

The Effect of Education Background and Work Experience on Employee Ethics at PT. Timbang Deli Indonesia

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ABSTRACT

This research was conducted to find out how much influence educational background and work experience have on the work ethic of employees at PT. Timbang Deli Indonesia, and also what factors support the improvement of employee work ethics in addition to educational background and work experience. This study took samples from employees of PT. Timbang Deli Indonesia, which predominantly were high school graduated with age between 28-37 years, as many as 139 people. Primary data obtained from the questionnaire that has been filled in by employees of PT. Timbang Deli Indonesia were used as the sample in this study. The results of this study indicate that the independent variables, namely educational background (X1) and work experience (X2), have a positive and significant effect on the work ethic of employees at PT. Timbang Deli Indonesia. Moreover, from the results of multiple linear regression analysis, it can be concluded that (1) the educational background variable has a positive and significant effect on the work ethic variable, with β coefficient of educational background is negative at $6,033 > 1,977$, (2) the work experience variable has a positive and significant effect on the work ethic variable, with positive coefficient β value $3,067 > 1,977$, and (3) together these showed that the educational background and work experience variables significantly influence the work ethic variable of the employees of PT. Timbang Deli Indonesia with a F value of 49.527 and a significance level of 0.000.

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1. Introduction

Today, the latest developments regard employees not as mere resources, but rather as capital or assets for institutions or organizations. Following these, a new term emerged outside the Human Resources Department (HRD) or Human Capital, where Human Resources (HR) is seen not only as a main asset, but also an asset that is valuable and can be multiplied, developed (compared to the investment portfolio) and not as a liability (expense). Here the perspective of HR as an investment for an institution or organization is more prominent.

However, to obtain company goals that are in accordance with the company's mission and vision, the company always recruits the right man in the right place, namely placing people according to their expertise. A team will be able to move faster if the people in it take care of things according to their expertise.

The recruitment process is usually carried out in several stages by the HRD. The stages carried out usually vary according to the needs required by the company. For each position, the stage of difficulty will be different according to the responsibilities that will be carried out.

Current educational background also greatly affects the quality of existing human resources. According to Samsudin (2006), education is different from training. Education is more philosophical and theoretical. Education and training have the same goal, namely learning. Learning contains implicit understanding, and through understanding, it is possible for employees to become innovators, initiative takers, creative problem solvers and to become effective and efficient employees in doing their jobs. Education has high quality if the output of education has value for people who need that education.

From the description above, I would like to examine the effect of educational background on work ethics at PT Timbang Deli Indonesia both simultaneously and partially along with the influence of work experience

on work ethics at PT Timbang Deli Indonesia. According to Prof. Dr. John Dewey (Wasitohadi, 2014), education is a process of experience. Because life is growth, education means helping human inner growth without being restricted by age. The growth process is the process of adjusting to each phase and adding skills in one's development through education. According to Mahatma Gandhi (Wasitohadi, 2014), education is to show the best overall characteristics that exist in the personality of a child or human, specifically body, mind and spirit. Ability to read and write is not the end goal, not even the initial goal of education. According to the SISDIKNAS Law no. 20 of 2003: Education is a conscious and planned effort to create an atmosphere of learning and the learning process so that students actively develop their potential to have religious spiritual strength, self-control, personality, intelligence, noble character, and skills needed by themselves and society. The definition of education according to researchers is a process that is owned by someone who plays a very important role in the current era, which someone must have both from internal and external institutions. Because the level of education determines whether the quality of one's resources is good or bad. The higher educational background a person has, the better quality a person resources is expected.

Marwansyah (2015) stated that work experience is the knowledge, skills, and abilities that employees have to carry out responsibilities from previous jobs. In addition, according to Malayu S.P Hasibuan (2016), experienced people are prospective employees who are ready to use. An applicant's work experience should receive primary consideration in the selection process.

2. Metode

In this research, the type of research used is the quantitative type. This study was conducted to see the effect of educational background to work ethics at PT. Timbang Deli Indonesia both partially and simultaneously. Furthermore, the effect of work experience to work ethics at PT. Timbang Deli was also investigated. Validity and reliability test were used to test the data instrument. Multiple linear regression method along with classical assumption test were applied in this study. 139 employees of PT. Timbang Deli participated in this study. All respondents (employees of PT. Timbang Deli Indonesia) were treated as a population due to limited number of observed population size.

3. Results and Discussion

3.1. Test Research Instruments

a. Data Validity Test

The validity test is used by correlating the total factor score with the total score. If the correlation of each factor (r count) is positive and the value is 0.360 and above, the factor is a strong construct so it can be concluded that the instrument has good construction validity.

Table 1.
Validity Test

Variable	Item no	r-count	r-table	Remarks
Educational background (X1)	1	0,569	0,360	Valid
	2	0,698	0,360	Valid
	3	0,421	0,360	Valid
	4	0,707	0,360	Valid
	5	0,492	0,360	Valid
	6	0,440	0,360	Valid
	7	0,676	0,360	Valid
	8	0,686	0,360	Valid
	9	0,553	0,360	Valid
	10	0,635	0,360	Valid
Work experience (X2)	1	0,442	0,360	Valid
	2	0,499	0,360	Valid
	3	0,506	0,360	Valid
	4	0,447	0,360	Valid
	5	0,361	0,360	Valid
	6	0,515	0,360	Valid
	7	0,57	0,360	Valid
	8	0,686	0,360	Valid
	9	0,737	0,360	Valid
Work ethics (Y)	1	0,432	0,360	Valid
	2	0,368	0,360	Valid
	3	0,479	0,360	Valid

4	0,653	0,360	Valid
5	0,594	0,360	Valid
6	0,745	0,360	Valid
7	0,577	0,360	Valid
8	0,389	0,360	Valid
9	0,714	0,360	Valid
10	0,365	0,360	Valid
11	0,439	0,360	Valid
12	0,718	0,360	Valid
13	0,515	0,360	Valid
14	0,599	0,360	Valid
15	0,417	0,360	Valid
16	0,435	0,360	Valid
17	0,738	0,360	Valid
18	0,7	0,360	Valid
19	0,783	0,360	Valid
20	0,721	0,360	Valid
21	0,814	0,360	Valid

Source: Processed primary data, 2020

From the table above the items of the questionnaire with variables of educational background (X1), work experience (X2) and work ethics (Y) were distributed to respondents PT. Timbang Deli Indonesia is all valid because the value of $r_{count} > r_{table}$ is 0.360 in this study, it means that all items in the instrument meet the statistical validity requirements and can measure accurately.

b. Reliability Test

The results of reliability testing in the table below indicate that the three variables have a coefficient of alpha (α) > 0.6 so that it can be said that the questionnaire compiled is reliable or reliable as a data collection tool in this study.

Table 2
Reliability Test

Variable	Cronbach's Alpha	Remarks
Educational background	.771	Reliable
Work experience	.614	Reliable
Work ethics	.897	Reliable

Source: Processed primary data, 2020

3.2. Classic Assumption Test.

a. Normality test

Table 3
Normality test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		139
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	5.20664043
Most Extreme Differences	Absolute	.120
	Positive	.120
	Negative	-.089
Kolmogorov-Smirnov Z		1.418
Asymp. Sig. (2-tailed)		.086

a. Test distribution is Normal.

Source: Processed primary data, 2020

Based on the table above, it is known that the Asymp.Sig (2-tailed) significance value is 0.086 > 0.05. In accordance with the basis of decision making in the Kolmogrov-Smirnov normality test above, it

can be concluded that the data are normally distributed. Thus, the assumptions or normality requirements in the regression model have been met.

b. Multicollinearity Test

Table 4
Multicollinearity test

Multicollinearity test Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	36.127	5.620		6.428	.000		
Educational background	.926	.153	.461	6.033	.000	.728	1.374
Work experience	.421	.117	.276	3.607	.000	.728	1.374

a. Dependent Variable: Work ethics

Source: Processed primary data, 2020

The multicollinearity test above can be inspected by looking at the tolerance value and VIF (Variance Inflation Factors). Based on the table above, the Tolerance and VIF values in the Collinearity Statistics column are for variables of educational background and work experience, the tolerance value is $0.728 > 0.10$ and the VIF value is $1.374 < 10.00$, for both tolerance and VIF values are the same because there are two independent variables used in the regression. Then referring to the basis of decision making in the multicollinearity test, it can be concluded that there are no multicollinearity symptoms in the regression model.

c. Heteroscedacity Test (Glejser)

Table 6
Heteroscedacity test

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	-.693	3.681		-.188	.851
Work experience	.083	.073	.110	1.136	.258
Educational background	.036	.097	.036	.369	.713

a. Dependent Variable: Abs_Res

Source: Processed primary data, 2020

To see the heteroscedasticity test with the Glejser test above the significance value (Sig.), the educational background variable (X1) is 0.713 while the work experience variable (X2) is 0.258. Since the significance value of the two variables is above 0.05, it is in accordance with the basis for decision

making in the Glejser test, it can be concluded that there is no heteroscedasticity symptom in the regression model. As we know, the heteroscedasticity test is a condition in which there is an inequality of variance from the residuals for all observations in the regression model.

d. Multiple Linear Regression

Multiple linear regression analysis aims to measure the strength of the relationship between two or more variables, it also shows the direction of the relationship between the dependent variable and the independent variable. This study used multiple linear regression equations because it has more than one independent variable. Following are the results of data processing using SPSS 22.

Table 6
Multiple linear regression test

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
1 (Constant)	36.127	5.620	
Educational background (X1)	.926	.153	.461
Work experience (X2)	.421	.117	.276

a. Dependent Variable: Work ethics
Source: Processed primary data, 2020

From the table above, the equation of the results of multiple linear regression was formed with the formula:

$$Y = a + b_1X_1 + b_2X_2 + e$$

Information:

Y = Work Ethic

a = Constant

X1 = Educational Background

X2 = Work Experience

b1, b2 = Independent variable regression coefficient

e = Error

$$Y = 36.127 + 0.926 X_1 + 0.421 X_2 + e$$

From the equation, it can be concluded that:

- 1) Value a (constant) 36,127 means that if there is no educational background variable (X1), work experience variable (X2) or equal to zero, the employee's work ethic will increase by 36,127.
- 2) The educational background coefficient gives a value of 0.926, which means that if the educational background is getting better with the assumption that other variables are constant, the employee's work ethic will increase by 0.926.
- 3) The work experience coefficient gives a value of 0.421, which means that if the work experience is getting better with the assumption that other variables are constant, the employee's work ethic will increase by 0.421.

e. T test

The t test is one of the hypothesis tests in multiple linear regression analysis research. The t test aims to determine whether the independent variable (X) partially affects the dependent variable (Y). Researchers use the t table with the formula:

$$t_{table} = a / 2; n-k-1$$

$$t_{table} = (0.05 / 2; 139-2-1$$

$$t_{table} = 0.025; 136; t_{table} = 1.97756 \text{ (rounded 1.977)}$$

Table 7

T-test

	Model	T	Sig.
1	(Constant)	6.428	.000
	Educational background (X1)	6.033	.000
	Work experience (X2)	3.607	.000

a. Dependent Variable: Work ethics (Y)
Source: Processed primary data, 2020

- 1) Based on the table above, it is known that the t value of the educational background variable (X1) is 6.033 and the value is > 1.977 from the t table, it can be concluded that H1 or the first hypothesis is accepted. This showed that there is an influence of educational background (X1) on work ethic (Y).
- 2) Based on the table above, it is known that the t value of the work experience variable (X2) is 3.067 and the value is > 1.977 from the t table, it can be concluded that H2 or the second hypothesis is accepted. This indicated that there is an effect of work experience (X2) on work ethic (Y).

f. F test

Table 8
F-test

Model	Sum of Square	df	Mean Square	F	Sig.
Regression	2724.771	2	1962.385	49.527	.000 ^a
Residual	3741.056	36	27.508		
Total	6465.827	138			

Source: Processed primary data, 2020

Based on the table above, F count coefficient value obtained is 49.527, and this value is > from F table 3.06 which means that educational background (X1) and work experience (X2) simultaneously have a significant effect on work ethics of employee (Y).

g. Coefficient of Determination (R²)

The coefficient of determination is applied to test how much influence educational background and work experience variables (X) have on work ethics variable (Y).

Table 9
Coefficient of determination

Model	R	R Square	Adjusted R Square	Std Error of the Estimate
1	.649	.421	.413	5.24478

Source: Processed primary data, 2020

Based on the table above, it is known that the coefficient of determination R square is 0.421 or equal to 42.1%. The level of determination is moderate (0.40 - 0.599). While the influence of other variables influence (100% - 42.1% = 57.9%) was not tested.

4. Conclusion

Based on the results of the analysis and discussion stated in the previous chapter, conclusions are as follows:

- a. Educational background has a positive and significant effect on work ethic. The multiple regression results show that the educational background coefficient is 6,033 and the value of t count > t table is 6,033 < 1,977 with a significance level of 0,000 < 0.05. Based on the results of this data analysis, it can be concluded that the first hypothesis which states that there is a partial and significant positive effect is true. The higher the educational background score, the higher the work ethics.
- b. Work experience has a positive and significant effect on work ethic. The multiple regression results show that the coefficient of work experience is positive at 3.067 and the value of t count > t table is 3.067 > 1.977 with a significance level of 0.000 < 0.05. Based on the results of this data analysis, it can

be concluded that the first hypothesis which states that there is a partial and significant positive effect proven to be true. The higher the work experience score, the higher the work ethics.

- c. It is known that the value of F count is 49.527 with a significance level of 0.000. Therefore, the probability is much smaller than the significance level of 0.05 or 5%. Thus, it can be concluded that H1 is accepted, which means that there is a significant effect together from educational background and work experience on the work ethics of the employees of PT. Timbang Deli Indonesia.

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