

## Effect Of Work Experience And Work Environment On Job Satisfaction

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**Abstract:** This study aims to determine the effect of work experience and work environment on job satisfaction. This research was conducted on employees of the Office of Industry and Trade of South Sulawesi Province. Data collection in this research uses primary data obtained from a questionnaire (questionnaire). The selection of the sample in this study used a saturated sampling technique. The results of this study indicate that; Work Experience has a positive and significant effect on Job Satisfaction. Work Environment has a positive and significant impact on Job Satisfaction. And Work Experience and Work Environment simultaneously have a positive and significant impact on Job Satisfaction at the Office of Industry and Trade of South Sulawesi Province.

Keywords: Work Experience, Work Environment, Job Satisfaction

### INTRODUCTION

Human resources have a significant role in determining an organization's progress in facing the global era. Personnel management is critical for agencies to manage, regulate and utilize employees to function productively to achieve agency goals (Mangkunegara, 2017). The development of the business world today faces increasingly severe challenges, especially with the rapid changes in social, economic, and political conditions, where changes in these conditions can pose a threat to the survival of an institution.

Human resources (HR) is the essential part of an organization or agency; besides that, human resources are needed as a driving factor for other organizational components, without the role of human resources in organizational or agency activities. cannot be implemented in an integrated and harmonious manner

Satisfaction is an evaluative term that describes an attitude of liking or disliking. Job satisfaction is an attitude that describes the likes or dislikes of their work. Satisfaction of pay/salary/remuneration refers to the philosophy of liking or disliking the compensation of an agency/organization. Likewise, on the principle of agency/organization, local governments pay remuneration to state civil apparatus to carry out bureaucratic functions. Although local governments are not solely looking for profit, local governments must still consider the regional financial capacity and the appropriateness of the amount of income paid to their employees.

#### *Work experience*

To place employees, a manager needs to consider several factors that may affect the company's survival. One factor to consider is work experience. According to Marwansyah in Wariati (2015), work experience is the knowledge, skills, and abilities possessed by employees to carry out the responsibilities of their previous work. According to Hasibuan (2016), experienced people are prospective employees ready to use. An applicant's work experience should be the primary consideration in the selection process.

#### *Work environment*

The work environment is essential when the teacher carries out learning activities. By paying attention to a good work environment or creating working conditions that can motivate to work, it will influence the teacher's spirit at work. A conducive work environment provides security and allows teachers to work optimally. According to Danang Sunyoto (2015), the work environment is everything around the workers, affecting him in carrying out the assigned tasks.

### *Job satisfaction*

Referring to the principles of human resource development and various studies on the efforts of the management in preparing adequate facilities and infrastructure, fulfilling financial needs and opportunities for employee self-development so that each employee can achieve job satisfaction. according to Robbins (2015) it is stated: "that job satisfaction is a general attitude towards one's work as the difference between the number of rewards received by workers and the number of rewards that are believed to be received". Job satisfaction is an essential thing that individuals have at work. Each worker has different characteristics, so the level of job satisfaction is different, and the level of job satisfaction can have an unequal impact.

According to Ria Wulan, Dayanti (2014), job satisfaction indicators include:

- employee benefits
- working conditions
- career advancement
- Appropriate salary or wages

By looking at the four indicators above, it can be concluded that work experience is several factors that affect an employee's job satisfaction in an agency or company. The existence of job satisfaction from an employee will result in performance by the company's expectations to achieve their goals.

This problem is often used as research material such as that conducted by (Reno Alfian, 2015), (Tafsir, 2019) and (Astuti, R., & Iverizkinawati, 2018), where the results obtained are that expertise has no significant effect on job satisfaction and work experience has a significant impact on job satisfaction. Meanwhile, (Rasyid, 2020) said that expertise has a significant effect on job satisfaction and together the variables of expertise and work experience have a significant effect on job satisfaction.

### **RESEARCH METHODS**

The sample in this study were employees at the office of industry and trade in the province of South Sulawesi, amounting to 75 people because the population was relatively small so that the determination of the sample used a saturated model. Based on the hypothesis that has been

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

- Y : Work Satisfaction  
a : Intercept value or constanta  
b<sub>1</sub>, b<sub>2</sub> : Free variable Coefficient  
X<sub>1</sub> : Wark Experiance  
X<sub>2</sub> : Work Environment  
e : Error Term

Analysis of the data in this study using the Software Statistical Product and Service Solution (SPSS) as a tool to form the formulation of the Regression Model.

### **ANALYSIS RESULTS**

Classical Assumption Tests include the Normality test by looking at the Kolmogorov-Smirnov Test statistical test, tested using the SPSS program.

#### *Heteroscedasticity Test*

Multiple linear regression testing is performed to produce a linear regression model as follows:

$$Y = -0.127 + 0.231x_1 + 0.803x_2 + e$$

#### **Hypothesis Test H1**

Based on the results of this study, the first hypothesis analysis partially proposed is H<sub>1</sub>: Work Experience has a positive and significant effect on Job Satisfaction at the Industry and Trade Office of South Sulawesi Province. The statistical results that have been carried out for the X<sub>1</sub> variable are obtained t-count is 2,909, while the value of t-table is 1,67793. When compared, the value of t-count is greater than t-table (2,909 > 1.67793), so H<sub>0</sub> is rejected and H<sub>1</sub> is accepted at the level of = 5%. And it has a significant effect if the significant value is less than 0.05 (<0.05); in this test, the substantial value in Work Experience is 0.006 < 0.05. Thus the proposed hypothesis is accepted, namely Work Experience (X<sub>1</sub>) has a positive and significant effect on Job Satisfaction at the Industry and Trade Office of South Sulawesi Province.

This means that it is necessary to pay attention in terms of work experience to see job satisfaction. The company always utilizes work experience in human resource development as Manullang (2017: 56) in his book suggests that generally, companies are more likely to choose more experienced workers who will always be more intelligent than those who have no experience at all. This experience will provide more knowledge for employees to complete work more quickly, smoothly, and on time, giving employees job satisfaction.

This research aligns with a study conducted by Reno Alfian (2015), and I Made Bagus Githa Wijaya. I Wayan Suana (2013) states that work experience has a significant effect on job satisfaction.

## **H2. Hypothesis Testing**

Based on the results of this study, the second hypothesis analysis partially proposed is H2: Work Environment has a positive and significant effect on Job Satisfaction at the Industry and Trade Office of South Sulawesi Province. The statistical results that have been carried out for the X2 variable are obtained t-count is 10,063 while the value for t-table is 1,67793. When compared, the value of t-count is greater than t-table ( $10.063 > 1.67793$ ) so that H0 is rejected and H2 is accepted at the level of = 5%. And it has a significant effect if the considerable value is less than 0.05 ( $< 0.05$ ); in this test, the substantial value in the Work Environment is  $0.000 < 0.05$ . Thus the proposed hypothesis is accepted. Namely, the Work Environment (X2) has a positive and significant effect on Job Satisfaction at the Industry and Trade Office of South Sulawesi Province.

This study indicates that the company needs to pay attention to the company's work environment, both physical and non-physical work environments, to maintain it. If the work environment is good, then employee job satisfaction will be better too. An unfavorable physical and non-physical environment can result in reduced employee performance. It means that the less comfortable the work environment felt by employees, the lower the satisfaction of the employees of the Industry and Trade Office of South Sulawesi Province, on the contrary, the more comfortable the work environment felt by employees, it will increase job satisfaction of employees of the Department of Industry and Trade of South Sulawesi Province.

This study aligns with research conducted by Quinerita Stefani Aruan and Mahendra Fakhri (2013), which states that the work environment has a significant positive effect on job satisfaction.

## **H3. Hypothesis Testing**

Based on the results of this study, the analysis of the third hypothesis proposed simultaneously is H3: The influence of work experience and work environment simultaneously has a positive and significant effect on job satisfaction at the Office of Industry and Trade of South Sulawesi Province.

The statistical results that have been carried out have an F-count value of 181,891 and a Ftable value of 3.20. The value of F-count is greater than Ftable ( $181,891 > 3.20$ ), and the significance value is less than ( $0.000 < 0.05$ ) so that H0 is rejected and H $\alpha$  is accepted at the level of =5%. It can be concluded that simultaneously there is a positive and significant effect of Work Experience (X1) and Work Environment (X2) on Job Satisfaction (Y).

Employees are more productive if they have work experience. From the work experience that has been obtained, it is expected that employees will work faster and better so that the level of employee job satisfaction can be met. Likewise with the environment

## **CONCLUSION**

Based on the results of research and data processing supported by using the SPSS version 23 program regarding Work Experience and Work Environment on Job Satisfaction at the Office of Industry and Trade of South Sulawesi Province, the following conclusions can be drawn:

Work Experience has a positive and significant effect on Job Satisfaction at the Office of Industry and Trade of South Sulawesi Province.

Work Environment has a positive and significant effect on Job Satisfaction at the Office of Industry and Trade of South Sulawesi Province.

Work Experience and Work Environment simultaneously have a positive and significant effect on Job Satisfaction at the Office of Industry and Trade of South Sulawesi Province.

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