

## **EFFECT OF WORK EXPERIENCE AND WORK ENVIRONMENT ON EMPLOYEE SATISFACTION IN THE NUSANTARA ESTATE 7 SECTOR VII KEDATON**

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### **ABSTRACT**

A success of companies is strongly affected by employee job satisfaction. Every company always attempts to improve employee satisfaction so that it is expected that the companies' goals are achieved. Several factors improving the job satisfaction are the work experience and work environment. The objective of this research was partially or simultaneously to determine the effect of the work experience and work environment to employee job satisfaction in the Nusantara State 7 sector VII Kedaton. Type of this research was a quantitative research with the associative method. Setting of this research was in the Nusantara State 7 sector VII Kedaton. The sampling technique used in this research was non-probability random sampling using the disproportional stratified random sampling. The respondents of this research was 57 employees. Data analysis technique used in this research was a multiple linear regression. The hypothesis test used in this research was t-test and f-test. The result of this research showed that (1) the work experience affected the job satisfaction, (2) the work environment affected job satisfaction and work experience, and (3) the work environment affected employee job satisfaction.

***Keywords: Work Experience, Work Environment, and Job Satisfaction***

### **INTRODUCTION**

Human resource is an important factor in a company, it is necessary for the involvement of employees in carrying out all the activities of the company. Employees are very valuable company assets that must be managed well by the company in order to contribute the maximum. One of the things that should be the attention of the company is the employee's job satisfaction. Employees who are in the work do not feel comfortable, less valued, and cannot develop all the potential that they have, then automatically employees cannot focus and concentrate fully on the work done.

Employee job satisfaction can be seen not only while doing the job, but also related to other aspects such as interaction with

colleagues, superiors, following rules, and work environment. Job satisfaction is a pleasant or unpleasant emotional state for employees of their work. This is similar to what Davis and Newstrom put forward in Priansa (2011) job satisfaction reflects a person's feelings toward his work that can be seen from the employee's attitude toward the job itself and everything in the work environment.

To survive the company must have employees who have a good attitude and high morale so that there is a sense of satisfaction and loyalty to the company. The company should be able to understand the behavior of its employees so that the needs of employees can be met, so that job satisfaction can be maintained. Job satisfaction is very influential for the continuity of corporate activities.

giving all the ability to be able to do its job well so that company can survive in competition.

One is PTPN VII Unit Kedaton located in the Village Way Galih District Jati Agung South Lampung Regency which is a State-Owned Enterprises of the main business of this plantation is the cultivation of rubber marketed in the country and abroad.

One of the factors that can make employees feel less satisfied with their work is the work itself. Employees PTPN VII Unit Kedaton, not all work in accordance with the field of expertise, this is evidenced by the lack of understanding of employees to the use of office equipment and employees feel less responsible for the work that has been given by the company this is due to the lack of ability of employees for work, one's job will increase or decrease job satisfaction, if work is too difficult and employees are not able to do it, this can affect employee satisfaction.

It is expected that employee work satisfaction will be work experience, the employee will be more productive if they have experience in work, from work experience that has been obtained expected employees will work faster and better, so that job satisfaction level can be fulfilled. According to Malayu S.P Hasibuan (2016, p.55), an experienced person is a ready-made employee candidate. The work experience of an applicant should be a primary consideration in the selection process.

One of the elements of work experience is the length of time a person has, the level of knowledge or skills already possessed and the level of mastery overwork and equipment. Therefore an employee who has a physical ability has the knowledge, and skills to work and will not harm him in his work. Any experience one gets will help provide specific skills and knowledge appropriate to the type of work he/she is engaged in. A person who does a repetitive job every day over a long period of time in a

company will make himself skillful enough to do the job. What is expected to affect job satisfaction is the work environment. The company will have difficulties in achieving its goals if the condition of the surrounding environment is inadequate so employee morale will be low and affect the satisfaction of working in the company according to Osborn in Priansa (2011) job satisfaction is a positive or negative degree of the person about various aspects of work tasks, workplace, and fellow workers. This is the same as said by Nitisemito in Sugiyarti (2012, p.75) ie the work environment is everything that is around the workers who can influence him in carrying out his duties. It is known that the work environment is not so good to be one cause, there is a mechanical vibration due to Kaithal sap processing machinery which resulted in the state of the noisy factory environment resulting from the rubber processing machine so that it can disturb the concentration of the work and added with the smell which is not tasty resulting from the processing of rubber raw materials, employee working conditions should meet safety standards for employees who work.

The purpose of this study to determine the effect of work experience on employee job satisfaction at PTPN VII Unit Kedaton. To know the effect of work environment on employee job satisfaction at PTPN VII Unit Kedaton. And To know the effect of work experience and Work environment on employee job satisfaction at PTPN VII Unit Kedaton.

## LITERATURE REVIEW

According to Marwansyahand Wariati (2015) work experience is a knowledge, skill, and ability owned by employees to assume the responsibility of previous work. Meanwhile Manullang (2008), the experience is important in the selection process of employees. Experience can show what a

prospective employee can do when applying. Expertise and experience are two qualifications that are always considered in the process of selecting employees. Generally, companies prefer skilled workforce. Work experience is the basis or reference of an employee can put themselves in the right conditions, dare to take risks, able to face challenges with full responsibility and able to communicate well to various parties to maintain productivity, performance and produce individuals who are competent in their field.

In addition, there are also several factors that affect employee work experience. Some other factors may be influential under certain conditions according to Handoko in Basari (2012) are as follows:

1. Personal background, including education, courses, training, work. To show what someone has done in the past.
2. Talent and interest, to estimate one's interest and capacity or ability.
3. Attitude and need to predict one's responsibility and authority.
4. Analytical and manipulative abilities to study assessment and analysis skills. Skills and technical skills, to assess the ability in technical aspects of the job.

According to Sedarmayanti (2011), the working environment means the entire tooling tools and materials encountered, the surrounding environment where a person works, methods of work, and arrangement of work both as individuals and as a group. Nitisemito in Sugiyarti (2012) is the work environment is everything that is around the workers who can affect himself in slowing down the tasks he does.

Work environment is everything that is around the workers/employees that can affect employee job satisfaction in carrying out its work so that will be obtained the

maximum work, wherein the working environment there are work facilities that support employees in the completion of tasks that burden to employees to improve work employees within a company.

Sedarmayanti (2011), states that in general the type of work environment is divided into 2, namely: 1) Physical Work Environment, the physical work environment is all physical circumstances located in the workplace that can affect employees either directly or indirectly; 2) Non-Physical Work environment, where the Non-Physical work environment is all the circumstances that occur relating to the relationship work, both relationships with superiors or peer relationships, or relationships with subordinates. Institutions should be able to create conditions that support the relationship or cooperation between superiors and subordinates or peer relationships.

Wibowo (2015, p.132) Job satisfaction is the level of one's feelings of pleasure as a positive assessment of his work and the environment in which he works. According to Priansa (2014) Job satisfaction is a set of employee feelings towards his work, whether happy/happy or not happy / dislike as a result of the interaction of employees with their work environment or as a result of employee assessment of his work.

According to Mangkunegara (2009, p.120) there are two factors that can affect job satisfaction, the factors that exist in the employee and his workforce factors.

1. Employee factors are intelligence (IQ), special skills, age, gender, physical condition, education, work experience, years of service.
2. Job factors, ie job type, organizational structure, rank (class), position, quality of supervision, financial guarantees, promotion opportunities, social interaction and employment relationships.

## Research Framework

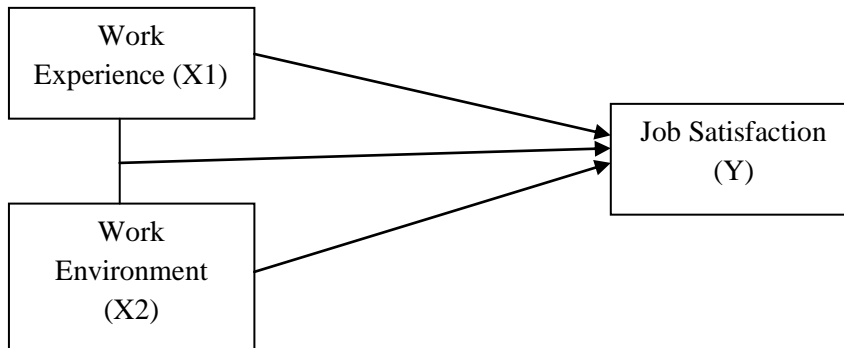


Figure 1 Research Framework

## Hypothesis

Hypothesis in this research are:

H1: Work experience affects job satisfaction

H2: work environment affecting job satisfaction

H3: work experience and work environment affecting job satisfaction

## RESEARCH METHODOLOGY

This research is a kind of quantitative research with the associative method. Association research is a research that aims to determine the influence or also the relationship between two or more variables Sugiono (2016).

The type of data used in this study is primary data and secondary data. Primary Data is the original data collected by the research to answer the problem of his research specifically in the form of questionnaires. And secondary data is data that refers to information collected from existing sources (Sugiono, 2016). Sources of

secondary data in this study are employee data, working period data, existing facility data.

According Sugiyono (2016, p.142) is the method of collecting data by providing questions and written statements to respondents to be answered. Data collection by giving the written question to respondent in PTPN VII Unit Kedaton.

The population used in this study were 131 employees. And the sample used as many as 57 people. Determination of sample size using Slovin formula. The method used is Probability Sampling, and the technique used is DisProportional Stratified Random Sampling.

The variable that influences or causes the occurrence of the dependent variable, or changes in the dependent variable. And in this research is work experience (X1) and work environment (X2). Variables that are affected or that result, because of the independent variables. The dependent variable (Y) is Job Satisfaction.

## RESULTS AND DISCUSSION

Based on the table 1 test results validity for the variable work experience (X1) as many as 10 statements obtained value  $r_{stat} > r_{table}$

(0.361) so it can be concluded that all items of work experience variable statement (X1) declared valid.

### Validity Test

**Table 1 Validity Test Results Variable Work Experience (X1)**

Item		Information		
Statement	$r_{hitung}$	$r_{tabel}$	Condition	
Qusetion 1	0,783	0,361	$r_{hitung} > r_{tabel}$	Valid
Qusetion 2	0,613	0,361	$r_{hitung} > r_{tabel}$	Valid
Qusetion 3	0,564	0,361	$r_{hitung} > r_{tabel}$	Valid
Qusetion 4	0,565	0,361	$r_{hitung} > r_{tabel}$	Valid
Qusetion 5	0,724	0,361	$r_{hitung} > r_{tabel}$	Valid
Qusetion 6	0,546	0,361	$r_{hitung} > r_{tabel}$	Valid
Qusetion 7	0,792	0,361	$r_{hitung} > r_{tabel}$	Valid
Qusetion 8	0,451	0,361	$r_{hitung} > r_{tabel}$	Valid
Qusetion 9	0,613	0,361	$r_{hitung} > r_{tabel}$	Valid
Qusetion 10	0,428	0,361	$r_{hitung} > r_{tabel}$	Valid

Source: Author, 2017

**Table 2 Validity Test Result of Work Environment Variable (X2)**

Item		Information		
Statement	$r_{hitung}$	$r_{tabel}$	Condition	
Question 1	0,418	0,361	$r_{hitung} > r_{tabel}$	Valid
Question 2	0,393	0,361	$r_{hitung} > r_{tabel}$	Valid
Question 3	0,351	0,361	$r_{hitung} > r_{tabel}$	Valid
Question 4	0,515	0,361	$r_{hitung} > r_{tabel}$	Valid
Question 5	0,643	0,361	$r_{hitung} > r_{tabel}$	Valid
Question 6	0,386	0,361	$r_{hitung} > r_{tabel}$	Valid
Question 7	0,644	0,361	$r_{hitung} > r_{tabel}$	Valid
Question 8	0,470	0,361	$r_{hitung} > r_{tabel}$	Valid
Question 9	0,483	0,361	$r_{hitung} > r_{tabel}$	Valid
Question 10	0,435	0,361	$r_{hitung} > r_{tabel}$	Valid
Question 11	0,375	0,361	$r_{hitung} > r_{tabel}$	Valid
Question 12	0,644	0,361	$r_{hitung} > r_{tabel}$	Valid

Source: Author, 2017

Based on table 2 test results for variable statement (X2) as many as 12 statements obtained value  $r_{hitung} > r_{tabel}$  (0.361) so it

can be concluded that all the items of the working environment variable statement (X2) declared valid.

**Table 3 Validity Test Result of Job Satisfaction Variable (Y)**

Item Statement	$r_{hitung}$	$r_{tabel}$	Condition	Information
Question 1	0,704	0,361	$r_{hitung} > r_{tabel}$	Valid
Question 2	0,511	0,361	$r_{hitung} > r_{tabel}$	Valid
Question 3	0,814	0,361	$r_{hitung} > r_{tabel}$	Valid
Question 4	0,488	0,361	$r_{hitung} > r_{tabel}$	Valid
Question 5	0,704	0,361	$r_{hitung} > r_{tabel}$	Valid
Question 6	0,589	0,361	$r_{hitung} > r_{tabel}$	Valid
Question 7	0,652	0,361	$r_{hitung} > r_{tabel}$	Valid
Question 8	0,503	0,361	$r_{hitung} > r_{tabel}$	Valid
Question 9	0,652	0,361	$r_{hitung} > r_{tabel}$	Valid
Question 10	0,551	0,361	$r_{hitung} > r_{tabel}$	Valid

Source: Author, 2017

Based on table 3 test results for the statement of variables (Y) as many as 10 statements obtained value

$r_{hitung} > r_{tabel}$  (0.361) so it can be concluded that all grains statement of job satisfaction variable (Y) declared valid.

### Realibility Test

Based on table 4 reliability test results with the highest value is job satisfaction (Y) of

0.812 and the lowest reliability value is Work Environment (X2) of 0.706.

**Table 4 Reliability test results**

Variable	Score Alpha Cronbach's	Information
Work Experience (X1)	0,806	Very High
Work Environment (X2)	0,706	High
Job Satisfaction (Y)	0,812	Very High

Source: Author, 2017

### Multiple Linear Regression Test

**Table 5 Results of Multiple Linear Regression Test**

No	Model	B
1	Constanta (Job Satisfaction)	3,640
2	Work Experience	0,315
3	Work Environment	0,539
Score Korelasi (R) = 0,727		$t_{\text{tabel}} = 2,004$
R Square (R <sup>2</sup> ) = 0,529		$F_{\text{tabel}} = 3,17$

Source: Author, 2017

Based on table 5 is the result of multiple linear regression calculations using SPSS obtained the result of regression equation as follows: can be seen that constant  $a = 3,640$  coefficient  $b_1 = 0,315$ ,  $b_2 = 0,539$  so that regression equation that is:

$$Y = a + b_1X_1 + b_2X_2$$

$$Y = 3,640 + 0,315 X_1 + 0,539X_2$$

- Constant  $a$  of 3,640 states that job satisfaction at PTPN VII Unit Kedaton is equal to 10,191 if work experience and work environment is value = 0.
- Regression coefficient for  $X_1 = 0,315$  stated that each addition of work experience equal to one unit will decrease satisfaction work on employees PTPN VII Unit Kedaton for 0.315 units.
- The regression coefficient for  $X_2 = 0,539$  states that each addition of work environment of one unit will increase job satisfaction at PTPN VII Unit Kedaton amounted to 0.539 units.

### Hypothesis Test

### Hypothesis Test T

The t-stat value for the Work Experience variable is 4.518 larger than the  $t_{\text{table}}$  2,004. This means that work experience affects job satisfaction. The value of  $t_{\text{hitung}}$  for Job Satisfaction variable is 6,501 bigger than  $t_{\text{table}}$  2,004. This means that the Work environment affecting job satisfaction.

### Hypothesis Test F

Value F-stat equal to 30,343 greater than  $F_{\text{table}}$  that is 3.17 then  $H_0$  refused and accept  $H_a$ . This means that work experience and work environment have a significant effect on job satisfaction.

### CONCLUSION

Based on the analysis and hypothesis testing conducted then the conclusions of this study where the work experience affects employee job satisfaction at PTPN VII Unit Kedaton, work environment affecting employee job satisfaction at PTPN VII Unit Kedaton, work experience and work environment have a significant effect on employee job satisfaction at PTPN VII Unit Kedaton.

Therefore, it is recommended to hire employees who can be seen from the educational background and work experience that has been previously owned. Expected superiors PTPN VII Unit

Kedaton to provide job responsibilities in accordance with the knowledge and skills possessed by employees.

Meanwhile PTPN VII Kedaton Units should provide interesting layouts needed by employees such as an ideal place / not narrow in order to create a conducive working environment, thus it is recommended to improve the paint color in the workroom so it does not look dull, so it can look interesting.

Beside that, it is advisable to provide a salary that is appropriate to the demands and targets that have been achieved by employees, and provide promotions for employees who have good work performance fairly and without any discrimination.

#### **Future research**

1. For future researchers, in order to develop research and add to the existing deficiencies in this study by adding independent variables in addition to work experience and work environment.
2. In subsequent research, it is expected to use a sample with a number of more and different research subjects from this study, for the results of research can be generalized

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