

Employee's Perception Toward Educational Background and Work Experience for Performance

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Abstract

Educational background is an important thing in life for a good life in the future. People start their education since in early stage. It is start from Playground, Kindergarten, Elementary School, Junior High School, Senior High School, until Bachelor Degree. The educational background level is based on the ability of their parents and themselves. The objective of this research is to find out the effect of educational background and work experience for employee performance. In this study, the researcher will use quantitative research use interview the participant, make a questionnaire, and do observation. The questionnaire will use application from google application. Name of the application is google form. This research can be insight for a people who wants to work.

Key words: Educational Background, Work Experience, Work Performance

INTRODUCTION

Profession in a work always correlation with something called Education (Pustaka, 2010). Educational background is an important thing in our life for a good life in the future. Work experience is the one who people need to get a job. Sometimes job without work experiences same with jobless and so hard to get a job (E. Putri, 2022), (Ristiandika Arrahman, 2021), (Samanik & Lianasari, 2018). In this globalization era. Human resources become the foundation for the company to remain can survive (Arwani & Firmansyah, 2013), (Firma Sahrul B, 2017), (Website & Cikarang, 2020). Human resources are the main role in every company activity (H Kara, 2014). Although there are many facilities and infrastructure and resources, without the support of human resources the company's activities will not run well (Siregar & Utami, 2021), (Wahyudi & Utami, 2021), (Agustina & Utami, 2021). Thus, human resources are the main key must be considered in everything their needs (Firmansyah M et al., 2017), (N. U. Putri et al., 2020), (Wulandari, 2018). Company will developing and able to survive in a competitive environment when supported by the performance of employees who are competent in their fields (Asia & Samanik, 2018), (Nindyarini Wirawan, 2018), (Keanu, 2018).

In an effort to improve performance, then it takes employees who have education and work experience (Yudha & Utami, 2022), (Prayoga & Utami, 2021), (Wahyuni et al., 2021). Education has an influence on employee performance, high and low levels someone's employee education will influential on employee performance (Setri & Setiawan, 2020), (Mertania & Amelia, 2020), (Lestari & Wahyudin, 2020). So that employee performance is good, then needed workers who have adequate level of education which according to the field of work (Gustanti & Ayu, 2021), (R Arrahman, 2022), (Pajar et al., 2017). Besides employee education background, performance employees are influenced by years of service or employee work experience too affect of the performance (Nurmalasari & Samanik, 2018), (Gita & Setyaningrum, 2018), (Sidiq & Manaf, 2020). Years of service or work experience can also be affect the quality of employee performance. Performance of employees who do not yet have years of work or experience will be different with the

performance of employees already have a period of work or work experience which is quite a lot (E. Putri & Sari, 2020), (Apriyanti & Ayu, 2020), (Firmansyah et al., 2017). Work experience reflect the level of mastery knowledge and skills possessed an employee at work who can be measured from work period and type work ever done by the employee.

Based on setiawan performance is influenced by "motivation, ability, knowledge, expertise, education, experience, training, interests, personality attitude physical conditions and physicalological needs, social needs and egoistic needs (Safitri et al., 2019), (Ramdan & Utami, 2020). Lack of education and knowledge make a person crippled and inefficient (Fithratullah, 2021), (Dakwah et al., 2021), (Robot, 2007). Education does not imply the formal college diplomas but, the mere knowledge of it. Though a person might not have diplomas but, the possession of knowledge will make him efficient. Educational background and work experience of employees determine the quality and quantity of employee performance (Webqual, 2022), (Hartanto et al., 2022), (Gerai et al., 2021).

LITERATURE REVIEW

Education background and work experience possessed by employees will helped increase the ability and mastery of his work which ultimately had an impact on good work productivity. Employees who are highly educated are often considered more potential and productive than those with low education (Sulistiani & Aldino, 2020), (Sidiq et al., 2015), (Fithratullah, 2019). Considering that a productive workforce is needed so that the company's main activities can run well so that good work productivity is achieved, employee recruitment must be done with caution, because work productivity will underlie activities in terms of career development, this can be seen from its ability to carry out tasks that are charged (*MEMBIMBING Dan MENGUJI KP 2020.Pdf*, n.d.), (Kutipan et al., n.d.), (Artikel, 2020). Among these were; (1) Educational Background is one of requirement to get a job. Because every vacancy always put educational background as the requirement. The minimum level of educational background mostly is Senior High School. (2) Work Experience as the additional requirement to get a job. Sometimes some company looking for worker that has an experience (Suprayogi et al., 2021), (Samanik, 2021). Because the company not necessary to give a training from the begining. And worker that has an experience in the same position more than fast to work. Thus, this paper is a modest to attempt to bring a broader discussion of educational background and work experience for employee's performance. This study will help to find the effect of educational background and work experience in working world based on employee's perception.

METHOD

This research was conducted for knowing the influence of the educational background and work experience on employee performance. The researcher using quantitative methods. Quantitative data that is data that can be calculated and in the form of numbers. Quantitative data in this study is the score of respondents' answers obtained from the results of questionnaires regarding the influence of educational background and work experience on employee performance (Firmansyah et al., 2018), (Pratama, 2018). The researcher using google form to spread the questionnaire.

In this study, the researcher has definition of variable operational. There are :

1. Educational Background employee based on their last education with original certificate of diploma,
2. Employee work experience is can be measured from work period, knowledge and skills and the type of work that the employee has ever done.
3. Employee performance is the result of work, employees based on quantity, quality, process, and work attitude of the function of a job or activity certain for a certain period of time.

Quantitative are research methods dealing with numbers and anything that is measurable in a systematic way of investigation of phenomena and their relationship. It is used to answer questions on relationships within measurable variables with an intention to explain, predict and control a phenomena. This study is a study that aims to collect data to obtain a description of Educational Background and Work Experiences in work world. The Object of this research are employee from some company in Lampung.

RESULTS AND DISCUSSION

In this research, the researcher using quantitative methods to know the perception. The researcher made questionnaire and spread the questionnaire via google form application. There are 16 question and 30 participants from different educational background, work experiences, company, and age. This research has 16 male participants with 53,3 % and 14 female participants wuth 46,7%. Researcher got participants from different company. There are 17 participants from Hospitality (Hotel) with 52,7%, 8 participants from company industries with 24,8% , 5 participants from government with 22,5%.

1. The effect of educational background for job performance

Educational background is one of the important thing for find a job. Every company that open a vacancy to looking for a new employee always put educational background in their requirement. Mostly, government and some of biggest company put bachelor degree for their minimum educational background in the terms. Also some of company still put Senior High School for the minimum education in their requirement. And for a people that only has a certificate until Junior High School is so hard to get a job in developing company. In this study, the researcher find data from questionnaire. There are 17 participants with 56.7% graduated from Senior High School, and 13 participants with 43.3% graduated from bachelor degree.

Education not only from Formal education like elementary school, junior high school, senior high school, or campus. But also can come from Informal education such as course institute, and organization. Couses sometimes can be the supporting for apply a job. Some of courses that have a point plus or can become the supporting such as computer course, english course, and foreign course. From the questionnaire only 18 participants ever join courses or informal education, and the rest 13 participants with 43,3% never join a courses. Educational background in this globalization era is one of supporting terms or requirement to apply a job. It has a benefit and usefull in the world of work. A biggest company always consider about an education. Because good education will give a good human resources. The company think if a human resources with the same or good grade in education, its not necessary to tell them so much about employee job, because they have their basic knowledge that ever learned at last education. In this study, the researcher use percentage about benefit educational background to support a job. From 30 participants there are 12

participants with 40% choose 61% - 80% as a percentage for their perception towards the benefit of educational background to support their job. And 18 participants with 60% choose 81%-100% as a percentage for their perception towards the benefit of educational background to support their job.

Moreover, the reseracher put tables bellow to describe anlaysis about educational background :

a. Table of opportunity to rise in rank based on educational background:

Percentage Perception	Participants (people)	Percentage Participants
81% - 100%	6	20%
61% - 80%	16	53,3%
41% - 60%	5	16,7%
21% - 40%	4	13,3%

From the table the researcher got 16 participants with 53,3% choose 61% until 80%, 6 participants with 20% choose 81% until 100%, 5 participants with 16,7% choose 41% until 60%, 4 participants with 13,3% choose 21% until 40% their educational background can make an oppurtunity to upgrade or rise the rank. To upgrade or rise the rank is not eassy if the employee have not a good quality. Promotion done by company looking from their skill, ability, educational background and sometimes looking from their work experience.

b. Table Influence about Educatioanl Background with participants job for performance

Percentage Perception	Participants (people)	Percentage Participants
81% - 100%	17	56,7 %
61% - 80%	10	33,3 %
41% - 60%	2	6,7 %
21% - 40%	1	3,3 %

Educational background has an influence for job performance. From the table, the researcher got data 17 participants with 56,7% choose 81% - 100% , 10 participants with 33,3% choose 61% - 80% , 2 participants with 6,7% choose 41% - 60% , and 1 participant with 3,3% choose 21% - 40%. The influence of educational background can determine employee salary, position, level company and make it easier to find a job.

c. A company that pay attention and calculate for the important of recent education

Participants Perception	Participants (people)	Percentage Participants
Yes	21	70%
No	3	10%
Maybe	6	20%

d. A company that consider and take care about the important of recent education

Participants Perception	Participants (people)	Percentage Participants
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Yes	20	66,7%
No	1	3,3%
Maybe	9	30%

For table c and d its about company that very carefully to open a job vacancy. Every job vacancy always put educational background as their requirement. The minimum educational backgroun become their reference point. Government and international company or biggest company in this era, put bachelor degree as their minimum requirement in educational background. For senior high school still become standart minimum condition for accepting someone to be an employee.

For apply a job, 21 participants with 70% agree if educational background become a standart to be an employee. Because some of them continue their study until get bachelor degree certificate and graduated to get better job in the future. To be a civil servant in this era, mostly must have bachelor degree certificate or title. 6 participants with 20% disagree if education become the standart. In this case, the participant (HN 21 years old as participant in interview part) said if government just looking for a people with bachelor degree, it so hard for a people who has senior high school certificate. Because to continue until bechelor degree they must have much money. For a people who have money it easy to choose a campus and continue their study, but in fact so many people can not continue their study because they do not have much money.

In this study about educational background, the researcher got 17 participants with 56,7% choose educational background as the minimum or standart on job vacancy or to be an employee. Based on participants in interview part (RF, 22 years old) said educational background is must be minimum standart to get a job. The minimum standart that she mean is senior high school. Because it is compulsory education from government regulations. And 13 participants with 43,3% disagree if educational background become the standart to be an employee. In this case there is IF 21 years old as participant in interview part disagree if education must become standart to be an employee. Employee that he mean is employee in government and biggest company that put bechelor degree as their minimum standart to be an employee. Because not much people can continue their study. Maybe because they do not has money, or their ability.

2. The effect of work experience for job performance

Besides Educational Background, work experience also can be the supporting to be an employee. Sometimes in job vacancy, the company put work experience in their requirement. Work experience that company put such as period or working (long be an employee) and the position of work. From the quetionnaire 17 participants with 56,7% accepted working because of their work experience, 6 participants with 20% never accepted because of their work experience and 7 participants with 23,3% do not know the result why they accepted in their company.

3. Educational Background and Work Experience for salary.

The result of Educational background as the effect for the salary are 15 participants with 50% agree if their educational background influence their salary and 15 participants with 50% disagree educational background not influence their salary, for work experience there is 21 participants with 70% agree if their experience can influence their salary and 9 participants with 30% disagree if their experience can influence their salary.

CONCLUSION

From the questionnaire and interview, the researcher can conclude that :

1. In this modern era, company always put educational background as the requirement for applying a job in job vacancy to be company's employee
2. The standard to be an employee for company is a person who have certificate graduated from senior high school (minimum) and for biggest company usually put bachelor degree for the requirement
3. Educational background and work experience can influence and needed in the company. the influence based on the standard of the company
4. Company will take care and consider of employee's educational background
5. The participants choose work experience as an influence the salary.
6. From educational background and work experince, the result is work experince can influence the salary. While the educational background not always influence the salary.

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