

## **Analysis of Employee Performance Based on Background Education and Work Experience**

**Yudhy<sup>1</sup>, Rex Wilanovaray F. Utamin<sup>2</sup>**

<sup>1</sup>Industrial Engineering, Universitas Ma'soem, Indonesia

<sup>2</sup>Sharia Business Management, Universitas Ma'soem, Indonesia

yudhy@masoemuniversiti.ac.id

---

### **Article Info**

#### **Article history:**

Received September 14, 2026

Revised September 30, 2026

Accepted September 30, 2026

Published October 05, 2026

---

---

### **ABSTRACT**

Based on observations and interviews, this research was motivated by the fluctuation in the number of employees, which is suspected to affect employee performance at PT Lautan Surga Group Bandung. This study aims to determine the influence of educational background and work experience on employee performance, both partially and simultaneously, at PT Lautan Surga Group Bandung. The object of this research is the employees of PT Lautan Surga Bandung. The type of research used is quantitative associative with primary data. Data collection techniques include observation, interviews, literature study, and questionnaires. The sampling technique used is the saturated sampling method, with a population consisting of 32 employees of PT Lautan Surga Bandung. The results of the research at PT Lautan Surga Group Bandung show a significant influence of educational background on employee performance, with a t-test result where  $t\text{-count} > t\text{-table}$  ( $6.310 > 2.0452$ ), amounting to 5.7%. There is also a significant influence of work experience on employee performance, with a t-test result where  $t\text{-count} > t\text{-table}$  ( $3.711 > 2.0452$ ), amounting to 31.5%. Furthermore, the simultaneous influence of educational background and work experience on employee performance is shown by an F-test result where  $F\text{-count} > F\text{-table}$  ( $19.772 > 3.316$ ), amounting to 57.7%.

**Keywords :** Educational Background; Employee Performance; PT Lautan Surga Group Bandung; Work Experience.

---

### **INTRODUCTION**

In today's rapidly changing world, various business sectors are developing in response to these changes, competing to maintain their existence, one of which is the business sector [1]. In an increasingly competitive business era, the role of human resources is very important in a company. Therefore, companies must improve the quality of their human resources. By improving the quality of human resources, it is hoped that employees will be able to work efficiently and professionally within the company based on the required work standards [2].

There are several factors that can influence employee performance, including education and work experience. Education influences self-awareness and the quality of human resources [3]. Meanwhile, work experience also influences employee performance, as employees with longer service have better career

prospects, as well as the knowledge and skills they have acquired through their work experience [4].

PT Lautan Surga Group is one of the subsidiaries of PT LS Corp. PT Lautan Surga Group is a company that produces and distributes fried onions. This subsidiary has a product known as "Nion Nion" and is one of the leading producers of fried onions in Tangerang, South Tangerang. It has many loyal customers and is committed to providing the best quality. Its production process is carried out to a high standard to ensure that every product has a distinctive and consistent flavour. Attached below is data on the number of employees at PT Lautan Surga Group Bandung for the 2020–2024 period , as follows:

**Table 1. Employee Data at PT. Lautan Surga Group Bandung for the 2020–2024 Period**

| No. | Year | Total Number of Employees | Percentage (%) |
|-----|------|---------------------------|----------------|
| 1   | 2020 | 25                        | -              |
| 2   | 2021 | 30                        | 20%            |
| 3   | 2022 | 29                        | -3.3%          |
| 4   | 2023 | 33                        | 13.8%          |
| 5   | 2024 | 32                        | -3%            |

Source: PT Lautan Surga Group 2025

Based on the table above, it can be seen that the number of employees in the production and distribution departments at PT Lautan Surga Group has fluctuated over the past five years. In 2020–2021, there was a 20% increase; in 2022, there was a 3.3% decrease; in 2023, there was a 13.8% increase; and in 2024, there was a 3% decrease. Based on the results of an interview with Mr. Ricky Wirakanda Fernandez Utamin, Branch Manager of PT Lautan Surga Group's Bandung Branch, the fluctuation in the number of employees is due to labor needs and the fact that some employees have resigned from the company. These factors are believed to be related to personal reasons and better opportunities elsewhere.

To achieve corporate success, PT Lautan Surga Group focuses on improving employee quality by considering their educational background and work experience. Relevant education provides foundational knowledge and skills, while work experience helps develop practical abilities and adaptability to the dynamics of the job. The following table shows the educational history of PT Lautan Surga Group employees.

Based on the table above and an interview with Mr. Ricky Wirakanda Fernandez Utamin, Head of the Bandung Branch Office of PT Lautan Surga Group, this is because, during the recruitment process, not all prospective employees are required to have a college degree. Some divisions offer on-the-job training from the start, thereby creating more job opportunities and enhancing the workforce's skills.

## METHOD

This study employed a quantitative research method with an associative approach. Quantitative research is a type of research that uses measurements (quantification) and statistical procedures to produce findings [5]. Quantitative research is a research method that uses data analysis to test hypotheses by studying a population or sample [6]. The type of data used in this study is primary data obtained directly from PT Lautan Surga Group in Bandung through observations, interviews, and the distribution of questionnaires. Primary data is data that comes directly from the source and is provided directly to the researcher [7].

In this study, the population consists of all 32 employees at PT Lautan Surga Group in Bandung. A population is the totality of a given area comprising objects or subjects, whose qualities and quantities are studied to draw conclusions [6]. This study uses a saturated sampling technique, which involves including the entire population in the sample [6]. A sample is half the size of the population that possesses certain characteristics [6].

## RESULTS AND DISCUSSION

### The Effect of Educational Background on Employee Performance at PT Lautan Surga Group in Bandung

The results of the reliability test for the educational background variable showed a *Cronbach's alpha* of 0.753 (high reliability). Meanwhile, the employee performance variable showed a *Cronbach's alpha* of 0.643 (high reliability). The results of the coefficient of determination analysis are as follows:

**Table 2. Results of the Coefficient of Determination Analysis**

| Model Summary <sup>b</sup>                        |                   |          |                   |                                |
|---------------------------------------------------|-------------------|----------|-------------------|--------------------------------|
| Model                                             | R                 | R-Square | Adjusted R-Square | Standard Error of the Estimate |
| 1                                                 | .752 <sup>a</sup> | .570     | .556              | 2.187                          |
| a. Predictors: (Constant), Educational Background |                   |          |                   |                                |
| b. Dependent Variable: Employee Performance       |                   |          |                   |                                |

Based on Table 2, the R-squared value obtained was 0.570. It can therefore be concluded that the educational background variable accounts for 57% of employee performance at PT Lautan Surga in Bandung. The results of the t-test are as follows:

**Table 3. Results of the t-Test**

| Coefficients <sup>a</sup>                   |                        |                             |            |                           |       |
|---------------------------------------------|------------------------|-----------------------------|------------|---------------------------|-------|
| Model                                       |                        | Unstandardized Coefficients |            | Standardized Coefficients | t     |
|                                             |                        | B                           | Std. Error | Beta                      |       |
| 1                                           | (Constant)             | 7.658                       | 2.550      |                           | 3,003 |
|                                             | Educational Background | 1,008                       | .160       | .755                      | 6,310 |
| a. Dependent Variable: Employee Performance |                        |                             |            |                           |       |

Based on Table 3, it shows that the calculated  $t$ -value is greater than the critical  $t$ -value ( $6.310 > 2.0452$ ), meaning  $H_0$  is rejected and  $H_1$  is accepted. It can be concluded that educational background influences employee performance at PT Lautan Surga Group in Bandung.

### The Effect of Work Experience on Employee Performance at PT Lautan Surga Group in Bandung

The reliability test results for the work experience variable showed a Cronbach's Alpha of 0.719 (high reliability). The results of the coefficient of determination analysis are as follows:

**Table 4. Results of the Coefficient of Determination Analysis**

| Model Summary <sup>b</sup>                  |                   |          |                   |                                |
|---------------------------------------------|-------------------|----------|-------------------|--------------------------------|
| Model                                       | R                 | R-Square | Adjusted R-Square | Standard Error of the Estimate |
| 1                                           | .561 <sup>a</sup> | .315     | .292              | 2.762                          |
| c. Predictors: (Constant), Work Experience  |                   |          |                   |                                |
| d. Dependent Variable: Employee Performance |                   |          |                   |                                |

Based on Table 4, the R-squared value obtained is 0.315. It can therefore be concluded that the work experience variable accounts for 31.5% of the variation in employee performance at PT Lautan Surga Group Bandung. The results of the  $t$ -test are as follows:

**Table 5. Results of the t-Test**

| Coefficients <sup>a</sup>                   |                 |                             |            |                           |       |       |
|---------------------------------------------|-----------------|-----------------------------|------------|---------------------------|-------|-------|
| Model                                       |                 | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig.  |
|                                             |                 | B                           | Std. Error | Beta                      |       |       |
| 1                                           | (Constant)      | 12.556                      | 3.003      |                           | 4.185 | .001  |
|                                             | Work Experience | .484                        | .130       | .561                      | 3,711 | <.001 |
| a. Dependent Variable: Employee Performance |                 |                             |            |                           |       |       |

Based on Table 5, it shows that the calculated  $t$ -value is greater than the critical  $t$ -value ( $3.711 > 2.0452$ ), meaning that  $H_0$  is rejected and  $H_1$  is accepted. It can be concluded that work experience has a significant effect on employee performance at PT Lautan Surga Group in Bandung.

### The Effect of Educational Background and Work Experience on Employee Performance at PT Lautan Surga Group in Bandung

The results of the multiple correlation analysis are as follows:

**Table 6. Results of Multiple Correlation Analysis**

| Model Summary <sup>b</sup>                                         |                   |          |                   |                                |                   |          |     |     |               |
|--------------------------------------------------------------------|-------------------|----------|-------------------|--------------------------------|-------------------|----------|-----|-----|---------------|
| model                                                              | R                 | R-Square | Adjusted R-Square | Standard Error of the Estimate | Change Statistics |          |     |     |               |
|                                                                    |                   |          |                   |                                | R-Square Change   | F Change | df1 | df2 | Sig. F Change |
|                                                                    | .760 <sup>a</sup> | .577     | .548              | 2.07                           | .577              | 19,772   | 2   | 29  | .001          |
| a. Predictors: (Constant), Work Experience, Educational Background |                   |          |                   |                                |                   |          |     |     |               |

Based on Table 6, it can be concluded that a correlation coefficient of 0.760 indicates a strong relationship between educational background and work experience and employee performance at PT Lautan Surga Group Bandung. Meanwhile, the results of the multiple regression analysis are as follows:

**Table 7. Multiple Regression Results**

| Coefficients <sup>a</sup>                   |                        |                             |            |                           |       |       |
|---------------------------------------------|------------------------|-----------------------------|------------|---------------------------|-------|-------|
| Model                                       |                        | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig.  |
|                                             |                        | B                           | Std. Error | Beta                      |       |       |
| 1                                           | (Constant)             | 7.045                       | 2,730      |                           | 2,580 | .015  |
|                                             | Educational Background | .912                        | .215       | .683                      | 4,240 | <.001 |
|                                             | Work Experience        | .093                        | .139       | .108                      | .672  | .507  |
| a. Dependent Variable: Employee Performance |                        |                             |            |                           |       |       |

Based on Table 7, the following multiple regression model can be derived:

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

$$Y = 7.045 + 0.912X_1 + 0.093X_2$$

The results of the coefficient of determination analysis are as follows:

**Table 8. Analysis of the Coefficient of Determination**

| Model Summary <sup>b</sup>                                         |                   |          |                   |                                |
|--------------------------------------------------------------------|-------------------|----------|-------------------|--------------------------------|
| Model                                                              | R                 | R-Square | Adjusted R-Square | Standard Error of the Estimate |
| 1                                                                  | .760 <sup>a</sup> | .577     | .548              | 2.207                          |
| a. Predictors: (Constant), Work Experience, Educational Background |                   |          |                   |                                |
| b. Dependent Variable: Employee Performance                        |                   |          |                   |                                |

Source: PT Lautan Surga Group, Bandung, 2025

Based on Table 8, it can be seen that the R-squared value indicates a coefficient of determination ( $R^2$ ) of 0.577, or 57.7%. Therefore, it can be concluded that the combined effects of Educational Background and Work Experience on Employee Performance have a significant impact on Employee Performance at PT Lautan Surga Group in Bandung, accounting for 57.7%, while the remaining 42.3% is influenced by other factors not examined in this study. The results of the F-test are as follows:

Table 9. F-Test Results

| ANOVA <sup>a</sup>                                                 |            |                |    |             |        |                    |
|--------------------------------------------------------------------|------------|----------------|----|-------------|--------|--------------------|
| Model                                                              |            | Sum of Squares | df | Mean Square | F      | Sig.               |
| 1                                                                  | Regression | 192.616        | 2  | 96,308      | 19.772 | <.001 <sup>b</sup> |
|                                                                    | Residual   | 141,259        | 29 | 4,871       |        |                    |
|                                                                    | Total      | 333,875        | 31 |             |        |                    |
| a. Dependent Variable: Employee Performance                        |            |                |    |             |        |                    |
| b. Predictors: (Constant), Work Experience, Educational Background |            |                |    |             |        |                    |

Based on the test results in Table 10, the  $F_{table}$  value calculated using the formula  $(K : n - K)$ , which is  $2;30$  or  $3.316$ , can be seen. Thus,  $F_{calculated} > F_{table}$  ( $19.772 > 3.316$ ) with a significance level of  $0.001 < 0.5$ , meaning  $H_0$  is rejected and  $H_1$  is accepted. It can therefore be concluded that educational background and work experience simultaneously have a significant effect on employee performance at PT Lautan Surga Group in Bandung.

## CONCLUSION

Based on the results of the study and discussion regarding the influence of educational background and work experience on employee performance at PT Lautan Surga Group, it can be concluded that educational background has a significant influence on employee performance of 57%, work experience has a significant effect on employee performance of 31.5%, and educational background and work experience together have a significant effect on employee performance at PT Lautan Surga Group in Bandung of 57.7%.

Based on the research findings, the following recommendations are offered to PT Lautan Surga Group in Bandung: the company is encouraged to continue assigning employees according to their academic majors, while also considering their interests and other potentials so that employees can develop more effectively and work more productively; the company is encouraged to provide training to help employees become more skilled in operating work equipment and keep pace with technological advancements; and the company is encouraged to foster teamwork and build a culture of mutual support among employees to enhance performance and achieve shared success through *team-building activities*.

## BIBLIOGRAPHY

- [1] A. Tamami, "The Effect of Rewards and Motivation on Employee Performance at PT Bank Muamalat Indonesia in Bandung," vol. 7, no. 1, pp. 62–68, 2023.
- [2] A. A. Halim, R. Sifa, I. Rodiah, M. A. T. Abidin, and A. Iskandar, "The Effect of Competence, Motivation, and Work Enthusiasm on Employee Performance at Bank BSI's Suniaraja Branch in Bandung," vol. 1, no. 3, pp. 275–284, 2022.
- [3] A. I. Wazdi, N. Esa, S. Maesaroh, and E. Rusnendar, "The Influence of Education, Work Experience, and Work Environment on Employee Performance at BPRS Amanah Rabbaniah in Banjaran," vol. 2, no. 1, pp.

- 47–56, 2022.
- [4] L. Yanthiani and H. Pirous, “The Influence of Motivation, Work Experience, and Work Discipline on Employee Performance at BSI Setiabudi 2 Sub-Branch,” vol. 2, no. 3, pp. 271–279, 2023.
  - [5] I. Made Laut Mertha Jaya, Quantitative & Qualitative Research Methods: Theory, Application, and Real-World Research in Practice. Yogyakarta: Anak Hebat Indonesia, 2020.
  - [6] Sugiyono, Quantitative, Qualitative, and R&D Research Methods, 19th ed. Bandung: Alfabeta, 2013.
  - [7] S. Siyoto, Fundamentals of Research Methods, 1st ed. Yogyakarta: Literasi Media Publishing, 2015.