with previous research conducted by Mulyati (2022) which found that work experience has a significant effect on the work productivity of employees of UMKM Convection Tegal Regency. In addition, it is also supported by the results of Pramanta's research (2023) which found that work experience has a significant effect and contributes positively to the variable work productivity of Nitra Jaya Konveksi employees.

**The Influence of Job Description, Job Training and Work Experience on Employee Productivity**

The results of this study have the implication that if the job description of employees is clear, job training is carried out and good work experience, it will have an impact on significantly increasing the work productivity of employees of PT XYZ. Of the three factors studied, it can be seen that job training is the variable that has the most influence on the work productivity of employees of PT XYZ because it has the largest regression coefficient value of 0.517 compared to job description and work experience.

The results of this study are in line with previous research conducted by Nidyawati (2022) which found that job description has a significant effect on the work productivity of employees of PT XYZ. In addition, Rosalia, et al (2018) found that job training and work experience have a significant effect on the productivity of Jaya Saktisentosa employees. In addition, it is also supported by the results of research by Erwin and Rosnaida (2021) which found that work experience has a significant effect and contributes positively to the variable work productivity of employees at PDAM Tirta Kuola Tanjung Balai City.

**CONCLUSION**

Based on the results of the analysis and discussion previously described, conclusions can be drawn, among others:

1. Job description variables have a negative and significant influence on the work productivity of employees of PT XYZ.
2. Job training variables have a positive and significant influence on the work productivity of employees of PT XYZ.
3. Work experience variables have a positive and significant influence on the work productivity of employees of PT XYZ.
4. Job description variables, job training and work experience simultaneously influence the work productivity of employees of PT XYZ.

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