

THE EFFECT OF EDUCATIONAL BACKGROUND AND WORK EXPERIENCE ON THE WORK ETHIC OF EMPLOYEES

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Abstract

The aim of this research is to analyze the influence of educational background and work experience on the work ethic of PT employees. Sulawesi Mandiri Pratama both partially and simultaneously. This research is causal associative research using quantitative research. Based on the results of the research and discussion, the following conclusions can be drawn are there is a positive and significant influence between educational background variables on employee work ethic at PT. Sulawesi Mandiri Pratama; There is a positive and significant influence between the work experience variable on the work ethic of employees at PT. Sulawesi Mandiri Pratama; There is a positive and significant influence between educational background and work experience simultaneously on the work ethic of employees at PT. Sulawesi Mandiri Pratama.

Keywords: *work experience, educational background, employees*

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INTRODUCTION

The rapid development of science and technology today has given rise to development and growth in all aspects of life which are related to new, very complex problems. This development cannot be separated from both government and private organizations. This can be seen with the emergence of new work procedures, more modern work equipment, new work requirements that require organizations to always be responsive and alert, which also allows them to adapt (Fatma et al., 2020).

Currently, human resources play a very important role in an organization or company. Labor has a factor in driving the progress of an organization or company. The potential that exists in quality human resources in a company will produce optimal activities, so that it can increase effectiveness and efficiency in a company to spur competitiveness. Therefore, every organization needs quality human resources to achieve the company's planned goals. Humans are one of the production factors that need to receive special attention from companies, because humans are the drivers of company activities, so human resource management focuses its attention on personnel issues. Hasibuan (2013) defines human resource management as the art of managing relationships, roles and workforce so that they are effective and efficient in helping to realize the goals of the company, employees and society (Rhena J & Hardiyono, 2022).

In general, it can be said that the level of education of an employee can reflect the intellectual abilities and types of skills possessed by the employee. It has become a habit and common thing that the types and levels of education of an employee are usually used to measure and assess an employee's abilities. There may also be many other things that influence an employee's abilities besides the level of education, meaning that it is not impossible for someone who actually has a fairly high level of intellectual ability to not have a high level of education (A. N. Rachman et al., 2022).

Human resources play the most important and potential role in the success of a company, considering that human resources are the determinants of company activities, including planning, organizing and decision making. Therefore, human resources must be used as well as possible and their abilities developed so that their work results are productive. To achieve the company development goals of Pt. Sulawesi Mandiri Pratama, needs a policy in developing human resources to be able to foster a sense of employee responsibility towards the company. Work ethic is often described as integrity, hard work, perseverance and so on. Improving work ethic is a form of employee responsibility towards the company (Latiep et al., 2022).

Therefore, every individual and group in the company must have the work ethic and awareness to work together and be able to support the company's strategic interests to support all the company's needs. Human resources that are superior and have a good work ethic can be influenced by the individual's educational background and work experience because work ethic cannot be separated from the quality of the human resources themselves. Increasing the quality of employees can be achieved if

there is equitable and quality education, accompanied by improvement and expansion of education, expertise and skills so that the activity and productivity of employees as economic actors increases. The results of Boatwright and Slate's research state that work ethic is possessed by workers with a bachelor's degree educational background and the lowest is possessed by workers with a high school educational background (C. A. N. Rachman et al., 2023).

Meanwhile, another factor that can influence employee work ethic is work experience. Work experience is obtained from employees who have worked more hours who are expected to have solutions to various kinds of problems, according to the individual abilities of each employee. This opinion is also in accordance with Boatwright and Slate's research which revealed that workers for 1-2 years have a higher work ethic than those who work for one year. The longer an individual works, the higher the individual's chances of obtaining opportunities for growth and obtaining security.

PT. Sulawesi Mandiri Pratama is a private company engaged in Human Resource Management Outsourcing Services and is a subsidiary of the Mandiri Pratama Group, founded by experts in the field of Service Providers and Management Consultants. Starting from high optimism regarding the idea of increasing human resources that have productivity value and are able to compete in the world of work. Outsourcing or outsourcing is a form of handing over part of the work to another company. This is a manifestation of the actualization, optimization and effectiveness of the company's strategic thinking to increase profitability and the longevity of the company's effective life.

Based on temporary observations at PT. Sulawesi Mandiri Pratama has various educational backgrounds of its employees. Employees who work at this company are not only seen in terms of their educational background, but also seen in terms of the competence possessed by the employee in carrying out their work responsibilities. This is proven by the presence of employees with high school, bachelor's and master's degrees. The work experience of employees at PT. Sulawesi Mandiri Pratama is also different, if you look at the length of service and track record of previous work experience. There are employees who have worked for more than 5 years, there are also some employees who have worked for less than 3 years so in terms of experience they are still lacking.

On the other hand, personality is also one of the distinctive and unique factors of a person that underlies employee behavior in the workplace. Personality characteristics are an important aspect of a person's career maturity and performance in living their career life. By knowing their personality type, individuals get direction regarding career or job or position that is appropriate to choose and develop in their life journey.

Work ethic is often described as integrity, hard work, perseverance and so on. Improving work ethic is a form of employee accountability towards the company.

Therefore, every individual and group in the company must have the work ethic and awareness to work together and be able to support the company's strategic interests to support all the company's needs.

METHODOLOGY

This research plan was carried out at PT. Sulawesi Mandiri Pratama which is located on Jalan Andi Tonro, Pa'baeng-Baeng No.21 A Makassar. The objects of this research are employees of PT. Sulawesi Mandiri Pratama Makassar City. The reason why the author chose to conduct research in this private company is that the researcher wants to find an answer to the problems that this company has specifically regarding work ethic and the researcher can easily obtain the data needed so as to make the research process smoother.

Population is a group of individuals or research objects that have qualities and characteristics that have been determined based on these qualities and characteristics (Sugiyono, 2017). The population referred to in this research is employees at the company PT. Sulawesi Mandiri Pratama Makassar City, totaling 225 people. The sample used in this research was 69 employees at PT. Sulawesi Mandiri Pratama Makassar City.

RESULTS AND DISCUSSION

Partial Test (t Statistical Test)

The t statistical test is used to determine the influence of independent variables (educational background and work experience) individually (partially) on the dependent variable employee work ethic. The t table value in this study is 1.66827 (two tailed) by looking at the t table at a significance level of 0.05.

Tabel 1. Partial Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.076	1.030		4.930	.000
	EDUCATIONAL BACKGROUND	.353	.128	.417	2.758	.008
	WORK EXPERIENCE	.283	.133	.321	2.122	.038

Source: Data Processing

The results of the t test analysis above are as follows:

- 1) The calculated t value for the educational background variable (X1) is 2.758 with a significance level of 0.008. Because the calculated t value is $2.758 > t$ table value 1.66827 and the probability level is $0.008 < \text{significance level } \alpha = 0.05$, then individually (partially) the background variables education has a positive and significant effect on employee work ethic.
- 2) The calculated t value for the work experience variable (X2) is 2.122 with a significance level of 0.038. Because the calculated t value is $2.122 > t$ table value 1.66827 and the probability level is $0.038 < \text{significance level } \alpha = 0.05$, then individually (partially) the work experience variable has a positive and significant effect on employee work ethic.

The influence of educational background on employee work ethic

The results of multiple regression analysis using a partial test showed that there is a positive and significant influence between educational background and employee work ethic. This is indicated by the calculated t value which is greater than the t table, namely $2.758 > 1.66827$ and the probability value (sig.) of the test is 0.008 which is smaller than 0.05. These results indicate that educational background has a positive and significant effect on the work ethic of employees at PT. Sulawesi Mandiri Pratama.

The results of the respondents' responses to the educational background variable from the first statement are that I have the ability to analyze work according to my educational background. Employees who strongly agreed were 32 respondents, 23 agreed and 14 were neutral. The second statement, namely the education I have achieved, makes it easier for me to understand the work provided by the company. Respondents who strongly agreed were 31, 25 agreed and 13 were neutral. Meanwhile, the third statement is that education will shape the personality and development of insight for an employee. There were 38 respondents who strongly agreed, 28 agreed and 8 were neutral.

The influence of work experience on employee work ethic

The results of multiple regression analysis using a partial test showed that there was a positive and significant influence between work experience and employee work enthusiasm, this was indicated by a calculated t value that was greater than the t table, namely $2.122 > 1.66827$ and a test opportunity value (sig.) of 0.038 which is greater than 0.05. These results indicate that work experience has a positive and significant effect on the work ethic of employees at PT. Sulawesi Mandiri Pratama.

The results of the respondents' responses to work experience from the first statement are that the work experience I have helps me complete tasks effectively and efficiently. There were 29 respondents who strongly agreed, 34 agreed and 6 were neutral. The second statement is that I have abilities and skills that can make work easier. Respondents who strongly agreed were 29, 30 agreed and 10 were neutral. While the third statement is that I am able to master the equipment provided by the company, 26 respondents strongly agreed, 31 agreed and 12 were neutral.

Based on the statement of Mr. Baidillah, head of PT. Sulawesi Mandiri Pratama, stated that there are various backgrounds of work experience of employees, such as employees who have previously worked in other companies and some are still fresh graduates. The length of service also varies, in this company the majority of employees have worked for more than 2 years and the rest have worked for less than two years. Employees who have a longer service period will fulfill other aspects, namely, they will have a level of knowledge and skills regarding the field of work they are undertaking as well as mastery of the equipment that supports their work, so that employees who have a good service period will also have a better work ethic. Good.

The influence of educational background and work experience on employee work ethic

The results of multiple regression analysis using simultaneous tests showed that educational background and work experience had a positive and significant effect

on employee work ethic. This was indicated by the calculated F value being greater than the F table, namely $32.421 < 3.14$ and the opportunity value (sig.) test of 0.000 which is greater than 0.05. These results show that educational background and work experience affect the work ethic of employees at PT. Sulawesi Mandiri Pratama has a positive and significant effect.

Based on the data collected and the results from respondents regarding educational background and work experience on employee work ethic from the first statement, namely I work seriously in carrying out my work, respondents who answered strongly agreed were 44, 23 agreed and 2 were neutral. The second statement is that I try to obey all existing regulations in the company, respondents who answered strongly agreed 34, 29 agreed, 6 were neutral. Meanwhile, in the third statement, I feel as if this job and company are part of my life, 30 respondents who answered strongly agreed, 27 agreed, 10 were neutral and 2 disagreed.

In this research, it was found that educational background and work experience together had a positive and significant effect on employee work ethic. This shows that educational background and work experience can be used as a reference for predicting employee work efficiency at PT. Sulawesi Mandiri Pratama

CONCLUSION

Based on the results of the research and discussion, the following conclusions can be drawn:

- 1) There is a positive and significant influence between educational background variables on employee work ethic at PT. Sulawesi Mandiri Pratama.
- 2) There is a positive and significant influence between the work experience variable on the work ethic of employees at PT. Sulawesi Mandiri Pratama.
- 3) There is a positive and significant influence between educational background and work experience simultaneously on the work ethic of employees at PT. Sulawesi Mandiri Pratama.

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