

**THE INFLUENCE OF EDUCATIONAL BACKGROUND AND WORK EXPERIENCE
ON EMPLOYEE PERFORMANCE IN DEBULULIK VILLAGE, LAMAKNEN
SELATAN DISTRICT, BELU REGENCY**

**PENGARUH LATAR BELAKANG PENDIDIKAN DAN PENGALAMAN KERJA
TERHADAP KINERJA PEGAWAI APARATUR DESA DEBULULIK KECAMATAN
LAMAKNEN SELATAN KABUPATEN BELU**

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Abstract

The aim of this research was to determine whether partial and simultaneous educational background and work experience had a significant effect on the performance of the employees of the Debululik village apparatus, Lamaknen Selatan District, Belu Regency. The method used by researchers in this study is quantitative with multiple linear regression analysis techniques. The sample used is the entire population, namely as many as 50 respondents. The results of the study found that partially and simultaneously, educational background and work experience had a significant effect on the performance of the Debululik village apparatus employees. And from the results of this study, it was also found that educational background and work experience have a strong relationship to the performance of the Debululik village apparatus employees.

Keywords: Educational background, Work experience, Performance.

Abstrak

Tujuan dari dilaksanakannya penelitian ini adalah untuk mengetahui apakah secara parsial dan simultan latar belakang Pendidikan dan pengalaman kerja berpengaruh signifikan terhadap kinerja pegawai aparatur desa Debululik Kecamatan Lamaknen Selatan Kabupaten Belu. Metode yang digunakan peneliti dalam penelitian ini adalah Kuantitatif dengan teknik analisis regresi linier berganda. Sampel yang digunakan adalah seluruh populasi yaitu sebanyak 50 responden. Hasil penelitian didapatkan bahwa secara parsial dan simultan latar belakang pendidikan dan pengalaman kerja berpengaruh signifikan terhadap kinerja pegawai aparatur desa Debululik. Dan dari hasil penelitian di juga didapatkan bahwa latar belakang pendidikan dan pengalaman kerja memiliki hubungan yang kuat terhadap kinerja pegawai aparatur desa Debululik.

Kata Kunci: Latar Belakang Pendidikan, Pengalaman Kerja, Kinerja.

INTRODUCTION

Management is the science and art of managing the process of utilizing human resources and other sources. (Primayana, 2015) Another opinion says that management is a process of using organizational resources to achieve organizational goals through the functions of planning and decision-making, organizing, leadership and controlling. (Suprihanto, 2018)

Debululik Village is one of the villages located in the southern Lamaknen District, Belu Regency. Debululik Village is regulated and managed by the village government, namely the Debululik Village Office. In running its government, the vision of the Debululik Village Office is to ensure the welfare of the community by providing good service. In order

for the vision, mission, and targets to be achieved, it is necessary to have quality human resources who have a high level of education and experience.

Performance is the achievement or goals of the organization that can be in the form of quantitative or qualitative output, creative, flexible, reliable, or things that are desired by the organization. (Armiwal et al., 2022) The following is the data on the goals and objectives of the Debululik village administration.

Table 1. Data on the Achievement of the Performance of the Debululik Village Apparatus

No	Elements of Assessment	Target	Realization
1	Work Results	100%	100%
2	Work Program	100%	100%
	-Increase Development	100%	95%
	-Improve Agriculture and animal husbandry	100%	100%
	-Improve Human Resources	100%	90%
	-Increases Customary Values	100%	95%

Source: Debululik Village Secretariat, 2023

Based on the table above, it is known that there are still 3 (three) work programs in Debululik Village that are not running optimally in 2022. Based on the results of the researchers' initial observations, the causes of these problems are influenced by several factors, including educational background and lack of work experience. Here the researchers found that the average staff of the Debululik village apparatus was still dominated by employees with a high school/equivalent education background 76.9%, and the remaining 23.1% had a bachelor's degree. According to Wirawan, the results of his research stated that educational background is an important determinant of successful performance. (Wirawan et al., 2019)

Another factor that the researchers found was the lack of experience of civil servants in carrying out their duties. Based on observations, the average work experience of Debululik village apparatus employees is still under five years, with a percentage of 90% having work experience under five years and 10% over five years. Work experience is the length of time an employee has worked at work from the time he was accepted at work until now. (Abdul et al., 2020) Ratu et al., in their research results, stated that a lack of work experience can cause a decrease in performance. (Ratu et al., 2020)

Based on the results of the initial observations and the description of the problems that have been described, the researchers determined the research title " The Influence of Educational Background and Work Experience on Employee Performance in Debululik Village, Lamaknen Selatan District, Belu Regency" with the aim of knowing: 1) To determine the effect of educational background partially on the performance of Debululik village apparatus employees; 2) To determine the effect of partial work experience on the performance of the Debululik village apparatus employees, and 3) To determine the effect of educational background and work experience simultaneously on the performance of employees of the Debululik village apparatus.

In another context, the educational background can also be understood as someone's experience that has been obtained from a learning program. (Hendrati & Muchson, 2010) This experience can be in the form of (a) knowledge or related to cognition, (b) attitudes, or (c) certain behaviours. (Shubchan & Rossa, 2021)

Education is a conscious effort to prepare students through guidance, teaching and/or training activities for their future roles. (Wirani & Manurung, 2020) According to (Undang-

undang No. 20 Tahun Undang-Undang (UU) Tentang Sistem Pendidikan Nasional, 2003), education is a conscious and planned effort to create a learning atmosphere and learning process so that students actively develop their potential to have religious, spiritual strength, self-control, intelligence, noble character, and the skills needed by themselves, society, nation and country. Meanwhile, according to Sudarsana, Education is a conscious effort to prepare students through guidance activities. (Sudarsana, 2018)

According to David Popenoe, there are 4 (four) kinds of educational functions, namely: 1) cultural transmission; 2) Choosing and teaching social roles; 3) Ensuring social integration; 4) Schools teach personality traits and sources of social innovation. (Subadi, 2015) Meanwhile, according to Tirta Rahardja, there are 3 (three) indicators for the level of education, namely: 1) Education level, 2) suitability of majors, and 3) Competence. (Syekh, 2019)

In the Big Indonesian Dictionary (KBBI), experience is everything that has ever been experienced (lived, felt, borne, etc.), while work is an activity of doing something. (Simanjuntak & Zamora, 2016) Meanwhile, according to Marwansyah, work experience is the knowledge, skills, and abilities possessed by employees to carry out the responsibilities of previous jobs. (Wariati & Sugiati, 2015)

There are several factors that affect a person's work experience, namely: 1) Length of time or working period; 2) Working frequency; 3) Type of task; 4) Application; and 5) Work Results. (Abdul et al., 2020) While the work experience indicators consist of 3 (three), namely: 1) length of time or working period > 5 years; 2) The level of knowledge and skills possessed, including the dimensions of the level of higher education and broad insights; 3) Mastery of work and equipment includes the dimensions of knowledge of the tasks to be carried out, mastering how to use the equipment. (Gulo, 2008)

Performance is the result of quality work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. (Supardi, 2016) Meanwhile, Setiono argues that performance is the level of success of a person in carrying out their duties during the working period as a whole compared to various possibilities, such as work standards, targets or targets or criteria that have been mutually agreed upon earlier. (Setiono, 2018)

According to Mangkunegara, the factors that influence performance achievement are: 1) Ability factor, psychologically consisting of potential ability and reality ability 2) Motivational factor, formed from an employee's attitude in dealing with work situations. There are five indicators that can measure performance according to Robbins, namely: 1) Quality; 2) Quantity; 3) Punctuality; 4) Effectiveness; and 5) Independence. (Lie, 2018)

METHODS

The method used in this study is a quantitative method using multiple linear regression analysis. (Huda, 2019) The population in this study were all employees of the village apparatus along with the traditional leaders of the Debululik Village community, totalling 50 people and the entire population the researcher used as the sample in this study.

The data collection technique used in this research is through questionnaires. (Huda & Ismawardi, 2020) While the data analysis technique used in this study is multiple linear regression analysis. According to Sanusi, the analysis formula used in multiple linear regression is as follows: $Y = a + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4 + e$. (Huda et al., 2021)

The preparation of the questionnaire has followed the preparation rules and has been tested to ensure that this questionnaire is truly valid and reliable. According to Sugiyono,

validity is a measuring tool used to measure whether or not a questionnaire instrument is valid. (Zakariah et al., 2020)

Table 2. Validity Test Results

Item Variable	Grain Person Correlation	Total Correlation	Information
Educational background (X1)	X1.1	0,734	Valid
	X1.2	0,796	Valid
	X1.3	0,735	Valid
	X1.4	0,716	Valid
	X1.5	0,406	Valid
Work Experience (X2)	X2.1	0,613	Valid
	X2.2	0,535	Valid
	X2.3	0,767	Valid
	X2.4	0,743	Valid
	X2.5	0,577	Valid
Performance (Y)	Y.1	0,638	Valid
	Y.2	0,648	Valid
	Y.3	0,510	Valid
	Y.4	0,484	Valid
	Y.5	0,481	Valid
	Y.6	0,488	Valid
	Y.7	0,507	Valid
	Y.8	0,440	Valid
	Y.9	0,493	Valid
	Y.10	0,485	Valid

Source: Processed primary data with SPSS

Based on the results of data validity testing as in the table above, it can be seen that of the 20 question items tested, all of them proved valid because of the Pearson correlation value in the Total Correlation column > 0.30 , so it is feasible to do statistical testing.

Next is to do reliability testing. The aim is to measure the extent to which the consistency of a research instrument. According to Sekaran, dividing the level of reliability with the following criteria. If the Cronbach's alpha value ranges from 0.8-1.0, then it is included in the good reliability category, 0.6-0.799 is included in the acceptable reliability category, and if the gap is from 0.6, then it is included in the poor reliability category. (Huda et al., 2020)

Table 3. Reliability Test Results

Variable	Cronbach's Alpha	Information
Educational background (X1)	0,713 $>$ 0,60	Reliable
Work Experience (X2)	0,642 $>$ 0,60	Reliable
Performance (Y)	0,696 $>$ 0,60	Reliable

Source: Processed primary data with SPSS

Based on the results of the reliability test, it can be seen that the magnitude of Cronbach's alpha coefficient for the educational background variable (X1) is 0.713, meaning that the consistency of respondents in answering questions is 71.3% trustworthy with a

reliable status. Then for the work experience variable (X2), the resulting Cronbach's alpha coefficient is 0.642, meaning that the consistency of respondents in answering questions is 64.2% trustworthy with reliable status, and the Cronbach's alpha coefficient for the performance variable (Y) is 0.696 meaning that the consistency of respondents in answering questions of 69.6% can be trusted with reliable status.

RESULTS AND DISCUSSION

At first, Debululik village was still part of the Nualain village area. Due to the large area and remote government centre, which made it difficult for the community to get services, residents who live in the Debululik village area (now) proposed a division in 1993 and finally received approval from the Belu regional government in 1997.

Respondents in this study amounted to 50 people. The following are the characteristics of respondents based on educational background and work experience.

Table 4. Characteristics of Respondents Based on Educational Background

Level of education	Amount	Percentage (%)
Elementary School	12	24
Junior High School	15	30
Senior High School	20	40
Bachelor	3	6
Total	50	100%

Source: processed research data, 2023

Based on Table 4. above, it can be seen that the majority of respondents in this study had a high school educational level background, with a total of 20 people or 40%, then followed by respondents who had a junior high school education level with a total of 15 people or 30%, then respondents who had Elementary school education level totalled 12 people or 24% and respondents who had an undergraduate education level amounted to 3 people or 6%.

Table 5. Characteristics of Respondents Based on Work Experience

Work Experience	Amount	Percentage %
One year	10	20
Two years	15	30
Four years	10	20
Five years	10	20
14 years	5	10

Source: processed research data, 2023

Based on Table 5 above, it can be seen that the majority of respondents in this study had two years of work experience with a total of 15 people or 30%, followed by respondents who had one year, 4 and 5 years of work experience with ten people each or equal to 20% and respondents who have 14 years of work experience totalling five people or 10%.

In multiple linear regression research, the conditions that must be met before testing the hypothesis are that they must pass the multicollinearity test and the heteroscedasticity test. The multicollinearity test aims to test whether there is a correlation between the independent variables in the regression model. While the Heteroscedasticity Test aims to test whether, in the regression, there is an inequality of variance from the residual of another observation. (Huda et al., 2021)

Table 6. Multicollinearity Test Results

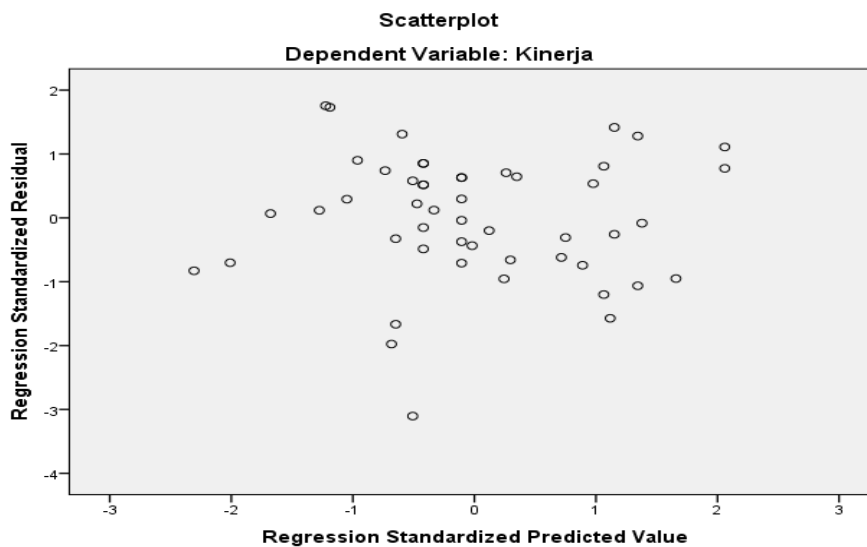
Model	Unstandardized Coefficients		Coefficients a		t	Sig.	Collinearity Statistics	
	B	Std. Error	Standardized Coefficients	Beta			Tolerance	VIF
(Constant)	12,317	3,754			3,281	,002		
Educational background	,479	,186	,307		2,573	,013	,984	1,016
Work Experience	,663	,172	,461		3,868	,000	,984	1,016

a. Dependent Variable: Performance

Source: Processed primary data using SPSS

Based on Table 6 above, it can be seen that the Tolerance value for the educational background variable (X1) is 0.984 and the VIF is 1.016, and the work experience variable (X2) has a tolerance value of 0.984 and VIF of 1.016. The results of this multicollinearity test explain that all variables in this study have a tolerance value of more than 0.1 and a VIF value of less than 10. It can be concluded that there are no symptoms of multicollinearity in this research model.

Figure 1. Scatterplot



Source: Processed primary data using SPSS

In the scatter plot graph above, it can be seen that the points spread randomly and are spread both above and below zero on the Y-axis and do not form clear patterns. It can be concluded that there is no heteroscedasticity in this regression model.

Table 7. Coefficient Test Results (t-test)

Model	Unstandardized Coefficients		Coefficients a		t	Sig.
	B	Std. Error	Standardized Coefficients	Beta		

(Constant)	12,317	3,754		3,281	,002
Educational background	,479	,186	,307	2,573	,003
Work Experience	,663	,172	,461	3,868	,000

a. Dependent Variable: Performance

Source: Processed primary data using SPSS

Based on the SPSS output results as shown in table 4.17, it is known that the value of t_{count} on the educational background is greater than t_{table} , namely $2.573 > 1.677$ with a significance level of 0.03 less than 0.05, so it can be concluded that partially educational background has a significant effect on performance Debululik village officials. Likewise, the value of t_{count} on work experience is greater than t_{table} , namely $3.868 > 1.677$, with a significance level of 0.00, which is less than 0.05. It can be concluded that partial work experience has a significant effect on the performance of employees of the Debululik village apparatus.

Table 8. ANOVA Test Results

ANOVAa					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	218,126	2	109,063	12,231	,000b
Residual	419,094	47	8,917		
Total	637,220	49			

a. Dependent Variable: Performance

b. Predictors: (Constant), Work Experience, Educational background

Source: Processed primary data using SPSS

Based on the results of the SPSS output above, it can be seen that the f_{count} value is greater than the f_{table} value, namely $12.231 > 3.20$ with a significance level value of 0.000 smaller than alpha 0.05. It can be concluded that educational background and work experience simultaneously have a significant effect on performance Debululik village officials.

To determine the strength or weakness of the correlation between the variables of educational background, work experience, and performance can be seen in the Summary table below:

Table 9. Summary Test Results

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,585a	,342	,314	2,98612

a. Predictors: (Constant), Work Experience, Educational background

Source: Processed primary data using SPSS

Based on the results of the SPSS output above, it can be seen that the value of the correlation coefficient (R) in the summary table above shows that educational background and work experience on performance is 0.585, which means that educational background and work experience on performance have a strong relationship.

CONCLUSION

Based on the results of the research and discussion above, several conclusions can be drawn as follows: partially, educational background and work experience have a significant effect on the performance of the employees of the Debululik village apparatus. Simultaneously educational background and work experience have a significant effect on the performance of the Debululik village apparatus employees. And from the results of this study, it was also found that educational background and work experience have a strong relationship to the performance of the Debululik village apparatus employees.

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