

Work Performance Through Education Level, Age, and Experience at Universitas PGRI Adi Buana Surabaya

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Submit: 27th December 2020, Revised: 08th February 2021, Accepted: 29th March 2021

Abstract. *The competence of educational personnel is one of the success factors for the sustainability of the Teacher Training Institute which must be regulated dynamically. One of the fundamental things related to the performance of educational personnel is the competence they have. This competence is influenced by many factors including education level, age, and experiences. The three of them are components that affect the productivity and performance of the educational personnel in the Universitas PGRI Adi Buana Surabaya. The education level data, age, and experiences were collected through the documentation, while the performance of education personnel was collected through a questionnaire. The hypothesis was tested using a quantitative analysis using statistical test tools. The results of this study indicate that (1) the education level has a significant effect on the performance of educational personnel by 10.1%; (2) age does not have a significant effect on teaching staff performance; (3) experience has a significant effect on the performance of educational personnel by 11.4%; and (4) education level, age, and experience have a significant simultaneous effect on the performance of the educational personnel at the Universitas PGRI Adi Buana Surabaya by 21.8%. This is indicated by the sig value < .05 for the education level, age, and experience.*

Keywords: Performance; Education; Age; Experience.

I. INTRODUCTION

Permenristekdikti Number 38 of 2016 states that Education Personnel is members of the community who devote themselves and are appointed to support the implementation of education[1]. This also applies to Universitas PGRI Adi Buana Surabaya as one of the Teacher Training Institute which has educational staff to support its performance. The performance of education personnel can be achieved optimally if there is support from the institution. The success of Universitas PGRI Adi Buana Surabaya as an institution engaged in education cannot be achieved properly if it is not accompanied by the quality of its human resources.

As a teacher training institute, Universitas PGRI Adi Buana Surabaya certainly expects human resources who are talented, qualified, have work efficiency, and also high work productivity. This is what causes the institution to want education personnel to work well again. This is because human resource needs are based on the needs and criteria of their work. Educational personnel who are in by their educational background will certainly have a good performance in the teacher training institute [2].

Performance is an interesting topic to discuss including ways to improve it. Performance is often

defined as the quality and quantity of work achieved by educational personnel in carrying out their duties[3]. For each individual, performance can be seen based on the influencing factors to allow ways to increase the maximum performance. Some researchers reveal the performance indicators of education personnel, namely the quality of work, quantity of work, timeliness, and effectiveness [4].

Factors influence the performance of the educational staff, namely last education, age, and years of service. Performance achievement is influenced by two factors, namely ability and motivation[5]. Both are defined as:

Human performance	= ability + motivation
Motivation	= attitude + situation
Ability	= knowledge + skill

Educational personnel who work following their education level certainly have a positive impact on their performance. So as Teacher Training Institute, of course, will choose educational personnel with the education level that is "qualified" with their current position.

Besides, this is of course also supported by the age of the education personnel. The productive age of the educational personnel certainly gives new energy to their performance. The age of the

education personnel is an important topic of conversation that always develops from period to period [6]. It is hoped that the performance of education personnel will be maximized because at their productive age it will produce useful breakthroughs for the Universitas PGRI Adi Buana Surabaya.

Third, supported by the experience of the educational personnel is expected to advance the Universitas PGRI Adi Buana Surabaya in the future. Through these three components, it is expected that they can show good performance for teacher training institute. This does not stop here, but must be supported by other external factors in the form of increased performance in the form of training and workshop activities.

The prospect is that increased performance will have a positive impact on the Universitas PGRI Adi Buana Surabaya. This ensures the sustainability of the institution towards significant developments in the future. To achieve optimal goals, institutions must encourage their education personnel to excel and maintain their performance.

Many studies discuss the performance of education personnel including Abadiyah [7], Arianto [8], Decramer, Smolders, & Vanderstraeten[9], and many other researchers. Organizational culture, compensation for satisfaction and performance of bank employees in Surabaya. The results show that organizational culture affects job satisfaction, organizational culture affects performance, job satisfaction affects performance, compensation affects job satisfaction, and compensation affects the performance of bank employees in Surabaya[7];[10].

The effect of work discipline, work environment, and work culture on the performance of teaching staff. The results show that work discipline has no effect on performance, the work environment has no effect on performance, work culture has a positive influence on the performance of teaching staff, and collectively, work discipline, work environment and work culture have a positive effect on teaching staff performance[8]. Meanwhile, the alignment of employee performance management systems in communication at each unit. The results show that performance satisfaction is influenced by tenure, various suggestions, and policies that apply at the university[9].

Some of the studies above, it shows that there are still other factors that influence employee performance. In addition to the work environment,

work culture, discipline, tenure, it turns out that there are still the latest types of education level, age, and also experience of educational personnel. This is an opening for further research by researchers. Based on the background description above, the researcher is interested in examining the relationship between education level, age and experience on the performance of educational personnel at the Universitas PGRI Adi Buana Surabaya. Goals of this study were to determine (1) the relationship between education level and the performance of educational personnel at the Universitas PGRI Adi Buana Surabaya; (2) the relationship between age and the performance of educational personnel at the Universitas PGRI Adi Buana Surabaya; (3) the relationship between experience and the performance of educational personnel at the Universitas PGRI Adi Buana Surabaya; and (4) the relationship between education level, age, and experience with the performance of educational personnel at the Universitas PGRI Adi Buana Surabaya. The conceptual framework in this study is presented as follows.

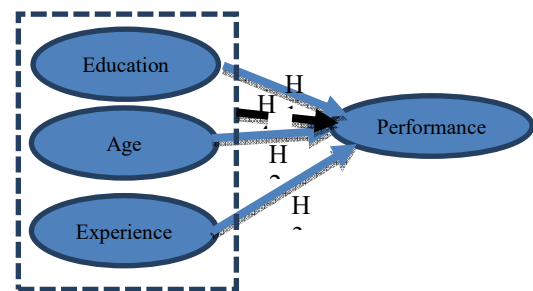


Figure 1. Conceptual Framework

Based on the conceptual framework above, the researcher formulated four hypotheses

- H1: There is an influence between the education level on the performance of the educational personnel at the Universitas PGRI Adi Buana Surabaya.
- H2: There is an influence between age on the performance of educational personnel at the Universitas PGRI Adi Buana Surabaya.
- H3: There is an influence between experience on the performance of educational personnel at the Universitas PGRI Adi Buana Surabaya.
- H4: There is a simultaneous influence between education level, age, and experience on the performance of educational personnel at the Universitas PGRI Adi Buana Surabaya.

II. RESEARCH METHODOLOGY

This study is an explanatory study to explain the relationship between the independent variables and the dependent variable. This relationship is explained through hypothesis testing that has been formulated by the researcher [11]. This study was conducted at the Universitas PGRI Adi Buana Surabaya which involved all 168 active education personnel.

Data collection methods used by researchers are documentation and questionnaire. The documentation method is used to collect data on the education level, age, and experience of each educational personnel. Documentation data were collected by researchers through the Human Resources Development (HRD) of Universitas PGRI Adi Buana Surabaya. While the questionnaire method is used to collect performance data of each educational staff. The questionnaire was given to the head of the department where each educational staff took shelter. The data obtained by the researcher were then categorized using a Likert scale. The results were analyzed using the help of relevant statistical analysis tools.

III. RESULT AND DISCUSSION

From the results of data collection on 168 educational personnel at the University of PGRI Adi Buana Surabaya, researchers categorized them based on a predetermined Likert scale. In general, the results of data collection can be grouped as presented below.

1. Education Level

The results of data collection on the education level from education personnel are presented in Table 1.

Table 1. Educational Level

Level	%
Elementary School /sederajat	5,95
Junior High School/sederajat	16,67
Senior High School/sederajat	33,93
Diploma	1,79
Bachelor	39,88
Master	1,78

From Table 1 above, it shows that the majority of the education personnel at the Universitas PGRI Adi Buana Surabaya, whose education level was a bachelor's degree, was 39.88%. Then the education staff with the education level is senior high school/equivalent was 33.93%.

2. Age

The results of data collection on the age of education personnel are presented in Table 2 below.

Table 2. Age

Age	%
21 - 28	22,02
29 - 36	19,05
37 - 44	19,64
45 - 52	21,43
53 - 60	14,88
61 - 68	2,98

From Table 2 above, it shows that the majority of education personnel at the Universitas PGRI Adi Buana Surabaya are of productive age, in the 21-52 years range of 82.14%. Meanwhile, educational personnel who were more than 53 years old were 17.86%.

3. Experience

The results of data collection on the experience of education personnel are presented in Table 3.

Table 3. Experience

Experience (Year)	%
0 - 5	50,6
6 - 10	26,78
11 - 15	2,98
16 - 20	1,19
26 - 30	9,52
31 - 35	7,14
36 - 40	1,79

From Table 3 above, it shows that the majority of education personnel at the Universitas PGRI Adi Buana Surabaya have a work period of 0-5 years of 50.6%. Furthermore, education personnel with a working period of between 6-10 years amounted to 26.78%. Meanwhile, the other education

personnel are spread over various working periods.

Based on the results of data analysis for the latest education level variables, age, and experience using linear regression, the results are shown in Table 4.

Table 4. Analysis Results
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
	B	Std. Error			
(Constant)	2.798	.193		14.519	.000
AGE	-.024	.051	-.042	-.460	.646
EXPERIENCE	.185	.044	.365	4.196	.000
EDUCATION	.157	.037	.311	4.256	.000

From the results of the above analysis as presented in Table 4, it shows that

1. The education level variable (X1)

The results of the analysis in Table 4 above, show sig < .05 which indicates that H_a is accepted. This means that the education level variable has a significant effect on the performance of the education personnel at the Universitas PGRI Adi Buana Surabaya by 10.1%. As described in Table 4, the majority of education personnel have the Bachelor's degree education level. The results of this study contradict research from Mandang, Lumanauw, & Walangitan [12] which states that the level of education partially does not have a significant effect on employee performance. This is because there is support for training for employees so that they can improve their performance.

However, the results of this study are supported by previous study by Ratnasari & Sunuharyo (2018) which states that the level of education affects the performance of PT. Petrokimia Gresik. This study is also supported by providing training to employees to improve their performance because training also has a significant effect on employee performance [13]. This is also supported by previous study by Mandang, et al. (2017) [12] which supports the provision of training to improve performance.

This shows that with the latest level of education which is qualified and in accordance with the competence of the field of work, it can certainly support teacher training institute

performance. The teacher training institute, which are supported by qualified educational personnel, can certainly facilitate the administrative tasks they must carry out. In addition to the last level of education, the teacher training institute, in this case the Universitas PGRI Adi Buana Surabaya, must also equip education personnel through training and workshops to improve their competence. As stated by Mandang, et al. (2017) [12] and Ratnasari & Sunuharyo (2018) [13] that training organized by companies has a significant effect on employee performance.

2. The age variabel (X2)

The results of the analysis in Table 4 above, show sig > .05 which indicates that H_a is rejected. This means that the age variable does not have a significant effect on the performance of education personnel at the Universitas PGRI Adi Buana Surabaya. This contrasts with previous study conducted by Harahap [14] which states that there is a significant correlation between age variables and employee performance variables. From these studies, it shows that the age of the employees affects their performance in the company.

However, the results of this study are supported by other studies conducted by Anjani & Wirawati (2018) [15] and Widyatmoko & Pramudi (2011) [16] that age has a negative effect on the effectiveness of using information systems that use management system assistance. This shows that age is an intrinsic factor that affects the use of a new management system [17]. Therefore, as a teacher training institute located in a big city, the Universitas PGRI Adi Buana Surabaya also pays attention by providing training to face these developments.

Through routine training activities every year held by the Universitas PGRI Adi Buana Surabaya, the aim is to prepare education personnel for the development of information technology. Providing training to improve the performance of education personnel in mastering certain skills and job techniques, in detail and routinely [12]; [18]. Through training, education personnel are an investment in human resources that can later be tailored to the needs of their positions as well as providing job skills. So, this is the strength that the age factor does not affect the performance of the education

personnel at the Universitas PGRI Adi Buana Surabaya.

3. The experience variable (X3)

The results of the analysis in Table 4 above, show $\text{sig} < .05$ which indicates that H_a is accepted. This means that the experience educational personnel at the Universitas PGRI Adi Buana Surabaya by 11.4%. This is supported by the study of Istanti, et al. (2020) which states that work experience has a positive influence and a real effect on the productivity of employees. Throughout the work period, education personnel have mature experience in dealing with work on campus. Of course, with mature experience, it can make education staff as supporters of the sustainability of the teacher training institute, especially the Universitas PGRI Adi Buana Surabaya.

This result is also supported by previous study [15]; [19] that experience affects employee performance. The longer the work period of an employee, the more effective the performance, especially in the use of information systems. As is the case at the Universitas PGRI Adi Buana Surabaya, the experience of education personnel has a role in their performance.

4. The education level, age, and experience

The results of the analysis using linear regression are obtained as in tables 5 and 6 below.

Table 5. Analysis Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.467 ^a	.218	.204	.613

Table 6. Analysis Results ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	17.195	3	5.732	15.246	.000 ^b
Residual	61.656	164	.376		
Total	78.851	167			

From the results of the analysis in Tables 5 and 6 above, it is obtained $\text{sig} < .05$ which indicates that H_a is accepted. This means that the education level variables, age, and experience have a significant simultaneous effect on the performance

of the education personnel at the Universitas PGRI Adi Buana Surabaya. The effect of the three simultaneously (see table 5) of R Square is 21.8% on the performance of the education personnel. This shows that simultaneously all three have an influence on the performance of the education personnel.

Although the results of the analysis on the age of education personnel do not have a significant effect on their performance. But the results of the regression carried out by researchers, all three simultaneously have a relationship to support the performance of education personnel in the Universitas PGRI Adi Buana Surabaya. This shows that the quality of the education personnel at the Universitas PGRI Adi Buana Surabaya has good work productivity to support the progress in the future.

IV. CONCLUSION

Based on the results of data analysis and discussions that have been carried out above, it can be concluded that:

1. The last education level variable has a significant effect on the performance of the education personnel at the Universitas PGRI Adi Buana Surabaya by 10.1%.
2. The variable age does not have a significant effect on the performance of the education personnel at the Universitas PGRI Adi Buana Surabaya.
3. The variable of experience has a significant effect on the performance of the education personnel at the Universitas PGRI Adi Buana Surabaya by 11.4%.
4. The education level variables, age, and experience have a significant simultaneous effect on the performance of the education personnel at the Universitas PGRI Adi Buana Surabaya by 21.8%.

V. ACKNOWLEDGMENT

We would like to thank the LPPM Universitas PGRI Adi Buana Surabaya for funding this study. All parties who have participated so that this study.

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