

EFFECT OF COMPETENCY AND WORK EXPERIENCE ON EMPLOYEE PERFORMANCE

(Study on billing employees of the Savings and Loans Cooperative (KSP) Sumber Makmur Jombang)

ABSTRACT

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The purpose of this study was to explain the effect of work competence and work experience on employee performance in employees at KSP Sumber Makmur Jombang. Data was collected by distributing questionnaires, interviews, observation and documentation. This study uses a quantitative method with a descriptive quantitative approach that aims to describe or provide an overview of the object under study through the data or samples that have been collected. The population used is Caretacker employees at KSP Sumber Makmur Jombang, totaling 39 employees. The sampling technique used was the saturated sample technique. The data analysis method uses validity test, reliability test, classical assumption test, multiple linear regression analysis, hypothesis testing through t test and coefficient of determination (R²) with the help of SPSS version 22. For employees at KSP Sumber Makmur Jombang, high work experience will increase employee performance. For employees at KSP Sumber Makmur.

Keywords: Work Competence, Work Experience, and Employee Performance.