

***The Effect of Work Experience and Working Age on Promotion
in The Sijunjung Regency Transportation Office***

**Pengaruh Pengalaman Kerja dan Usia Kerja terhadap Promosi Jabatan
di Dinas Perhubungan Kabupaten Sijunjung**

Lenny Hasan^{1*}, Henny Sjafitri², Muhammad Ichsan³

Tamansiswa University, Padang^{1,2,3}

hasanlenny7@gmail.com¹, hennysjafitri@gmail.com², Muhammadichsaan17@gmail.com³

ABSTRACT

This study aims to determine how much influence work experience and working age have on promotion for position at the Sijunjung Regency Transportation Office. The research method used is a descriptive quantitative approach. The sampling technique used is non-probability sampling with a saturated sampling method, because the entire population is sampled as many as 88 respondents. The data collection methods used are observation, questionnaires and literature research. The data analysis techniques used are multiple linear regression analysis, t test, F test and coefficient of determination. Based on the results of the t test, the variable of work experience has a positive and significant effect on promotion in the Sijunjung Regency Transportation Office. Meanwhile, the variable of working age has a positive and significant effect on promotion in the Sijunjung Regency Transportation Office. The results of the F test variables of work experience and working age together have a significant effect on promotion in the Sijunjung Regency Transportation Office. While the value of the coefficient of determination is found in the Adjusted R-Square value of 0.247. This means that the ability of the independent variable to explain the dependent variable is 24.7%, the remaining 75.3% is influenced by other variables such as work performance, discipline, education, honesty, loyalty, leadership, cooperation, and so on.

Keywords : Work Experience, Working Age, Promotion

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh pengalaman kerja dan usia kerja terhadap promosi jabatan di Dinas Perhubungan Kabupaten Sijunjung. Metode penelitian yang digunakan adalah deskriptif dengan pendekatan kuantitatif. Teknik pengambilan sampel yang digunakan adalah non probability sampling dengan metode sampling jenuh, karena seluruh populasi dijadikan sampel sebanyak 88 responden. Metode pengumpulan data yang digunakan adalah observasi, kuesioner dan studi pustaka. Teknik analisis data yang digunakan adalah analisis regresi linier berganda, uji t, uji F dan koefisien determinasi. Berdasarkan hasil uji t variabel pengalaman kerja berpengaruh positif dan signifikan terhadap kenaikan pangkat di Dinas Perhubungan Kabupaten Sijunjung. Sedangkan variabel usia kerja berpengaruh positif dan signifikan terhadap promosi jabatan di Dinas Perhubungan Kabupaten Sijunjung. Hasil uji F variabel pengalaman kerja dan usia kerja secara bersama-sama berpengaruh signifikan terhadap kenaikan pangkat di Dinas Perhubungan Kabupaten Sijunjung. Sedangkan nilai koefisien determinasi terdapat pada nilai Adjusted R-Square sebesar 0,247. Artinya kemampuan variabel bebas menjelaskan variabel terikat sebesar 24,7%, sisanya 75,3% dipengaruhi oleh variabel lain seperti prestasi kerja, kedisiplinan, pendidikan, kejujuran, loyalitas, kepemimpinan, kerjasama, dan sebagainya.

Kata Kunci: Pengalaman Kerja, Usia Kerja, Promosi

1. Introduction

Work experience is a way of developing competence through action, this is consistent with more general results about learning to do, learning based on experience (Harras, 2000). According to (Pranata, 2018), working age is employees who have a productive age, which is between 15-40 years and while the unproductive age is between 40-60 years.

From the initial observations made by pen e liti, researchers conducted simple interviews with several employees at the Sijunjung Regency Transportation Office who had long work experience and older age than other employees, the results of these interviews concluded that employees who had experience and older age, happy to work with comfort in carrying out workaya.

According to (Hasibuan, 2021), promotion is the process of moving employees from a position to a higher position followed by authority, responsibility and income used by employees to develop.

The management at the Sijunjung Regency Transportation Office in implementing the promotion program has assessment criteria that are in accordance with the needs within the agency. Some of the assessment criteria for promotion are the work experience of an employee and the working age of the employee. Work experience and working age of employees have little or much influence on the decision of the management to promote.

2. Methods

Human Resource Management

(Hertati, 2019), said management is the science and art of regulating the process of utilizing human resources and other resources effectively and efficiently to achieve a certain goal

Work Experience

Work experience is a way of developing competencethrough action, this is consistent with more general outcomes of learning to do, experiential learning (Harras, 2020). Indikator work experience, level of knowledge, level of skill, level of characteristics.

Working Age

Working age is employees who have a productive age of between 15-40 years and while the unproductive age is between 40-60 years (Pranata, 2018). Indicators of working age, forward-thinking, knowledgeable and have a high curiosity.

Promotion

Promotion is the process of moving employees from a position to a higher position followed by the authority, responsibility and income used by employees to develop,, (Hasibuan, *et al* 2021). Indicators of promotion, social status, authority, responsibility, income.

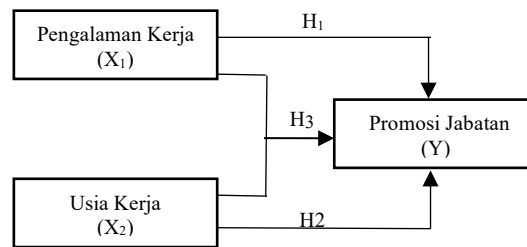


Figure 1. Conceptual Framework

This research uses quantitative research methods with a descriptive approach, Sugiyono (2019). The population in this study is all employees working at the Sijunjung Regency Transportation Office, which is 88 employees. Sampling technique using saturated *sampling* technique, Sugiyono (2019).

3. Results and Discussion

Multiple Linear Regression Test

Table 1. Multiple Linear Regression Test Results

Coefficients ^a					
Type	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	7.467	4.648		1.606	.112
Work Experience	.525	.139	.355	3.776	.000
Working Age	.477	.137	.327	3.487	.001

a. Dependent Variable: Promotion

Source : Processed primary data, 2023

Based on data analysis using the SPSS.26 program, the results of the regression equation are obtained as follows: $Y = 7.467 + 0.525X_1 + 0.477X_2 + e$

t Test

From the results of research using the SPSS application, the results of the t (partial) test can be seen in Table 2 below:

Table 2. Test Results t

Coefficients ^a					
Type	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	7.467	4.648		1.606	.112
Work Experience	.525	.139	.355	3.776	.000
Working Age	.477	.137	.327	3.487	.001

a. Dependent Variable: Promotion

Source : Processed primary data, 2023

F Test

From the results of research using the SPSS application, the F (stimultan) test can be seen the test results in table 3 below:

Table 3. F Test Results

ANOVA ^a					
Type	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	372.487	2	186.244	15.281	.000 ^b
Residuals	1035.956	85	12.188		
Total	1408.443	87			
a. Dependent Variable: Promotion					
b. Predictors: (Constant), Working Age, Work Experience					

source : *Processed primary data, 2023*

Coefficient of Determination Test**Table 4. Coefficient of Determination Test**

Model Summary ^b				
Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.514 ^a	.264	.247	3.491
a. Predictors: (Constant), Working Age, Work Experience				
b. Dependent Variable: Promotion				

Source : *Processed primary data, 2023*

1. The Effect of Work Experience Variables on Job Promotion

From the results of the hypothesis test analysis at a significant confidence level of 0.05, it is proven that the work experience variable (X_1) has a positive and significant effect on the promotion of the position of the District Transportation Office of Sijunjung. This is evidenced by the $t_{\text{calculated}}$ value ($3.776 > t_{\text{table}}$ (1.662)). With a significant value of $0.000 < 0.05$.

The variable of work experience (X_1) can affect the promotion of the position of Sijunjung Regency Transportation Office, this happens because of the factors of purpose, level of knowledge, level of expertise, level of characteristics. Of these factors, the most dominant influence on the promotion of the position of the Sijunjung Regency Transportation Office is the aim of work experience at the Sijunjung Regency Transportation Office.

2. The Effect of Working Age on Promotion

From the results of the hypothesis test analysis at a significant confidence level of 0.05, it is proven that the working age variable (X_2) has a positive and significant effect on the promotion of the Transportation Office of SRegency. This is evidenced by. The value of t_{count} ($3.487 > t_{\text{table}}$ (1.662)).

Based on this, this study can be concluded that working age at the Sijunjung Regency Transportation Office has an influence on the promotion system at the Sijunjung Regency Transportation Office.

3. The Effect of Work Experience and Working Age Variables on Job Promotion

From the results of the F test, it is proven that the variability of work experience (X_1) and working age (X_2) together has a significant positive influence can be proven by $F_{\text{calculate}} > F_{\text{table}}$ $15.281 > 3.10$ and a significant value of $0.000 < 0.05$, so it can be concluded that the variables of work experience (X_1) and working age (X_2) simultaneously has a significant effect on promotion in the Sijunjung Regency Transportation Office.

Based on the results of the study, it can be concluded that promotion in the Sijunjung Regency Transportation Office can be influenced by work experience (X_1) and working age (X_2). There are several factors that influence these variables from work experience variables, namely influenced by the level of knowledge and level of expertise possessed by employees, and for working age variables influenced by forward-thinking and knowledgeable employees.

4. Conclusions

Based on the results of the research that has been done, the following conclusions can be drawn

1. Work experience has a positive and significant effect on promotion in the Sijunjung Regency Transportation Office.
2. The working age of employees has a positive and significant effect on promotion in the Sijunjung Regency Transportation Office.
3. There is a positive and significant influence between the variables of work experience and working age on the promotion of employees at the Sijunjung Regency Transportation Office simultaneously.
4. K contribution of work experience and working age to promotion of position is 24.7 %.

Based on the results of research that has been conducted on the variables of work experience and working age on the promotion of pegawai positions at the Sijunjung Regency Transportation Office, the following suggestions can be given:

1. It is expected that the leadership of the Sijunjung Regency Transportation Office plans to promote employees transparently with assessments of factors that can affect the promotion.
2. It is expected that the leadership of the Sijunjung Regency Transportation Office will pay attention to the work experience of employees and the working age of employees to implement promotion plans at the Sijunjung Regency Transportation Office.
3. 3. For future research, they should be able to use other variables that are more varied in their research by using more samples so that the research results become better than this study.

References :

- Harras Hadyati. (2020). *Human Resource Management Review*. Batam : Unpat Press..
- Hasibuan, K. N., Purba, F., & Parinduri, T. (2021). The Effect of Job Performance Assessment and Employee Competence on Promotion at the Pematangsiantar State Treasury Service Office (KPPN). *Management: Journal of Economics*, 3(1), 75-87.
- Hasibuan, M. (2005). *Human Resource Management*. Jakarta : PT Bumi Aksara
- Margahana, H., & Sari, S. S. (2019). Analysis of Job Promotion on Employee Work Productivity at PT. FIF Belitang OKU East. *Actual Journal*, 16(1), 1-6.

- Noli, F. J., Sumampouw, O. J., & Ratag, B. T. (2021). Age, Years of Service and Complaints of Lower Back Pain in Tofu Factory Workers. *Indonesian Journal of Public Health and Community Medicine*, 2(1), 015-020.
- Octavianus, W. R. (2018). The Effect of Work Experience and Job Training on Employee Performance at PT. Telkom Indonesia Manado Branch. *EMBA Journal: Journal of Economics, Management, Business and Accounting Research*, 6(3).
- Paais, M. (2019). The Effect of Job Performance Assessment and Work Experience on Promotion of PT. Ambon State Savings Bank. *Executive Journal*, 16(2), 399-414.
- Pertiwi, K.B. (2021). The Effect of Employee Age, Years of Service, and Work Ability on Work Productivity of PPC Section Employees at PT. Inka Multi Solusi Madiun. *Thesis*
- Pranata, H. (2018). The Influence of Education, Wages, Age, and Years of Service on Labor Productivity (Case Study in the Bobbin Cigar Cigarette Industry Unit, Jember Regency). *FEB Student Scientific Journal*, 6(2).
- Sugiyono (2019). *Qualitative Quantitative Research Methods and R&D*. Bandung : Alfabeta.
- Sugiyono, (2018). *Quantitative, Qualitative and Research Methods R&D*. 28th printing. Bandung : Alfabeta
- Supriyatno, B. (2020). *Human Resource Management. Pond* ; Brilliant Media CV
- Tandiyono, T. E. (2020). The role of subjective well-being of employees on employee performance in family institutions in Indonesia. *JEM17: Journal of Management Economics*, 5(1).