

The Influence Of Training And Ability And Experience Work on The Performance of Contracting Personnel In M. Natsir Solok Hospital

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Abstract

The phenomenon that occurs in contract workers at M. Natsir Solok Hospital at this time shows that there are several senior employees who have long work experience or have worked for more than 3 years but have not improved their performance. Apart from that, with longer work experience, there are still few employees with sufficient work experience, less training. Most of the senior employees have the notion that training is only needed for new employees and is not part of the company's work plan in improving performance. The aim of this research is UTo determine the effect of training, work ability and work experience simultaneously on the performance of contract workers at the M. Natsir Solok hospital. This type of research this research is a quantitative research with sThe data source used in this study was in the form of questionnaires which were distributed and filled in by contract worker respondents at M. Natsir Solok Hospital. The population of this study were 52 contract workers at M. Natsir Solok Hospital. The test results show that training has an effect on the performance of contract workers as evidenced by using t count $3.220 > t$ table 2.00958 , and a significant value of $0.001 < 0.05$. Work ability affects the performance of contract workers with t count $3.002 > t$ table 2.00958 , and a significant value of $0.001 < 0.05$. Work experience affects the performance of contract workers with t count $4.811 > t$ table 2.00958 , and a significant value of $0.000 < 0.05$. The results show that training, ability, and work experience simultaneously affect the performance of contract workers obtained as evidenced by the F count value of $37.735 > F$ table of 2.79 with a significance level of 0.000 because the probability is much smaller than 0.05 .

Keywords: Training, Capabilities, work experience and performance of contract workers

INTRODUCTION

Background of the problem

An organization in carrying out activities requires various resources needed to support organizational activities so that they run smoothly. Competition does not only occur on a national or international scale. It is undeniable that human resources have a very important role in running the wheels of organizational activities. The organization will consider what characteristics are really needed to develop the organization. One way is to consider human resources based on their training, abilities and work experience.

The competencies and abilities possessed by individuals in responding to their environment will affect the performance of each employee. From training, abilities, and work experience, employees will be required to know and understand what things will be done. Training is needed for new and old employees, with the aim that these employees can adapt to the job and can carry out their duties according to their job. Having high potential employees does not guarantee that employees will be successful. Employees must know what the manager wants the employee to do and how the manager wants the employee to do it.

In addition, the Company needs to conduct regular performance appraisals for all of its employees. Basically training is an ongoing process and not just a momentary process, especially when the development of technology and knowledge is growing rapidly as it is today, the role of training is very large to equip employees to be more creative in achieving company goals effectively and efficiently. Meanwhile, in general, the purpose of implementing training is to improve the effectiveness and efficiency of employees in implementing and achieving the targets of work programs that have been set by the company.

Another factor that also affects employee performance is employee work ability. Ability in relation to work is a condition in a person with full sincerity, efficiency and success in carrying out work so as to produce something optimal. Employees who have the ability to complete the work assigned to them, provide benefits to the agency. Individual abilities, namely technical abilities such as mastery of work equipment and computer systems, mastery of work procedures and methods, understanding task or job regulations, conceptual abilities such as understanding organizational policies and

understanding organizational targets, social skills such as being able to work with friends without conflict and the ability to work in teams.

In addition to training and work ability factors, a factor that also influences employee performance is work experience. In improving employee performance, work experience is very necessary. Work experience is something or ability possessed by employees in carrying out the tasks assigned to them. As an employee who has been equipped with experience, the possibility of realizing good performance or performance is quite convincing and vice versa if there is not enough experience in carrying out their duties a person will most likely experience failure. It is not enough for a person's ability to be seen only in terms of education and training, but can also be seen from one's work experience while working in a particular organization or company.

The phenomenon that occurs at this time is that employees with long work experience, senior employees, often do not want to attend training, because they feel that they have been able to complete the work for which they are responsible, and because it is considered a habit that will reduce the company's performance in general. On the other hand work ability, employees who have long service tenure are employees who have high ability towards the company. The conditions that exist in Solok are contract workers at M. Natsir Solok Hospital at this time, it can be seen that there are several senior employees who have long work experience or have worked for more than 3 years, have standard performance, not too good and not too bad either. this is thought to be influenced by their current position for a long time at work. In addition, with longer work experience, it can be said that the performance of contract employees at the M. Natsir Solok Hospital is thought to be good, but there are still a few employees with sufficient work experience, lack of training. Most senior employees have the notion that training is only needed for new employees and is not part of the company's work plan to improve performance. Meanwhile, the role of human resource management is very important in ensuring the compliance of human resources with hospitals so that training, work skills and work experience of contract workers are needed to improve their performance. lack of training. Most of the senior employees have the notion that training is only needed for new employees and is not part of the company's work plan in improving performance. Meanwhile, the role of human resource management is very important in ensuring the compliance of human resources with hospitals so that training, work skills and work experience of contract workers are needed to improve their performance. lack of training. Most of the senior employees have the notion that training is only needed for new employees and is not part of the company's work plan in improving performance. Meanwhile, the role of

human resource management is very important in ensuring the compliance of human resources with hospitals so that training, work skills and work experience of contract workers are needed to improve their performance.

THEORETICAL BASIS

Employee Performance

The term performance comes from the word job performance and actual performance which means work performance or actual achievement achieved by a person. Performance can be interpreted as work results that can be achieved by a person or group of people in the organization, according to their respective authorities and responsibilities in order to achieve the goals of the organization concerned legally, not violating the law and in accordance with morals and ethics, (Riani, 2018)

Performance is the quality and quantity of work completed by individuals, thus performance is the output of the results of carrying out tasks or work. The specific purpose of performance appraisal can be classified into two major parts, namely; (Kasmir, 2019) Attention to performance is something that is necessary for an organization or company. Employee performance is the result of the quality and quantity of work achieved by a person in carrying out their duties in accordance with the responsibilities assigned to him. Types of performance can be classified as human performance, machine performance and organizational performance where the results of activities are carried out efficiently and effectively, (Suprihanto, 2018).

Training

Providing job training is a process of teaching certain knowledge and skills and attitudes so that employees are more skilled and able to carry out their responsibilities better according to the standards set by the company, (Raharjo, 2019). Providing systematic and planned training is useful for enhancing learning. This approach can be conveyed in the phrase learner-based training. This is one of several responses organizations can make to promote learning, (Oktavianus, 2018)

Training for employees is a process of teaching certain knowledge and skills as well as attitudes so that employees are more skilled and able to carry out their responsibilities properly. Training refers to developing work skills that can be used immediately. There are two training programs, namely general and specific training programs. General training is training in which employees acquire skills that can be used in almost any type of job. Meanwhile, special training is training in which employees obtain ready-to-use information and skills, especially in the field of work, (Sofyandi, 2018)

Training creates an environment where employees can acquire or learn specific attitudes, abilities, skills, knowledge and behaviors related to their work. Training usually focuses on providing employees with specific skills that can be directly used in carrying out their jobs and helping them correct weaknesses in their performance. organization quickly. Financial benefits for companies usually occur immediately (Putri, 2019).

Work ability

Work ability is a certain condition that exists in a person who is carried out optimally and seriously in doing work so that his work is efficient and effective. Ability is one of the elements in maturity related to knowledge and skills that can be obtained from education, training, and experience. Ability is closely related to the physical and mental abilities possessed by a person to carry out the work he wants to do, (Zainal, 2019).

Work experience

Measurement of employee work experience is a measure of the length of time or working period that has been taken by someone in understanding the tasks of a job and has carried it out properly. Work experience is mastery of employee knowledge and skills as measured by length of service, level of knowledge and skills possessed by employees, (Bagun, 2019). Whether or not an employee is experienced can be measured by the length of time and the amount of work that has been done by someone who can understand the tasks of a job and has carried it out well, Hasibuan, (2018). Job rotation, (job rotation) is a division of other jobs within the organization, so as to increase the knowledge and experience of the workforce, (Bangun, 2019).

Meanwhile, work experience is also a process of forming knowledge or skills about work methods due to the employee's involvement in carrying out work tasks, (Raharjo, 2019). Knowledge or skills that are known and controlled by someone as a result of actions or work that has been carried out for a certain time, taking into account the work experience of employees, the company can determine a position or position that is in accordance with the expertise possessed, (Sunarjo, 2018)

An employee who has more work experience will certainly understand better what to do when faced with a problem. In addition, employees who have more work experience will definitely work faster and do not have to adapt to the tasks being carried out (Rofi, 2019). Work experience is a measure of the length of time a person has worked in understanding tasks or work and has carried them out well, (Padang, 2020)

RESEARCH METHODS

To support the discussion in this writing, the author focuses on research at the M. Natsir Solok Hospital which is located at Jalan Nangka Simpang Rumbio, Lubuk Sikarah District, Solok City. While the time of research is estimated to be in June 2022. The population in this study were contract workers at M. Natsir Solok Hospital, totaling 52 people. This sampling technique uses the Total Sampling technique, namely the entire population is used as a sample, namely 52 people.

RESULTS AND DISCUSSION**Multiple Linear Regression Analysis****Table 1. Multiple Linear Regression Results**Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	std. Error	Betas		
1 (Constant)	3,201	3,992		3,802	,000
X1	,169	,138	,142	3,220	,001
X2	,343	,171	,329	3,002	,001
X3	,457	,162	,428	4,811	,000

a. Dependent Variable: Y

Source: SPSS Processing Results 22

Based on Table 1, it is known that the second column (Unstandardized Coefficients) part B obtained the b1 training variable value of 0.169, the b2 variable workability value of 0.343, the b3 quality variable value of 0.457 and the constant value (a) is 3.201, then the multiple linear regression equation is obtained as following :

$$Y = 3.201 + 0.169 X1 + 0.343 X2 + 0.457 X3 + e$$

Based on the multiple linear regression equation model above, it can be analyzed as follows

- A constant value of 3.201 means that if training (X1), work ability (X2) and work experience (X3) are equal to 0, then the performance of contract workers (Y) is already 3.201 units

- b. The training coefficient value of 0.169 is positive. This shows that training (X1) has increased by 1 unit with the assumption that work ability (X2) and work experience (X3) are fixed or zero, so the performance of contract workers increases by 0.169 units.
- c. The workability coefficient value of 0.343 is positive. This shows that work ability (X2) has increased by 1 unit with the assumption that training (X1) and work experience (X3) are fixed or zero, so the performance of contract workers increases by 0.343 units.
- d. The work experience coefficient value of 0.457 is positive. This shows that work experience (X3) has increased by 1 unit with the assumption that training (X1) and work ability (X2) are fixed or zero, so the performance of contract workers increases by 0.457 units.

Hypothesis testing

**Table 2. Partial Significance Test (t-test)
Coefficients^a**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	std. Error	Betas		
1 (Constant)	3,201	3,992		3,802	,000
X1	,169	,138	,142	3,220	,001
X2	,343	,171	,329	3,002	,001
X3	,457	,162	,428	4,811	,000

a. Dependent Variable: Y

Source: SPSS Processing Results 22

Based on Table 2, it can be concluded as follows:

- a. Effect of Training (X1) on the performance of contract workers (Y)

The results of the first hypothesis (H1) in this study can be seen in table 4.12 obtained t count of 3.220 with a significance level of 0.001 where the t table value of $(dk=n-3) = 52-3 = 49$ is 2.00958 with a significance of 5% or 0.05. This

126

means that the calculated t value is greater than t table 2.00958 and the significant value is less than 0.001. This shows that training has a significant effect on the performance of contract workers. So the hypothesis that has been formulated is in accordance with the results of the study so that H1 can be accepted.

b. Effect of work ability (X2) on the performance of contract workers (Y)

The results of the second hypothesis (H2) in this study can be seen in table 4.12 obtained t count of 3.002 with a significance level of 0.000 where the t table value of $(dk=n-3) = 52-3 = 49$ is 2.00958 with a significance of 5% or 0.05. This means that the calculated t value is greater than t table 2.00958 and the significant value is less than 0.001. This shows that work ability does not have a significant effect on the performance of contract workers. So the hypothesis that has been formulated is in accordance with the results of the study so that H2 can be accepted.

c. Effect of work experience (X3) on contract labor performance (Y)

The results of the third hypothesis (H3) in this study can be seen in table 4.12 obtained t count of 4.811 with a significance level of 0.000 where the t table value of $(dk=n-3) = 52-3 = 49$ is 2.00958 with a significance of 5% or 0.05. This means that the calculated t value is greater than t table 2.00958 and the significant value is less than 0.000. This shows that work experience has a significant influence on the performance of contract workers. So the hypothesis that has been formulated is in accordance with the results of the study so that H3 can be accepted.

Simultaneous Significance Test (F-Test)

Table 3. F test

Model	Sum of Squares	Df	MeanSquare	F	Sig.
1 Regression	1013,864	3	337,955	37,735	,000b
residual	429,886	48	8,956		
Total	1443,750	51			

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variable: Y

Source: SPSS Processing Results

The results of the ANOVA test using the F test in the table above show an F-count value of 37.735 with a Sig of 0.000. By searching the F-table, with $df_2 = 52$, an F-table value of 2.79 is obtained. Under conditions where the F-count is greater than the F-table ($37.735 > 2.79$) with a Sig value that is smaller than alpha ($0.000 < 0.05$), the conclusion that can be drawn is training, work ability and work experience together. have the same effect on the performance of contract workers.

Coefficient of Determination (R²)**Table 4. Test Results for the Coefficient of Determination (R²)**

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	,838a	,702	,684	2.99265

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variable: Y

Source: SPSS Processing Results 22

Table 4. above is the result of data processing to see the results of the test for the coefficient of determination (R²) in this study. It is known that the adjusted R Square value is 0.684 or 68.4%. This means that around 68.4% of the performance of contract workers can be explained by the variables of training, work ability and work experience and the remaining 31.6% is explained by other variables such as work motivation and work compensation.

DISCUSSION

The results of the analysis and discussion carried out theoretically and empirically about the effect of training, work ability and work experience on the performance of contract workers, the discussion of the hypothesis in question is related to theory and to the results of previous research, namely:

1. The results of the multiple linear regression analysis carried out obtained the regression equation $Y = 3.201 + 0.169 X_1 + 0.343 X_2 + 0.457 X_3$ where $a = 3.201$, $b_1 = 0.169$, and $b_2 = 0.343$ and $b_3 = 0.457$ this illustrates that training, ability and

work experience have an effect positive and significant impact on the performance of contract workers at M. Natsir Solok Hospital.

2. The effect of training on the performance of contract workers at M. Natsir Solok Hospital with a coefficient of 3.220 and a t count of 3.220 and a t table of 2.00958 with a significance value of $0.001 < 0.05$ means $t \text{ count } 3.220 > t \text{ table } 2.00958$ means that training has a significant effect on the performance of contract workers at M. Natsir Solok Hospital
3. The influence of work ability on the performance of contract workers at M. Natsir Solok Hospital with a coefficient of 3.002 and a t count of 3.002 and a t table of 2.00958 with a significance value of $0.001 < 0.05$ means $t \text{ count } 3.002 > t \text{ table } 2.00958$ means work ability has a significant influence on the performance of contract workers at M. Natsir Solok Hospital
4. The effect of work experience on the performance of contract workers at M. Natsir Solok Hospital with a coefficient of 4.811 and a t-count value of 4.811 and a t-table of 2.00958 with a significance value of $0.000 < 0.05$ means $t \text{ count } 4.811 > t \text{ table } 2.00958$ means work experience has a significant influence on the performance of contract workers at M. Natsir Solok Hospital
5. The effect of training, ability and work experience has a positive effect on employee performance, obtained an Fcount value of 37.735 and a Ftable value of 2.79. This means that from this it can be seen that the value of $F_{\text{count}} > F_{\text{table}}$ $37.737 > 2.79$ indicates that simultaneously or simultaneously training, ability and work experience have a positive effect on the performance of contract workers at M. Natsir Solok Hospital.
6. The results for the R^2 (Adjusted R square) score of 0.684 or 68.4% indicate that training (X1), ability (X2) and work experience (X3) have an effect on the performance of contract workers at M. Natsir Solok Hospital by 68, 4%. While the remaining 31.1% is influenced by other variables not included in this study.

The results of this study are in accordance with research conducted by Slamet Rahardjo (2019), which shows simultaneously or simultaneously training, ability and work experience have a positive effect on employee performance.

CONCLUSION

This research was conducted aiming to obtain empirical evidence regarding the effect of training, work ability, and work experience on the performance of contract workers. This study used 52 samples from M. Natsir Solok Hospital. Based on the results of the tests that have been carried out and the discussion that has been carried out in the previous chapter, the following conclusions are obtained:

1. The results of the multiple linear regression analysis carried out obtained the regression equation $Y = 3.201 + 0.169 X_1 + 0.343 X_2 + 0.457 X_3$ where $a = 3.201$, $b_1 = 0.169$, and $b_2 = 0.343$ and $b_3 = 0.457$ this illustrates that communication and supervision have a positive and significant effect on the performance of contract workers at the M. Natsir Solok Hospital
2. Based on the t test, the calculated t value is greater than t table, namely $3.220 > 2.00958$, and a significant value of $0.001 < 0.05$, so there is an effect of training on the performance of contract workers at M. Natsir Solok Hospital
3. Based on the t test, the calculated t value is greater than t table, namely $3.002 > 2.00958$, and a significant value of $0.001 < 0.05$, so there is an effect of work ability on the performance of contract workers at M. Natsir Solok Hospital
4. Based on the t test, the calculated t value is greater than t table, namely $4.811 > 2.00958$, and a significant value of $0.000 < 0.05$, so there is an effect of work experience on the performance of contract workers at M. Natsir Solok Hospital
5. Based on the F test regarding the effect of training, ability, and work experience which has a positive effect on the performance of contract workers, the Fcount value is 37.735 and the Ftable value is 2.79. This means that from this it can be seen that the value of $F_{count} > F_{table}$ ($37.735 > 2.79$) states that simultaneously or simultaneously training, abilities, and work experience have a positive effect on the performance of contract workers at M. Natsir Solok Hospital
6. The result of the R^2 (Adjusted R square) value is 0.684 or 68.4%, this indicates that training (X_1), ability (X_2) and work experience (X_3) have an effect on Employee Work Effectiveness on the performance of contract workers at M. Natsir Hospital Solok at 68.4%. While the remaining 31.1% is influenced by other variables not included in this study.

SUGGESTION

Based on the results of research and discussion, the authors can provide suggestions as follows:

1. For employees in terms of better performance, M. Natsir Hospital must continue to improve the quality of work of contract workers properly by continuing to remind them of their training, abilities and work experience.
2. For M. Natsir Hospital, related to employee performance, the company should provide training to employees so that contract workers have work experience and continue to improve.
3. For future researchers, it is hoped that other methods will be used in researching employee performance, for example through in-depth interviews with employees,

so that the information obtained can be more varied than a questionnaire whose answers are already available.

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