

Effect of Education Level and Work Experience on Performance of Rantauprapat Hospital Employees

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Abstract

The purpose of this study was to determine the effect of level of education and work experience on the performance of employees of RSUD Rantauprapat. This type of research is associative research. The population used in this study were employees of the Rantauprapat Hospital. Data collection techniques were carried out by interviews, questionnaires and documentation studies. The data analysis tool used in this study used *SPSS*. The results of this study indicate that for the education level variable (X1), the t - count value (2.921) > t table 1 , 664) and the significance level of 0.00 0 <0.05. This means that partially the level of education affects the performance of employees at RSID Rantauprapat. For work experience variable (X 2), obtained t count (3.921) > t table (1, 661) and a significance level of 0.00 0 <0.05. This means that partially work experience has an effect on employee performance.

Keywords: Education Level, Work Experience, Employee Performance

1. Introduction

Employees are an important part of an organization engaged in business and public services. The existence of employees is certainly one of the important points when running a service office. Various operational and managerial jobs will feel lighter, with the support from employees. Thus, both good and bad and achievement, goals are also greatly influenced by employee performance. As a service office that is supported by employees, it is appropriate to continue to build good relations between employees and leaders. However, the presence of employees contributes significantly to the success of the services that are built.

The first factor that supports employee performance is the level of education. The level of education is very important and influential in the company because the level of education also affects the performance in a company. In research (Adibah, 2014)the selection results can strengthen and convince HR managers to place the right people, the level of education can be a reference for giving workloads and responsibilities in carrying out work. There are three levels of education, namely: 1) Elementary Education Level, 2) Secondary Education Level, 3) Upper Education Level. According to (Widyastuti, 2012)that education plays a key role in shaping the ability of a developing country to absorb modern technology and to develop the capacity for sustainable growth and development. A person who is highly educated will influence his mindset, attitude and behavior. The higher the education and the better quality of education and having skills that complement formal education allows them to earn higher profits.

Apart from the education level factor, another thing that is thought to have an effect on employee performance is the employee's work experience at the company. Work experience is the process of forming knowledge or skills about the method of a job because of the employee's involvement in the implementation of work tasks. Lack of work experience will have an effect on employee performance. This of course will result in the low performance of employees at Rantauprapat Hospital in achieving company goals.

The higher the level of education and work experience of employees, the higher the performance displayed. According to (Prawirosentono, 2017)performance is the result of work that can be achieved by a person or group of people in an organization, in accordance with their respective authorities and responsibilities, in order to achieve the goals of the

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organization concerned legally, not violating the law and in accordance with morals and ethics. ethics. Based on this definition, it can be stated that performance is the ability to do something to achieve the goals that have been set or the results achieved by a person according to the size applicable to the job in question or is a record of the acquisition resulting from the function of a particular job during a certain period of time.

Employee performance is an action taken by employees in carrying out the work given by the company. Every company always expects its employees to have achievements, because having employees who excel will make an optimal contribution to the company. In addition, by having employees who excel the company can improve the company's performance. In other words, the continuity of a company is determined by the performance of its employees.

The level of education and work experience will greatly affect the development of Rantauprapat Hospital in running its business. RSUD Rantauprapat always takes an approach that prioritizes the achievement of its vision and mission. Therefore, the role of human resources/employees greatly influences the success or failure of these achievements. With a high level of education, employees will be ready to face global competition that is getting more advanced day by day. Likewise with work experience, the more work experience an employee has will make the employee ready for all the conditions that will be faced because they already have high flying hours against all kinds of increasingly fierce job competition situations. At this time Rantauprapat Hospital in terms of education level is still relatively low. This is indicated by the amount of education at the high school level compared to education at the S1 and S2 levels. In this way, the performance expected by RSUD Rantauprapat has not yet reached its optimal point. Likewise, the work experience of employees, although promotions, demotions and transfers are often held, this does not really support the good performance of Rantauprapat Hospital employees. This data was obtained from direct observation of researchers and several interviews with employees of RSUD Rantauprapat.

- *Formulation of the problem*

formulation of the problem in this study are (1) Does the level of education affect employee performance at RSUD Rantauprapat?, (2) Does work experience affect employee performance at RSUD Rantauprapat?, (3) Does education level and work experience have a simultaneous effect on employee performance at Rantauprapat Hospital ?.

- *Research purposes*

The aims of this research are (1) to determine the effect of education level on the performance of Rantauprapat Hospital employees, (2) to determine the effect of work experience on Rantauprapat Hospital employee performance, (3) To determine the effect of education level and work experience on Rantauprapat Regional Hospital employee performance.

2. Literature Review

2.1. Understanding Education Level

(Widi, 2011)states that the level of education is an activity of a person in developing abilities, attitudes, and forms of behavior, both for future life through organizations or not organized. The level of education basically reviews the levels or levels of education contained in formal education. The level of education is a stage in continuing education that is determined based on the level of development of the students as well as the breadth and depth of teaching (Ardiansyah & Idris, n.d.). Sikula quoted in (Pakpahan, 2014)stated that education is related to general improvement and understanding of the human environment as a whole and the process of developing knowledge, skills, thoughts, character, character and so on.

Education is a form of investment in human resources. The level of education also affects the level of poverty because education is one of the components that causes the vicious cycle of poverty (Faisal, 2021). Meanwhile, the level of education according to Lestari in (Wirawan, 2015) is an activity of a person in developing his abilities, attitudes, and forms of behavior, both for life in the future where through certain organizations or not organized. Furthermore, (Hariandja, 2012) added that the education level of an employee can increase the company's competitiveness and improve company performance.

Widi, (2011), explains the dimensions and indicators of the level of education, namely (1) The dimension of formal education with the last education indicator completed by each worker which includes elementary, junior high, high

school and college. (2) Dimensions of informal education with indicators of attitude and personality formed from family and environment. The indicators of education level according to Lestari in (Wirawan, 2016), namely: (1) Formal Education The indicator is in the form of the latest education completed by each worker which includes Elementary School, Junior High School, High School and College. (2) Informal Education The indicators are in the form of attitudes and personalities that are formed from family and environment.

2.2. *Definition of Work Experience*

According to (Marwansyah, 2016) work experience is the knowledge, skills, and abilities possessed by employees to carry out the responsibilities of their previous work. Meanwhile, according to (Hasibuan, 2016), experienced people are prospective employees/employees who are ready to use. An applicant's work experience should be the main consideration in the selection process.

Factors Work Experience In addition there are also several factors that affect work experience n. Several other factors that may influence certain conditions according to (Handoko, 2012) are as follows: 1. Personal background, includes education, courses, training, work. To show what someone has done in the past. 2. Talents and interests, to estimate a person's interests and capacities or abilities. 3. Attitudes and needs to predict one's responsibility and authority. 4. Analytical and manipulative skills to learn assessment and analysis skills. Technical skills and abilities, to assess ability in technical aspects of work.

Gibson, (2013) adds that "Considering work experience in applying the job redesign approach, one will come to the conclusion that usually the approach is relatively successful in improving the quality of output, but not the quantity". Prospective employees who have done previous work and applied for the same job certainly like the job and are able to work well and relatively quickly compared to employees who do not have work experience

Indicators of work experience According to Foster in (Amiwarni Sartika, 2015), namely: 1. Length of time / period of work A measure of the length of time or period of work that has been taken by someone who can understand the tasks of a job and has carried it out well. 2. The level of knowledge and skills possessed Knowledge refers to concepts, principles, procedures, policies or other information required by employees. Knowledge also includes the ability to understand and apply information to job responsibilities. 3. Mastery of work and equipment The level of mastery of a person in the implementation of technical aspects of equipment and work techniques.

2.3. *Understanding Performance*

According to Gibson, Ivancevich and Donnelly in Amins (2012), it is said that employee performance is the level of success an employee in carrying out tasks and the ability to achieve established goals. These limitations mean that performance Employees are declared good and successful if the desired goals can be achieved well.

Rivai, (2012), also stated that employee performance is someone's willingness to do something activities and perfect them in accordance with their responsibilities with results as expected. According to (Mathis & Jackson, 2009), performance is basically what people do or don't do employee. Employee performance is what affects how much they are contribute to the organization.

According to (Mathis, 2013) performance is what employees do or don't do which includes quantity of results, quality of results, timeliness of results, attendance and ability to work together. Bernardin and Russell in (Wahab, 2012) in measuring employee performance used a list of questions containing several dimensions of criteria regarding work results. Basically an employee in carrying out and complete the task assigned to him is expected to be able to shows the best performance that can be shown by the employee.

According to (Mathis, 2013) employee performance is influenced by three things which consist of:

- 1) Capabilities possessed by employees
- 2) An employee's desire/interest in work
- 3) The environment around employees

Therefore, in order to have a good performance, an employee must have a high desire to do and know his job. Without knowing these three factors, good Performance will not be achieved. Thus , individual performance can be improved if there is a match between work and abilities (Mathis, 2013).

The success or failure of the performance that has been achieved by the organization is influenced by the level of performance of employees individually and in groups. With the assumption that the better the performance of employees, it is expected that the performance of an organization will be better. The indicators that affect performance are as follows:

- a. Quality , the degree to which the results of the activity performed are near perfect in the sense of conforming to some ideal way of performing the activity as well as meeting the expected goals of an activity.
- b. Quantity , The amount produced in terms of the number of units, the number of cycles of activity completed.
- c. Timeliness , **the** degree to which an activity is completed at the initial time which is improved from the point of view of coordinating with the output and maximizing the time available for other activities.
- d. Effectiveness , the level of use of human resources is maximized with the intention of increasing profits or reducing losses from each unit in the use of resources.
- e. Independence, the degree to which an employee can perform his work function without any assistance from the supervisor or requesting the intervention of the supervisor to avoid adverse results.

2.4. Conceptual framework

Based on the explanation that has been described, the variables of education level (X_1) and work experience (X_2) on the dependent variable, namely employee performance (Y) can influence each other. Thus, the conceptual framework is made as a guide in facilitating and understanding the flow of thinking of the reader so that they know more about the research to be discussed. So, the conceptual framework in this study can be described as follows:

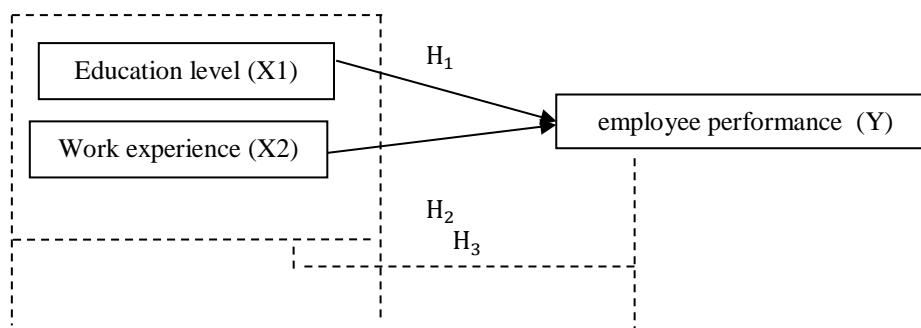


Figure 1. Conceptual Framework

3. Research Methods

This research uses quantitative research. According to (Reventiary, 2016) Quantitative, namely research methods based on positive thinking that actually occurs or reality, which is needed to examine certain populations or samples, data collection by setting research equipment, data analysis with quantitative or statistical character, which aims to in order to evaluate the hypothesis that has been determined. Meanwhile, according to (Indrasari, 2017) quantitative research also requires hypotheses and testing after determining the next stages, namely in the form of determining analytical techniques and statistical formulas to be used.

3.1. Population

Arikunto, (2013) states that the population is the entire research subject. Examining all elements in the research area, the research is a population study or population study or census. The research subject is where the variables are attached. If the subject of a population to be studied is less than 100, then it is better to take all so that the research is a population study. The population in this study were employees of RSUD Rantauprapat as many as 441 people.

3.2. Sample

According to (Sugiyono, 2019) the sample is part of the number and characteristics possessed by the population. The sample in this study was determined using Slovin's opinion, with the formula:

$$n = N/(1+Ne^2)$$

where : n = Number of samples
 N = population size
 e = standard error (10%)

so,

$$n = N/(1+Ne^2)$$

$$n = 441/(1+(441)(0,10)^2)$$

$$n = 441/5.41$$

$$n = 82$$

the number of samples in this study was 82 people. With a standard error rate of 10%.

3.3. Variable Operational Definition

The operational definition of a variable is an element of research that tells how to measure a variable. The variables in this study were divided into two groups, namely the independent variable and the dependent variable consisting of education level (X₁), and work experience (X₂), and employee performance (Y). Operational definitions for each variable can be loaded into Table 1.

Table 1. Operational Research Variables

Research Instrument Test	Research Instrument Test	Research Instrument Test	Research Instrument Test
Level of education (X ₁)	(Widi, 2011)states that the level of education is an activity of a person in developing abilities, attitudes, and forms of behavior, both for future life through organizations or not organized.	1. formal education 2. Informal education	Likert
Work experience (X ₂)	According to (Marwansyah, 2016) work experience is the knowledge, skills, and abilities possessed by employees to carry out responsibilities from their previous work.	1. Length of time/time of work 2. Level of knowledge and skills possessed 3. Mastery of work and equipment	Likert
Employee performance (X ₃)	According to (Mathis, 2013), performance is basically what people do or don't do employee. Employee performance is what affects how much they are contribute to the organization	1. Quality 2. Quantity 3. Punctuality 4. Effectiveness 5. independence	Likert

The data used in this research is to use primary data and secondary data. Primary data source is data obtained by researchers directly through interviews with the first resource person, namely one of the employees of the Rantauprapat Hospital. And secondary data sources are data obtained by researchers in the form of documents to support from primary data sources as well as in the form of previous research, questionnaires and also journals as references.

In this study, the author uses a Likert Scale which functions to measure attitudes, opinions, and perceptions of a person or group of people about social phenomena. This Likert scale is used in filling out the questionnaire. The data that has been collected through questionnaires or questionnaires obtained in this study is a closed questionnaire because the answers in this questionnaire have been provided, then the authors process them into numbers, namely by setting a score for answers from statements that have been answered by respondents or employees of Rantauprapat Hospital. , where the scoring is based on the provisions of the number of answers as follows in table 2.

3.4. Research Instrument Test

3.4.1. Validity test

According to Situmorang dan Lufti, (2012) the validity test shows the extent to which a measuring instrument measures what it wants to measure. The validity test in this study was carried out outside the research sample.

The criteria in determining the validity of a questionnaire are as follows:

- 1) If r count r table then the statement is declared valid.
- 2) If r count r table then the statement is declared invalid.

Table 2. Respondents' Statements and Scores

Respondent's Statement	Score
Strongly agree	5
Agree	4
Disagree	3
Don't agree	2
Strongly Disagree	1

Source: (Engkus, 2019)

3.4.2. Reliability Test

Reliability test is *an index* that shows the extent to which a measuring instrument can be trusted or reliable “Situmorang dan Lufti, (2012). Reliability test is used to see whether the measuring instrument used shows consistency in measuring the same symptoms. Statements that have been declared valid in the validity test, will determine their reliability with the following criteria:

- 1) If r (alpha) is positive or of r table then the statement is *reliable*.
- 2) If r (alpha) is negative or of r table, the statement is not *reliable*.
- 3) A variable being studied is said to be *reliable* if it gives a *Cronbach Alpha value* > 0.60 .

3.5. Data analysis method

The data analysis method used in this research is descriptive analysis, descriptive quantitative data analysis is carried out when we look at the performance of the data in the past to obtain a conclusion. Quantitative data analysis is used when we are dealing with data in very large volumes and interpreting the data by obtaining from respondents by collecting, compiling and clarifying the data.

3.6. Classic assumption test

3.6.1. Normality test

The normality test aims to determine whether the distribution of data follows or approaches the normal distribution of Ghozali in (Ayuwardani, 2018a). Thus, this study requires a one-sample Kolmogorov-Smirnov test by determining a significance level of 0.05. Then the fact can state normally distributed if the significance is greater than 0.05.

3.6.2. Multicollinearity Test

According to Ghozali in (Ayuwardani, 2018b) the multicollinearity test is used to see and find out whether there is a correlation between independent variables in the regression model. In good research ,there should be no multicollinearity. To be able to detect the presence or absence of multicollinearity, it can be tested by looking at the tolerance and variance factor (VIF) value, if the VIF value is 0.10 and the VIF value is 10, then in this study, there is multicollinearity.

3.6.3. Heteroscedasticity Test

Ghozali in (Ayuwardani, 2018b) states that the heteroscedasticity test is used to be able to test and see whether from one observation to another there are differences in residual variance. To see the presence or absence of heteroscedasticity, observations can be made by paying attention to the shape of the wave, widening and narrowing, if this happens then in the study there is heteroscedasticity and vice versa.

3.7. Multiple Linear Regression Analysis

Multiple Linear Regression Analysis was carried out with the aim of finding the results of the independent variable or the dependent variable that had an influence on the dependent variable or independent variable. So in this case the form of the regression equation will be written as follows:

$$Y = a + b_1 X_1 + b_2 X_2 + e$$

where:

- Y = Employee performance
- X_1 = education level
- X_2 = work experience
- e = Standard Error
- b_1, b_2 = Regression Coefficient

3.8. Hypothesis test

3.8.1. Partial Test (t-Test)

Partial test (t-test) also known as an individual significant test where this test shows how far the influence of the independent variable is partially on the dependent variable. The t-test was conducted to determine the effect of the independent variable on the dependent variable partially. t-test in this study was conducted using the *Eviews program*. This test uses a significance level of 0.05 and 2 sides. The test steps are:

- 1) Formulate a hypothesis
 - Ho : X has no effect on Y
 - Ha : X affects Y
- 2) Determine t count and significance
- 3) Determine t table
- 4) Test criteria
 - If t count > t table, then Ha is accepted or
 - If t count < t table, then Ha is rejected. Based on the significance:
 - If the significance is < 0.05, then Ho is accepted
 - If the significance is > 0.05, then Ho is rejected

3.8.2. Simultaneous Test (F Test)

Simultaneous Test (F test) is used to test whether each independent variable (X) has a positive and significant effect on the dependent variable (Y) simultaneously. The test compares f arithmetic with f table with the following **conditions**:

- 1) If f count > f table then H0 is rejected and Ha is accepted (influential)
- 2) If f count < f table then H0 is accepted and Ha is rejected (no effect)

The test steps are:

- 1) Formulate a hypothesis
 Ho: X together has no effect on Y
 Ha: X together affects Y
- 2) Determine F count and significance
- 3) Determine F table
- 4) Test criteria
 - If F count > F table, then Ho is accepted
 - If F count < F table then Ho is rejected

Based on the significance:

- If the significance > 0.05, then Ho is accepted
- If the significance is < 0.05, then Ho is rejected

3.9. Coefficient of Determination

In general, the coefficient of determination is used to measure how much the percentage of the contribution of the independent variable is. The greater the value R^2 , the better the ability of the X variable to explain the Y variable where $0 < R^2 < 1$. Then if the value R^2 is getting smaller, the influence of the X variable on the Y variable is relatively small.

4. Results and Discussion

4.1. Characteristics of Respondents Based on Gender

The following are the characteristics of respondents based on the gender of the employees of the Rantauprapat Hospital as follows in table 3.

Table 3. Characteristics of Respondents by Gender

Gender	Number of people)	Percentage
Man	40	48.78%
Woman	42	51.22%
Total	82	100%

Source: Research Results, 2022

Table 3 shows that the highest gender respondents are female as many as 42 respondents with a value of 51.22%, then for the male sex as many as 40 respondents with a value of 48.78%. Thus, it can be seen that the results of the Rantauprapat Regional Hospital are more female.

4.2. Characteristics of Respondents Based on Age

Characteristics of respondents based on age can be described in table 4.

Table 4. Characteristics of Respondents by Age

Age	Number of people)	Percentage
16-20 Years	10	12.19%
21-25 Years	28	34.14%
26-30 Years	20	24.39%
Over 30 Years	24	29.28%
Total	82	100%

Source: Research Results, 2022

From table 4 shows that respondents aged 16-20 years obtained as many as 10 respondents with a value of 12.19%, at the age of 21-25 years obtained as many as 28 respondents with a value of 24.14%, at the age of 26-30 years obtained

as many as 20 respondents with a value of 24.39%, then at the age above 30 years obtained as many as 24 respondents with a value of 29.28%. Thus, it can be seen that the employees of RSUD Rantauprapat are mostly at the young age of 21-25 years.

4.3. Characteristics of Respondents Based on Education

Characteristics of respondents based on education can be described in the following table:

Table 5. Characteristics of Respondents Based on Education

Education	Number of people)	Percentage
Junior High School	0	0%
Senior High School	2	2.43%
Diploma	5	6.09%
Bachelor	55	67.07%
Master	20	24.41%
Total	82	100%

Source: *Research Results*, 2022

Table 5 shows that based on the respondents' high education, there were 55 respondents with a score of 67.07%, for the next level of education, namely the Master, there were 20 respondents with a value of 24.41%, then for the education level at Diplomas were obtained by 5 respondents with a value of 6.09%, and the last for the level of education in SMA and SMP obtained a score of 5 respondents and 0 respondents, respectively.

4.4. Characteristics of Respondents Based on Length of Work

Characteristics of respondents based on the respondent's length of service can be described in the table 6.

Table 6. Characteristics of Respondents Based on the length of work

Length of working	Number of people)	Percentage
1-5 years	25	30.48%
6-10 years	32	39.02%
11-15 years old	20	24.39%
>15 years old	5	6.11%
Total	82	100%

Source: *Research Results*, 2022

From table 6, it shows that most respondents, namely the length of work 6-10 years, were obtained as many as 32 respondents with a value of 39.02%, the second, namely the length of work 1-5 years, as many as 25 respondents with a value of 30.48%, then the d, namely 11-15 years as many as 20 people or 24.39%, and > 15 years obtained as many as 5 respondents with a value of 6.11%.

4.5. Classic assumption test

4.5.1. Normality Test Results

On the histogram graph, it is said that the variables are normally distributed on the histogram graph in the form of a bell if the data distribution is not skewed to the left or skewed to the right. The test results can be seen in the following figure 1.

From Figure 1 it can be seen that the residual data is normally distributed, it is indicated by the data distribution in the form of a bell and do not swerve to the left or to the right. To determine whether the data along the diagonal line is normally distributed, the Kolmogorov-Smirnov Test is carried out. The table 7 are the results of the Kolmogorov-Smirnov Test.

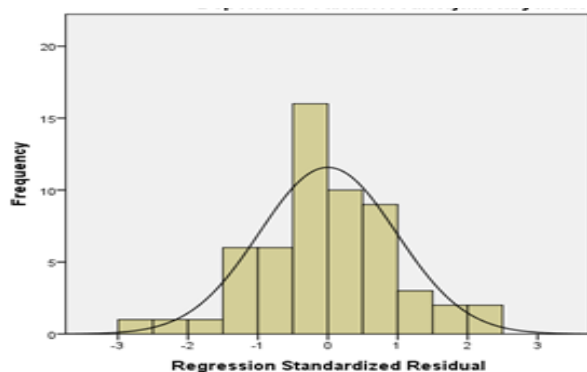


Figure 1. Histogram on the Normality Test
 Source: SPSS Research Results (202 2)

Table 7. Kolmogorov-Smirnov Test

		Unstandardized Residual
N		82
Normal Parameters ^{a,b}	Mean	0E-7
	Std. Deviation	2.10506352
	Absolute	,077
Most Extreme Differences	Positive	,008
	negative	-,072
Kolmogorov-Smirnov Z		,501
asymp. Sig. (2-tailed)		,911

Based on Table 7 it is known that *Asymp. Sig. (2 tailed)* is 0.911 and above the significant value (0.05), thus the residual variable is normally distributed.

4.5.2. Heteroscedasticity Test Results

Heteroscedasticity will not occur if none of the independent variables is statistically significant affecting the dependent variable absolute value (abs). If the significant probability is above the 5% confidence level, it can be concluded that the regression model does not lead to heteroscedasticity. The following is a graph of heteroscedasticity in Figure 2.

With graphical analysis, a regression model is considered not to have heteroscedasticity if the points spread randomly and do not form a certain clear pattern and are spread above and below zero on the Y axis. So Figure 2 shows that the points spread randomly. then there is no heteroscedasticity.

4.5.3. Multicholinerity Test Results

Table 8. Multicollinearity Test results

Variable	Tolerance	VIF
Level of education	.654	2.221
Work experience	.692	2.175

Source: Processed data, 2022

Table 8 shows that the VIF value for education level (X1) is 2.221 , and work experience (X2) is 2.175 < 10, so there is no multicollinearity. From the value of Tolerance VIF education level (X₁) of 0.654, and work experience (X₂) of 0.692

> 0.1 then there is no multicollinearity.

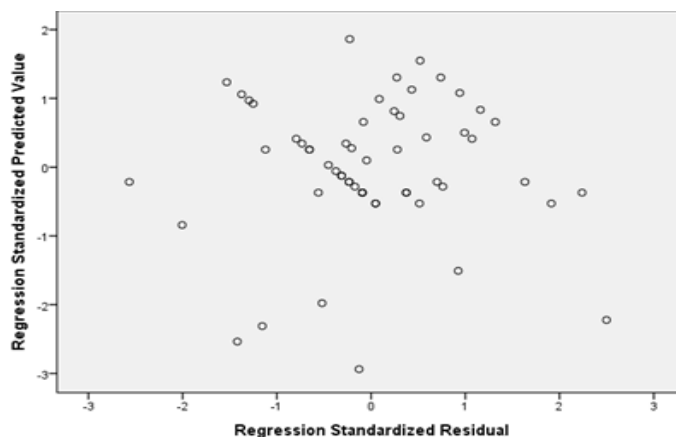


Figure 2. Heteroscedasticity Graph
 Source: *Research Results*, 2022

4.6. Multiple Linear Regression Test Results

Table 9. Multiple Linear Regression Test Results

Model	Unstandardized Coefficients		Standardized	t	Sig.	
	B	Std. Error	Coefficients			
1	(Constant)	108.992	8.971		5.472	.000
	Level of education	.893	.107	.407	2.921	.000
	Work experience	.442	.125	.748	3.921	.000

Source: *Research Results*, 2022

From these values, a regression equation model can be formed as follows:

$$Y = 108.992 + 0,893X_1 + 0,442X_2 + e$$

Based on Table 9 , if we see the value of B in the *Unstandardized Coefficients column* , it can be seen the coefficient value of each variable. Constant (a) = 108,992. This value means that if the variable level of education and work experience does not exist (zero value), then the employee's performance is 108.992, the coefficient of X₁ (b₁) = 0.893. This value means that if the education level increases by one unit, the employee's performance will increase by 0.893, and the coefficient X₂ (b₂) = 0.442. This value means that if work experience increases by one unit, then employee performance will increase by 0.442.

4.7. The t test results

Table 10. The t test results

Variable	T	Sig
Level of education	2.921	.000
Work experience	3.921	.000

Source: *Research Results*, 2022

The education level variable (X₁), the t - count value is 2.921 with a significance level of 0.00 0. When compared with the value of t table , then t count (2,921) > t table 1, 664) and the significance level is 0.00 0 < 0.05. This means that

partially the level of education affects the performance of employees at RSID Rantauprapat. This means that the hypothesis can be accepted. For work experience variable (X2), the t - count value is 3.921 and the significance level is 0.000. When compared with the value of t table, then t count (3.921) > t table (1.661) and the significance level is 0.000 < 0.05. This means that partially work experience has an effect on employee performance, thus meaning the hypothesis can be accepted.

4.8. F Test Results

Table 11. Simultaneous Test Results (Test F)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	112.701	2	53.922	10.591	.000 ^b
	Residual	38.233	79	3.132		
	Total	150.934	81			

Source: Research Results (Data processed by SPSS), 2022

Based on Table 11, the calculated F value is 10.591 and the Sig value is 0.000. While the table F value used is the distribution value of F with degrees of freedom df 1 = (k-1) = (3-1) = (2) and df 2 = (nk) = (79) at = 0.05, namely 2.72. Furthermore, the calculated F value is compared with the F table value, then the calculated F (10.591) > F table (2.72) and the significance level is 0.00 < 0.05. This shows that the level of education and work experience simultaneously (simultaneously) affect employee performance. This means that the hypothesis can be accepted.

4.9. Coefficient of Determination test results

Table 12. Coefficient of Determination Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.822 ^a	.705	.732	1.775

Source: Research Results (Data processed by SPSS), 2022

The magnitude of the coefficient of determination (R2) can be seen in the Adjusted R Square column, which is 0.732. This value means that employee performance can be explained by the level of education and work experience of 73.2%. While the remaining 26.8% is influenced by other variables not examined in this study.

4.10. Discussion

The education level variable (X1), the t - count value is 2.921 with a significance level of 0.000. When compared with the value of t table, then t count (2.921) > t table (1.664) and the significance level is 0.000 < 0.05. This means that partially the level of education affects the performance of employees at Rantauprapat Hospital. This means that the hypothesis can be accepted. For work experience variable (X2), the t - count value is 3.921 and the significance level is 0.000. When compared with the value of t table, then t count (3.921) > t table (1.661) and the significance level is 0.000 < 0.05. This means that partially work experience has an effect on employee performance, thus meaning the hypothesis can be accepted.

The results of this study are in line with the results of research conducted by Hendrayani entitled the influence of education level and work experience on employee performance at PD Pasar Makasar Raya, Makassar City. The results showed that the Level of Education has a positive and significant effect on Employee Performance and Work Experience has a positive and significant effect on Employee Performance, while at the same time the Level of Education and Work Experience has a positive and significant effect on Employee Performance.

5. Conclusion

Based on the results and discussion, we can conclude that: (1) partially the level of education affects the performance of employees at Rantauprapat Hospital and (2) work experience has an effect on employee performance.

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