

Literature Study: The Influence Of Educational Background And Work Experience On Employee Performance

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Abstract

This study aims to determine the effect of work experience on employee performance based on a literature review. Analyze the combined effect of educational background and work experience on employee performance. Identify supporting and inhibiting factors in the relationship between education, work experience, and employee performance. Provide a conceptual overview and recommendations regarding the equivalence of education and work experience in improving employee performance. The research method used is a library study, where researchers review previous research and then draw conclusions from the results. This study was conducted by reanalyzing previous research relevant to the research objectives and developing a deeper understanding. Based on the results of the reanalysis of three previous studies, this study shows that educational background and work experience have a significant influence on employee performance. A higher level of education positively contributes to improved cognitive abilities, technical skills, and understanding of job duties and responsibilities. This results in increased efficiency, work quality, and problem-solving abilities in the workplace. Furthermore, work experience has also been shown to have a positive relationship with employee performance. Employees with longer tenure tend to have a better understanding of systems, organizational culture, and applicable work procedures. This experience allows them to work more effectively, reduce errors, and adapt more quickly to changes or challenges in the workplace. Simultaneously, the combination of a good level of education and adequate work experience forms stronger work competencies, which ultimately contributes to increased productivity and overall performance quality. These results are in line with previous research findings which confirm that human resources with a higher educational background and extensive work experience are important assets for organizations in achieving goals and competitive advantages.

Keywords: Educational Background, Work Experience, Employee Performance

INTRODUCTION

Improving employee performance is one of the first elements a company focuses on in achieving its strategic goals. This is very important for all companies amidst increasingly fierce industrial competition. Understanding the elements that have an impact on employee performance is very important, because it can maintain and increase the company's competitiveness. According to (Kirani, 2023) believes that objective and rational performance evaluation is important for the two parties concerned, namely employees and companies. For employees, it can provide feedback on their performance and potential in determining career paths. For companies, it can be used as a consideration in making decisions during promotions and so on.

In companies, there is a phenomenon where many new employees join staff who have worked for a long time, which causes problems in the dynamics of the work environment. This involves situations where the performance of long-serving employees has strong experience, while new employees may have a higher level of education but less experience. According to Edy Sutrisno in (Basyit, Abdul; Sutikno, Bambang; Dwiharto, 2020) Performance originates from the term "job performance" or "actual performance", which refers to achievements in the workplace that are actually carried out by people. In simple terms, performance includes work output obtained from a combination of the quality and quantity of work carried out by an employee in proportion to the tasks he carries out. According to Sedarmayanti in (Sunaryo, 2016) Education with its various roles plays a crucial task in the context of individual improvement and professionalism. Through education, a person will be equipped to know, understand and develop conscious thinking techniques so that they can overcome problems that will appear in the future. On the other hand, according to Foster's opinion in (Novalasari & Pitri, 2021), work experience is the proportion of working time that an employee has achieved in carrying out the obligations of a task that he or she already has in carrying out the task. These experts' opinions are supported by previous research related to the influence of work experience and educational background on employee performance. According to the results of previous research (Rahmalia et al., 2024) says that the level of education and work experience influences employee performance.

Based on the opinion of Notoatmodjo in (Novalasari & Pitri, 2021) Educational background is an effort designed to impact other people, whether individuals, groups or society, so that they do what is expected by educators. Education can be done in several ways, one of which is formal education. According to Suhardjo in (Basyit, Abdul; Sutikno, Bambang; Dwiharto, 2020) suggests that the level of education is a stage that is completed based on the student's level of progress, the goals to be achieved, and the desires created. Attitude changes are influenced by the level of education. People with a higher level of education will find it easier to understand data and apply it in their daily behavior and way of life. Formal education provides value to individuals, especially in terms of understanding new things. According to Hitalessy in (Barima et al., 2023), There is no doubt that employees with a sufficient level of education are eager to advance in their careers. As a result, these employees typically show higher levels of work inspiration as they expect to occupy more high-ranking positions at work.

Based on the expert opinion above, educational background refers to information about a person's formal education, including the last level of education achieved, educational

institutions attended, study program or field of study taken, as well as relevant academic achievements. Education level plays an important role in shaping individual mentality and behavior. The higher a person's level of training, the easier it is for them to understand problems in everyday life. Thus, formal education not only forms new values for a person but also provides opportunities for better growth and development both personally and professionally.

According to (Sunaryo, 2016) believes that to achieve optimal performance, the most prominent thing is human resources, which means that employees play an important role. (Basyit, Abdul; Sutikno, Bambang; Dwiharto, 2020) suggests that performance can be assessed. The emphasis is on the results that an individual should achieve and how these results contribute to achieving individual, group, divisional and company targets and maintaining company profits. (Zurkarnain; Hardjo, 2010) say Performance is the output of a person in accordance with the actions and guidelines that apply to the job in question. Referred to as a record of results delivered in certain work abilities or actions over a certain period of time that are linked to hierarchical goals.

Guided by the expert assessments above, it can be concluded that human resources play an important role in achieving good performance. Performance is the result of the main tasks given to each individual in carrying out their individual responsibilities or team or department responsibilities to achieve company goals. This performance can be measured based on the ability to complete the alignment of responsibilities and tasks carried out.

According to (Bili et al., 2018), Work experience is the degree of dominance of information and individual abilities in work this can be predicted based on how long a person has worked and the extent of knowledge and skills he or she has. The involvement of work experience in work should be seen as an enabling asset in monitoring individual change. According to Manulang in (Ariani, 2020) stated that work experience is the most common way of forming information and abilities about work techniques for employees because of its contribution to the implementation of work. Work experience is the variable that most influences business development. According to the opinion of (Jayanti & Dewi, 2021). Work experience is the degree of dominance of information and abilities that a person has within the degree of information and abilities that he has.

From the views of the experts above, it can be concluded that work experience is an important factor, which is the level of mastery of a job obtained from a long period of work. The more a person's work experience increases, the more knowledge they have about the tasks that must be completed at work.

Based on theory, expert views and previous research, this research will investigate literature studies related to problems that arise in PT. Chang Shin Karawang, manufacturing company. Research will also be carried out on CV. Ikonoa Warehouse, a logistics company, and PT Mahakam Berlian Samjaya, a sales company.

This research aims to conduct a comprehensive analysis of existing literature regarding the impact of educational background and work experience on employee performance. By evaluating previous research, this study aims to provide a deeper understanding of how these factors influence employee performance in various organizational contexts. The dependent

variable in this research is employee performance (Y), while the independent variables are educational background (X1) and work experience (X2).

Research Hypothesis

H1 : The Influence of Education Level and Work Experience on the Performance of Bottom Spray Painting Department Employees at PT. Chang Shin Karawang.

H2: The Influence of Educational Background and Work Experience on Employee Performance at CV. Ikonoa Warehouse

H3: The Influence of Education Level and Work Experience on the Performance of PT Mahakam Berlian Samjaya Employees in Samarinda

RESEARCH METHODS

This research applies a literature study approach, a research method that reanalyzes relevant previous research to answer research questions or gain a deeper understanding. This method involves collecting literature related to human resource management, especially performance management. Previous research articles or journals were selected based on their relevance to the influence of educational background and work experience on employee performance, and will be used as data sources for this research. Thus, this research is qualitative, producing descriptive data which is then analyzed and interpreted narratively.

RESULTS

In this literature study, there are 3 previous studies that are relevant to the influence of educational background and work experience on employee performance. The three previous studies were conducted on companies with different industrial sectors, namely manufacturing, logistics, and sales, as follows:

The Influence of Education Level and Work Experience on the Performance of Bottom Spray Painting Department Employees at PT. Chang Shin Karawang.

Research conducted by (Rahmalia et al., 2024), the technique used is quantitative with a population of PT Changsin employees in the bottom spray painting division totaling 50 people. A sample of 44 respondents was taken using the Slovin strategy. The investigation utilizes PLS with the help of SmartPLS. As a step to measure employee performance (Y1) as a fixed variable, five indicators are used, specifically job size, nature of work, speed of time, participation, and capacity to work together. Education level (X1) as an independent variable has four indicators, namely level of education, suitability of major, relevance of education to work, and attitude and personality. The next independent variable is work experience (X2) which has four indicators of a fairly broad range of time or work time, information and abilities, authority and work equipment, and type of work. This research uses a series of tests which include concurrent consistency tests as far as AVE awards, construct reliability and discrimination value tests based on Fornell-Larcker Criterion values in terms of Cronbach's alpha and composite reliability values, structural model tests, and indirect effect tests. The consequences of the tests carried out are shown in the following table:

Table 1. Research Results 1

The results of the convergent validity test are AVE values			
Variable	Average variance extracted (AVE)		
X1	0.706		
X2	0.687		
Y	0.723		
The results of the discriminant validity test are based on the Fornell-Larcker Criterion value			
Variable	X1	X2	Y
X1	0.841		
X2	0.479	0.829	
Y	0.442	0.765	0.85
The results of the construct reliability test are Cronbach's alpha and composite reliability values			
Variable	Cronbach's alpha	Composite reliability	
X1	0.862	0.892	
X2	0.849	0.878	
Y	0.903	0.913	
Structural model test results (Inner model)			
	R-square	R-square adjusted	
Y	0.593	0.588	
Indirect effect test results			
Variable	Original samples	T statistics	P values
X1->Y	0.097	7,711	0
X2->Y	0.719	6,238	0

Source: Data processing results(Rahmalia et al., 2024)

The first data in the table above is data from the convergent validity test based on the AVE value. Based on these data, It is known that the AVE value is more than 0.5, namely for education level (X1) of 0.706, work experience (X2) of 0.687, and employee performance (Y) of 0.723. This means that the validity test of the questionnaire data has been fulfilled.

Then the second data is the results of the discriminant validity test with the result X1 being 0.841 which is greater than 0.479 and 0.442, variable Thus, the discriminant validity test in terms of the Fornell-Larcker Criterion value is fulfilled.

Next, the third data is the data from the construct reliability test, with a Cronbach's alpha value of more than 0.7, which means the first reliability test was successful, all variables in this study have values between 0.81 and 1.00, which shows that the indicators used are quite reliable for evaluating each variable. And the experimental value for the dependency composition of all variables is more than 0.7, which means the test is fulfilled.

Next, the fourth data is data from the structural model test to see the correlation between variables. The R-Square value of variable Y is 0.593, indicating that around 59.3% of worker performance is influenced by education level and work insight, while 40.7% is influenced by other variables. Apart from that, information was obtained that the R-Square size for variable Y was in the medium classification because the R-Square value was more than 0.5.

The last one is data from the indirect effect test in terms of path coefficient values, which aims to determine the direct influence of variables X1 and X2 on variable Y. It is known that the T-Statistics value of 0.05 which means that there is a very large impact. The sample value is 0.097 and getting a good value means the relationship between variables is positive. This data shows that there is a positive and significant impact of education level on employee performance. Likewise, work experience also has a positive and significant impact on employee performance, where the T-Statistics X2 value of Y is 6.238, exceeding 1.96, with a P-value of 0.000 which is lower than 0.05. Additionally, the sample value is 0.719.

The Influence of Educational Background and Work Experience on Employee Performance at CV. Ikonoa Warehouse

Research conducted by (Novalasari & Pitri, 2021), the aim of this research is to understand the impact of educational background and work experience on employee performance at CV. Ikonoa Warehouse. The methodological approach used is descriptive and associative using a quantitative approach. The sampling method used was saturated sampling, with a total sample of 72 CV employees. Ikonoa Warehouse. This research contains two independent variables, namely education level (X1) and work experience (X2), and one dependent variable, namely employee performance (Y).

Indicators used on educational background cover various aspects, such as the level of knowledge acquisition, the amount of knowledge possessed, the level of understanding, the level of experience gained by the employee, the age of the employee, achievements based on age, ability to adapt to the work environment, understanding of the environment, understanding of information, and application of information. . Indicators for work experience include various factors, such as duration of work at the company, relevance of experience level to length of service, differences in views and conflicts in achieving goals, understanding of tasks and work, implementation of tasks, skill level, and job mastery. Meanwhile, indicators for employee performance include achieving company targets, understanding work goals, understanding company standards, awareness of company standards, feedback on the company, understanding of the company, mastery of tools and facilities, ability to use company tools and facilities, level of competitiveness and rivalry, motivation. , knowledge, and understanding of opportunities.

This research involved a series of tests, including reliability test, validity test, normality test, heteroscedasticity test, multicollinearity test, Pearson correlation test, coefficient of determination test, and multiple linear regression analysis.

Table 2. Research results 2

Reliability test results	
Variable	Crobach's alpha
X1	0.762
X2	0.746
Y	0.830

Validity test results					
Indicator	r with avg	Indicator	r with avg	Indicator	r with avg
	1 0.613	1	0.603	1	0.562
	2 0.720	2	0.690	2	0.463
	3 0.604	3	0.586	3	0.510
	4 0.529	4	0.520	4	0.526
	5 0.596	5	0.572	5	0.636
	6 0.529	6	0.722	6	0.725
X1	7 0.620	X2	7 0.726	Y	7 0.589
	8 0.615				8 0.407
	9 0.474				9 0.649
	10 0.355				10 0.435
					11 0.557
					12 0.544
					13 0.590
					14 0.620

Normality test results

The histogram graph (figure 1) provides a normal distribution pattern, so the regression model is suitable for use because it meets the normality assumption

Heteroscedasticity test results

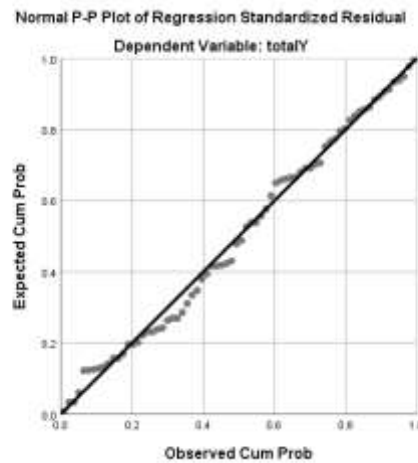
The heteroscedasticity test graph (figure 2) shows that heteroscedasticity does not occur in this regression model

Multicollinearity test results

Model	Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
	B	Std. Error	Beta	Tolerance	VIF
1 (Constant)	4,164	3,496			
totalX1	0.776	0.102	0.542	0.622	1,608
totalX2	0.762	0.124	0.440	0.622	1,608

Source: Data processing results(Novalasari & Pitri, 2021)

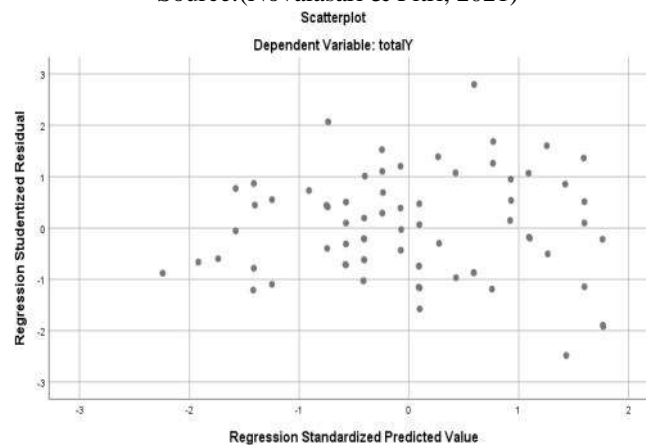
Figure 1. Normality test results with a probability plot curve



Source: Data processing results

Figure 2. Heteroscedasticity test graph

Source:(Novalasari & Pitri, 2021)



Source: Data processing results

Based on the data from the reliability test results, the Cronbach's alpha value is 0.762 for X1, 0.746 for The validity test results show that the correlation value (r) for all indicators exceeds 0.3, so it can be concluded that the indicators are valid and suitable for use in further analysis. The normality test shows a normal pattern, while the PP plot of standardized regression graph shows the residuals showing a distribution of points that follows a diagonal line, indicating that the normality assumption is met, so the regression model can be used.

However, the heteroscedasticity test indicates that there is uneven variation in the regression model, which can be observed from the random distribution of points above and below the number 0 on the Y axis in the heteroscedasticity test graph.

The results of the multicollinearity test show that there is no multicollinearity problem between the independent variables, because the correlation value between the independent variables is lower than 0.90, and the tolerance and VIF values are within the acceptable range. Next, a correlation test using the Pearson correlation test was carried out with the help of the IBM SPSS Statistics for Windows version 25 program, with the following results:

Table 3. Pearson correlation test results

Pearson correlation test results		Total X1	Total X2	Total Y
Total X1	Pearson Correlation	1	0.615**	0.812**
	Sig. (2-tailed)		0,000	0,000
	N	72	72	72
Total X2	Pearson Correlation	0.615**	1	0.773**
	Sig. (2-tailed)	0,000		0,000
	N	72	72	72
Total Y	Pearson Correlation	0.812**	0.773**	1
	Sig. (2-tailed)	0,000	0,000	
	N	72	72	72

Source: Data processing results(Novalasari & Pitri, 2021)

Based on the data from the correlation test, the educational background variable (X1) on employee performance (Y) has a correlation coefficient (r) of 0.812, indicating that there is a very strong and positive relationship between these two variables. with an influence percentage of 66%. Then the correlation between the work experience variable (X2) and employee performance (Y) has an r value of 0.773, which shows that it has a strong and positive relationship with an influence percentage of 60%.

Table 4. Coefficient of Determination

Coefficient of determination test results				
Model	R	R Square	Adjusted R square	Std. error of the estimate
1	0.883a	0.78	0.774	2,479

Source: Data processing results(Novalasari & Pitri, 2021)

Seen in table 4, data from the coefficient of determination test results. From the test results, it can be calculated that the coefficient of determination value is 78%. Which means that educational foundation (X1) and work insight (X2) both contribute 78% to representative performance (Y), while other factors influence the remaining 22%.

Table5. Multiple linear regression analysis

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1					
(Constant)	4,164	3,496		1,191	0.238
Total X1	0.776	0.102	0.542	7,577	0,000
Total X2	0.762	0.124	0.440	6,144	0,000

Source: Data processing results(Novalasari & Pitri, 2021)

Based on table 5 above, the value (a) is 4.164, while the relapse coefficient for educational base incentives (b1) is 0.776 and work insight (b2) is 0.762, so the regression equation can be written:

$$Y = 4.164 + 0.776 X1 + 0.762 X2$$

Consistent (a) has a value of 4.164, stating that if educational background (X1) and work experience (X2) are not extensive or equal to the value 0, then the representative value (Y) is 4.164. Furthermore, the relapse coefficient value for the Educational Background Preparation variable (X1) is 0.776 and has a positive sign, meaning that if the background variable increases by 1 while experience (consistent) is like now, the performance value will increase. of 0.776 focus. This shows that background has a direct relationship with employee performance. Apart from that, the regression coefficient on the experience variable (X2) is 0.762 and has a positive sign, meaning that if the skills variable increases by 1, while work experience remains (consistent) as it is now, it will make the presentation valuable. an increase of 0.762. This shows that background has a direct relationship with employee performance.

The Influence of Education Level and Work Experience on the Performance of PT Mahakam Berlian Samjaya Employees in Samarinda

Research conducted by (Ediansyah & Kusumawati, 2021) This aim is to understand and study the influence of education level and work experience on employee performance at PT Mahakam Berlian Samjaya in Samarinda. The method used is quantitative with the information collection strategy used being an opinion poll given to PT employees. Mahakam Berlian Samjaya in Samarinda City with a complete sample of 158 respondents from a total population of 260 employees. In this research there are two independent variables and one dependent variable. The independent variables used are education level (X1) and work experience (X2). Then the dependent variable used is employee performance (Y). The education level variable has three indicators, namely formal education, non-formal education and informal education. For the work experience variable, the indicators used are three indicators, namely work experience, knowledge & skills, and job mastery. And employee performance variables have five indicators, namely quality, quantity, timeliness, responsibility and independence. The analyzes carried out were reliability tests, Linear Regression tests, T tests, F tests, and correlation & determination coefficient tests.

Table 6. Reliability test results

Variable	Reliability coefficient	Test results
Employee performance (Y)	0.893	Reliable
Education level (X1)	0.873	Reliable
Work experience (X2)	0.773	Reliable

Source: Data processing results (Ediansyah & Kusumawati, 2021)

The data in table 6 above shows that all the factors in this research are strong on the grounds that the Cronbach Alpha value of all the variable indicators in this research is much greater than 0.6.

Table 7. Linear Regression test results

Model	Unstandardized	Standardized	Collinearity	Q	Sig.
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	Coefficients		Coefficients	Statistics			
	B	Std. Error	Beta	Tolerance	VIF		
1 (Constant)	3,584	1,177			3,044	0.003	
Education level (X1)	0.490	0.101	0.320	0.292	3,428	4,861	0,000
Work experience (X2)	0.907	0.113	0.528	0.292	3,428	8,009	0,000

Source: Data processing results(Ediansyah & Kusumawati, 2021)

Based on the data from the linear regression test in table 7 above, there is a tolerance value for the education level variable (X1) and work experience variable (X2) which is 0.292 which is greater than 0.10. And the VIF value for the education level variable (X1) and work experience variable (X2) is 3.428, greater than 10.00. So it can be concluded that in this study there was no multicollinearity.

Table 8. T test results (partial)

Variable	T Count	T Table	Sig.
Education level (X1)	4,861	1,975	0,000
Work experience (X2)	8,009	1,975	0,000

Source: Data processing results(Ediansyah & Kusumawati, 2021)

It can be seen in table 8 above that the calculated T value for education level and work experience exceeds the T table value, with a significance of less than 0.005 for these two variables. Therefore, in this research, the level of education and work experience separately have a significant influence on employee performance at PT. Mahakan Samjaya Diamonds.

Table 9. F test results

Model		Df	F	Sig.
1	Regression	2	113,315	0,000
	Residual	155		
	Total	157		

Source: Data processing results(Ediansyah & Kusumawati, 2021)

Based on the information in table 9 above, it can be seen that the F count of 113.315 is greater than the F table of 2.271 and the critical value in the f test of 0.000 is smaller than 0.05, so it tends to be explained that the level of education and work experience has a significant effect on presentation. representative of PT. Mahakam Berlian Samjaya, Samarinda city.

Table 10. Correlation and determination coefficients

Model	R	R Square	Adjusted R Square	Std. Error of the estimate
1	0.771	0.594	0.589	1,711

Source: Data processing results(Ediansyah & Kusumawati, 2021)

As can be seen in table 10 above, the level of education (X1) and work experience (X2) on employee performance (Y) has a correlation coefficient (R) of 0.771. This value is in the range of 0.60 - 0.799 and this shows that there is an area serious strength among the factors of

this review. Meanwhile, if you look at the R Square value, it shows 0.594, which means that the level of education and work experience influences the appearance of PT representatives. Mahakam Berlian Samjaya added 59.4% and the excess of 40.6% was influenced by various factors outside this examination.

CONCLUSION

Research result (Rahmalia et al., 2024) shows the value of the structural model test results to see the correlation between variables, the R-Square Y value is 0.593, which means the performance of the Bottom Spray Painting Department employees at PT. Chang Shin Karawang can be influenced by the level of education and work experience, namely 59.3% and the remaining 40.7% is influenced by variables outside the variables studied. And the data shows that the R-Square criteria for variable Y are in the moderate category because the R-Square value is more than 0.5

Research result (Novalasari & Pitri, 2021) shows, the coefficient of determination value is 78%. Which means that educational background (X1) and work experience (X2) simultaneously contribute 78% influence on employee performance (Y) on CV. Ikonoa Warehouse, Apart from that, the 22% excess was influenced by various other factors that were not researched.

Research result (Ediansyah & Kusumawati, 2021) shows the level of education (X1) and work experience (X2) on employee performance (Y) has a correlation coefficient (R) value of 0.771. This value is in the range of 0.60 – 0.799 and this shows that there is a serious area of strength between the factors. this review. Meanwhile, if you look at the R Square value, it shows the number 0.594, which means that the level of education and work experience influences the appearance of PT representatives. Mahakam Berlian Samjaya added 59.4% and the excess of 40.6% was influenced by other elements outside this research.

Based on the research results from the three previous studies which have been discussed again in this test, it shows that educational background and work experience influences the implementation of representatives. Education and work experience contribute which is substantial on worker performance. The instructive foundation strengthens the foundation of information and abilities relevant to the responsibility, while the job insight provides valuable practical understanding of the duties and responsibilities involved. Both together form a solid foundation for employees to understand job demands and overcome challenges with more effective.

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